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# Solidarity!

## WELCOME BACK!

To each and every one of the nearly 4,000 District employees who are represented by MTI, welcome, as the 2016-17 school year begins! MTI is the collective bargaining agent for all teachers and non-supervisory professional staff, educational assistants (*EA-MTI*), clerical/technical personnel (*SEE-MTI*), substitute teachers (*USO-MTI*), and school security assistants (*SSA-MTI*) employed by the Madison Metropolitan School District. **It has been the Union's mission to negotiate the best possible Collective Bargaining Agreements over the last 50 years and now, given the bargaining restrictions of Act 10, to work in concert with the District to create the best possible Employee Handbook.** That is critical to our efforts in making the Madison Metropolitan School District the best possible place to work, and to enable the District to attract and retain the best staff.



**New this school year:** While all the employees referenced above benefit from MTI's advocacy in the Employee Handbook discussions and base-wage bargaining, MTI representation, support and assistance in other areas will only be available to those employees who join MTI as members (*this was another change mandated by Act 10*). **Given this change, this and future issues of MTI Solidarity! will provide both:** 1) general information for all represented employees; and 2) specific information on seminars, services, and information available **only** to MTI members. For those who have yet to join MTI, membership continues to be available to any employee listed above, via the RENEW link at [www.madisonteachers.org](http://www.madisonteachers.org).

## A Message from MTI President Andrew Waity

Welcome to the 2016-17 school year. In some ways this year may appear very different. We will be working under a Handbook for the first time in decades. We will also face the ongoing challenges put in place by a state government that has been consistently hostile towards public education.

Yet these changes and challenges are only one part of the picture. What remains consistent is the high quality staff of MMSD and our commitment to collectively advocate for ourselves, our students, our community, and our public schools through the power of MTI. MTI is still here and still strong as we begin our 51st year representing the employees of MMSD.

We will continue to grow and adapt as a Union. MTI staff and elected leaders will continue our work as representatives of the strongest Union in the state. There are also many opportunities for every member of MTI to actively engage in promoting our profession and to be a powerful voice for public education in Wisconsin. Keep an eye out for ways to get involved and don't hesitate to contact me ([awaity10@gmail.com](mailto:awaity10@gmail.com)) or MTI ([mti@madisonteachers.org](mailto:mti@madisonteachers.org)) to share ideas or find out other ways to be active in our Union.

## Welcome New MMSD Staff; MTI Leaders Greet New Hires

Members of the MTI Board of Directors, Faculty Representative Council, and Union staff greeted approximately 175 of the District's newly hired teachers as they entered New Teacher Orientation on August 23. Superintendent Cheatham also invited MTI President Andy Waity and MTI Executive Director Doug Keillor to address the new hires immediately after the Superintendent's message that morning. At the end of

the day, MTI hosted a New Educator Social, where the new hires mingled with other new educators and MTI leadership and staff. At the Social, one new teacher won an iPad mini, generously donated by WEA Member Benefits; and every new teacher who signed up to become an MTI member received an MTI t-shirt or sweatshirt. Newly hired staff are encouraged to join the thousands before you who have made MTI the best Union possible.

MTI will be scheduling a similar New Hire Social for MTI-represented educational assistants, clerical-technical employees, school security assistants, and substitute teachers early this fall. Keep an eye on the MTI Solidarity! newsletter for further details.

*Please reach out and welcome any new faces in your work location to express your solidarity with your colleagues.*



## Continue Wearing Your MTI Red

Wear your MTI RED at school and in the community to make a positive statement about public education and educators. MTI has t-shirts, polos, button-downs and sweatshirts for sale. Show **SOLIDARITY** with your MTI sisters & brothers. Wear **MTI RED** on **MONDAYS** and **MTI lanyards** everyday!

## Our Union Makes Us Strong!

MTI's web page - [www.madisonteachers.org](http://www.madisonteachers.org)  
MTI's email - [MTI@madisonteachers.org](mailto:MTI@madisonteachers.org)

## Sabbatical Leave Deadline 9/1

Under the terms of the Employee Handbook (Section 10, page 130), the Board of Education budgets \$45,000 for **sabbatical leaves** for members of MTI's "teacher" bargaining unit. Such is for the purpose of advanced study and/or research. **Either a one-year leave at half pay or a one-semester leave at full pay may be granted.** The recipient of a sabbatical leave must agree to return to the Madison District for at least two years of service following the sabbatical leave, or repay the compensation received for the leave. A teachers who receives a sabbatical leave will be permitted to return to the position s/he held at the time the leave was granted.

Applications for the second semester of the 2016-17 school year are due at MTI headquarters by September 1, 2016. Applications for the 2017-18 school year or the first semester are due February 1, 2017. An application and the MTI/MMSD agreed upon policy can be obtained by visiting MTI's webpage ([www.madisonteachers.org](http://www.madisonteachers.org)).

## Labor Fest 2016 Monday, Sept. 5, Noon to 5:30 p.m. Madison Labor Temple 1602 S. Park Street

**Mark your calendars!** This year's *LaborFest* promises great live music, good eats, and family fun for all ages. Everyone is welcome. The South Central Federation of Labor's annual Labor Day celebration features live music by People Brothers Band and Red Hot Horn Dawgs. On the menu: corn on the cob, brats, hotdogs, soda and beer. *Family entertainment includes face painting, balloons, a bounce house, and other special attractions to please all ages.*

There will also be a **special Labor Day collection** to help students who are homeless in the MMSD Transition Education Program. We are collecting deodorant, small bottles of laundry detergent, liquid body wash, shampoo, toothpaste, toothbrushes, hand/body lotion, and food gift cards.

## Willy Street Fair September 18

MTI will once again participate in the *Willy Street Fair!* MTI will host an information table in front of the MTI building and is seeking members to help with *face painting for kids, a "cupcake walk," and marching together in the (in)famous Willy Street Fair parade.* This event takes place on **Sunday, September 18**, from 11:00 a.m. to 7:00 p.m. Members who wish to march in the parade should be at MTI by 10:30 a.m. **Remember to wear your MTI Red!**

MTI is also looking for volunteers to staff the information table, make cupcakes (or brownies/cookies) for the old-fashioned "cupcake walk," among other things, between noon and 4:00 p.m. Contact Jeff Knight ([knightj@madisonteachers.org](mailto:knightj@madisonteachers.org) / 257-0491) with questions or to volunteer!

To review a list of volunteer needs, see MTI's website, [www.madisonteachers.org/MTI\\_Cares](http://www.madisonteachers.org/MTI_Cares)

## MTI Membership Corner

The following meetings, seminars, and workshops are available to MTI members only:

**USO-MTI (Substitute Teachers) General Membership Meeting and Employee Handbook Update**, Thursday, September 22, 4:15 p.m., MTI Headquarters.

**MTI National Board Certification Workshop for Teachers.** Learn about the benefits of National Board Certification and the supports available for you to achieve it. Wednesday, September 28, 4:30 p.m. (invitation to be e-mailed to all MTI teacher members).

**SEE-MTI (Clerical and Technical Employees) General Membership Meeting and Employee Handbook Update**, Wednesday, September 28, 4:30 p.m., Madison Labor Temple.

**MTI/WEA Member Financial Planning Seminar: 7 Mistakes Members Make with their Money**, Thursday, September 29, 4:30 p.m. (invitation will also be e-mailed to all MTI members).

**EA-MTI (Educational Assistants) General Membership Meeting and Employee Handbook Update**, Wednesday, October 19, 4:15 p.m., MTI Headquarters.

**MTI/WEA Member Benefits New Professionals Night.** Information on Employee Handbook highlights, how to read your paycheck, benefits and salary schedule overview, 403(b) and Wisconsin Retirement System info. Thursday, October 27, 4:00 p.m. (invitation to be e-mailed to MTI members in their first five years with the MMSD).

**MTI members in need of assistance:** See your MTI Faculty Representative or contact MTI staff (257-0491 or [www.madisonteachers.org](http://www.madisonteachers.org)) should you have a question or need *assistance with any work-related matter.*

## Calendar of Events



- September 1 - Semester Begins
- Monday, September 6, LABOR DAY Labor Fest, SCFL
- Monday, September 12, 5:00 p.m., Doyle Room 103  
BOE Instruction Work Group
- Tuesday, September 13, 4:30 p.m., MTI  
MTI Board of Directors
- Saturday, September 17, 9:00 a.m., Breese Stevens Field  
Fighting Bob Fest 2016
- Monday, September 19, 5:00 p.m., Doyle Room 103  
BOE Operations Work Group
- Tuesday, September 20, 4:15 p.m., SCFL  
MTI Faculty Representative Council
- Wednesday, September 21, 4:15 p.m., MTI  
EA-MTI Board & Building Reps

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