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Solidarity!

MTI Members and Union Representation: Note Changes & Protect Your Rights - Contact MTI

What should you do? An administrator or supervisor requires your attendance at a meeting about your performance or about an allegation made against you. Or, perhaps the supervisor schedules a meeting with you without telling you what the meeting is about. If you are an MTI member you should follow the advice on the back of your MTI membership card, which states, ***“If this discussion could in any way lead to my being disciplined or terminated, I request that my MTI representative be present at this meeting.”***

If an issue arises in any meeting with an administrator or supervisor, or if a meeting “becomes disciplinary,” or even ***if you have reason to believe the purpose of the meeting may be disciplinary***, MTI members should call MTI for representation. Under such circumstances, MTI members have a **right to Union representation** and may refuse to meet or continue a meeting until an MTI representative is present. ***That is your legal right and one of the critical aspects of Union membership!***

New this year:

In previous years, District administration would contact MTI staff in advance to schedule meetings with represented employees relative to performance concerns or discipline. This assured that represented employees received the Union representation to which they were entitled. However, ***given the changes mandated by Act 10***, now only MTI members are entitled to MTI representation on such issues. Therefore, District administration will no longer contact MTI staff in advance of said meetings, and it is now incumbent upon MTI members to **explicitly request Union representation** if they desire representation at such meetings.

Employees who are not members of MTI do not have a right to MTI representation at such meetings.

Have Ideas on Improving Your Profession and Advocating for Your Students? Consider Becoming an MTI Leader Nominations Due for MTI (Teacher) Elected Positions

MTI Members: Do you have ideas on how to improve your profession or better advocate for your students? Consider applying your ideas, energy and efforts as an elected leader of MTI. MTI is a democratic Union with nearly two hundred (200) teachers currently serving in an elected or appointed leadership capacity. Serving as an MTI Faculty Representative is the most common point of entry to Union leadership. The MTI Faculty Rep Council meets monthly and provides Reps an opportunity to learn more about MTI and issues across the District. If you are interested in serving as an MTI Faculty Rep at your work location, see your senior MTI Faculty Rep or contact MTI staff. For those ready to take the next step in MTI leadership, positions are regularly available on the MTI Board of Directors, Finance Committee, Handbook/Bargaining Committee, Political Action Committee, or Cabinet on Personnel.

Nominations will be received at the September 20 meeting of the MTI Faculty Representative Council to fill MTI Board At-Large positions and Committee vacancies caused by retirement, and for terms that are expiring. Terms expire in October for positions on the MTI Board of Directors, the Cabinet on Personnel, the Finance Committee, and the Political Action Committee. Due to retirements, vacancies also exist on the MTI Bargaining Committee and Political Action Committee. Nominations for any of the positions described in this article can be called in to MTI Headquarters (257-0491) prior to the September Council

meeting, or made from the floor at the September Council meeting by an MTI Faculty Representative. Pursuant to MTI Bylaws, the election for all referenced positions will be held at the October Council meeting.

MTI Board of Directors. Three At-Large vacancies exist. One vacancy exists due to **Karen Vieth** (*Sherman*) being elected Vice President. The remainder of her term is one year. A second vacancy exists due to **Kerry Motoviloff** (*Doyle*) being elected President-Elect. The term is two years. A third vacancy exists due to the retirement of **Lauren Mikol**. The term is two years.

The MTI Board of Directors consists of ten (10) members. Six (6) Officers are elected by the general membership and four (4) At-Large positions are elected by the MTI Faculty Representative Council. Officers are elected for a one-year term and At-Large members for two-year terms. The President serves on the Board for three (3) years, one year as President-Elect, one year as President, and one year as Past President. Officers are elected in April's MTI general election. Meetings of the MTI Board are held on the second Tuesday of the month, at 4:30 p.m., at MTI Headquarters.

Nominations (cont.)

Finance Committee terms expire for **Bruce Bobb** (*Hoyt*), **Holly Hansen** (*Lapham*), and **Nichole Von Haden** (*Doyle*). All are seeking re-election. Terms for all positions are for one year. The Finance Committee prepares the annual MTI Budget for consideration by the MTI Joint Fiscal Group. The latter consists of MTI teacher bargaining unit Faculty Representatives, and proportionate representation from MTI's other four (4) bargaining units (SEE-MTI, EA-MTI, USO-MTI, and SSA-MTI). The MTI Finance Committee meets each year and generally completes its business in February, given that under MTI's Bylaws the Budget is presented at the March meeting of the MTI Joint Fiscal Group and is voted upon at the April meeting.

Cabinet on Personnel terms expire for **Holly Hansen** (*Lapham*) and **Cindy Ball** (*Jefferson*). Both are seeking re-election. The Cabinet on Personnel oversees MTI's employment relations with its staff. The Cabinet meets on an as-needed basis.

Political Action Committee (MTI VOTERS) terms expire for **Andy Mayhall** (*Thoreau*), **Karen Vieth** (*Sherman*) and **Kathryn Burns** (*Shorewood*). Mayhall & Vieth are seeking re-election. Terms are for two years. **Three (3) vacancies exist** due to the retirement of **Lauren Mikol** and **Carlene Bechen**, and **Kathryn Burns'** decision not to run again. Two of three terms are for one year; the third for two years. MTI's Political Action Committee usually meets once per month, and additionally as necessary to interview candidates for election in Wisconsin's primary and general elections. The Committee recommends endorsements for consideration by MTI members.

Handbook/Bargaining Committee: One vacancy exists for a high school representative due to the retirement of **Art Camosy**. The term expires May, 2017. In addition, **another vacancy exists for a middle school representative**. The term expires May, 2019.

Sabbatical Leave Applications Due October 1 (Note Extended Deadline)

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 **October 1**. 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.

Our Union Makes Us Strong!

MTI's web page - www.madisonteachers.org
MTI's email - MTI@madisonteachers.org

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).

Calendar of Events



- 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
- Sunday, September 18, 11:00 a.m.
Willy Street Fair
- 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
- Thursday, September 22, 4:15 p.m., MTI
USO-MTI General Membership

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