



Solidarity!

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Educational Resource Officers in MMSD High Schools in Jeopardy

MTI supports the continuation of the contract between the City of Madison and the Madison Metropolitan School District to provide Educational Resource Officers (EROs) in MMSD high schools. MTI members work with these officers regularly and have first-hand experience of the contributions these officers make to the safety and security of our high schools. From feedback we have received from our members:

- The presence of EROs and School Security Assistants (SSAs) are viewed by staff as critical to maintaining safe schools.
- The ERO program is community policing at its best, with emphasis on relationship-building, education, and prevention.
- It is much better to have a police officer who is known to, and trusted by, students in the building whenever police are needed.
- Numerous teachers incorporate the ERO into class discussions about rights, police shootings, and other issues. Those events have been successful because students know and feel comfortable asking questions and taking advice from an officer they know as part of their school community. Without a trusted officer in schools, educational experiences like these discussions would not happen in the same way and would have far less impact.

When the contract came up for renewal last spring, MTI communicated our support for these positions to the Board of Education and to the Superintendent. When we heard that the contract remained unresolved in early August, we reiterated our support for the ERO positions to the BOE and Superintendent, and also shared our concerns with the Mayor, urging all parties to resolve their contractual differences in order to continue these important positions. As of this writing, the contract has yet to be renewed, but it has been extended by forty-five (45) days by MMSD and the City. MTI urges members to contact their representatives on the Board of Education and the City Council, as well as the Superintendent and Mayor, to request prompt resolution of the contract to assure the continuation of these important positions.

Biometric Screening and Health Risk Assessments This Fall

This fall, the District's health insurance carriers are conducting biometric screenings *and* Health Risk Assessments (HRA) for all MMSD employees who carry the District insurance. Participation is voluntary; however, those who *complete both activities will avoid an additional 5% health insurance premium charge, starting January 1*. The 5% premium charge for not participating will be in addition to the 1.25% or 3.00% premium charge for all MTI-represented employees, taking effect on October 1. All employees should have received an email from the District HR Officer regarding this initiative. **Note that the Joint MTI/MMSD Employee Wellness Committee did not recommend or initiate the biometric screenings and HRA**, as the communication appeared to indicate.

The Employee Wellness program was first initiated in the spring of 2014, and has been instrumental in helping MTI and the District keep insurance premiums down. The rationale is that periodic screenings can help identify medical conditions early and, with advice from a physician, lead to appropriate treatment or healthier lifestyle choices. MTI appointees on the committee will continue to request data supporting frequent screenings, and will provide feedback to the District from members.

Biometric Screenings and HRAs will start September 27th and must be completed by December 14th in order to avoid the additional premium contribution. Screenings can be scheduled at an MMSD work site *or can be completed at your medical provider's office*. The HRA is a questionnaire provided by *your* insurance carrier. To schedule an appointment at your work site, and to obtain forms for your provider to complete the screening and the appropriate HRA questionnaire, you must visit the MMSD Employee Wellness web page at: www.mmsd.org/employee-wellness.

Take the link to "[Sign-up for the Biometric Screening](#)" to log-in to the Interra Health Dashboard, where this information is located. Interra Health is the provider overseeing the biometric screenings on behalf of MMSD's three insurance providers. All personally identifiable information collected is kept strictly confidential and is not shared with the District or any third party agency. Aggregate data is used to help guide the Wellness Committee to offer programs and incentives to encourage healthy lifestyle choices. Visit the Employee Wellness website to review additional information and the frequently asked questions on biometric screenings and HRAs: (www.mmsd.org/employee-wellness). Contact MTI or MMSD benefits with additional questions or concerns.

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 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 between noon and 4:00 p.m. Contact Jeff Knight (knightj@madisonteachers.org/257-0491) to volunteer or review a list of volunteer needs on MTI's website: www.madisonteachers.org/MTI_Cares.

Our Union Makes Us Strong!

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

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Religious Holidays/Observances

MTI encourages District employees not to schedule school events on the evening before or day of religious holidays and/or observances. Similarly, teachers are requested not to schedule major exams or field trips on such days, inasmuch as some students may not be able to attend school on that day. Under the Employee Handbook (Section 8, page 80), the District will allow absence from work for the purpose of observing religious holidays. The employee may elect to utilize any paid leave time available (sick leave, vacation, floating holidays, or accumulated compensatory time). A request for absence must be made in writing to the Director of Human Resources at least ten (10) work days prior to the requested absence, except for religious holidays that are celebrated between the first day of school and September 15, when seven (7) work days' notice is required.

Teachers and Involuntary Transfer

Should the District determine to reduce staff at a given school by involuntarily transferring a teacher due to a "substantial change in the school's enrollment or substantial program change," they may do so within the first 25 days of school under the Employee Handbook (Section 3, page 104). The Handbook provides that such transfer "shall be the least senior teacher in the grade level (unit, grade or grade combination, e.g., 1-2) and/or department or subject (whichever is appropriate) from which the transfer must be made." The Handbook also provides that "any teacher so transferred shall be provided five (5) school days' notice of the transfer unless the teacher waives the notice or a portion thereof in writing, and shall be afforded at least two (2) school days in the school to which he/she is transferred to prepare lesson plans prior to assuming the new assignment."

Christina Stafslien Charity Golf Outing September 23

Teachers at La Follette High School have organized the **13th Annual Christina Stafslien Charity Golf Outing** to honor the memory of their colleague and former LaFollette math teacher. The event will be held at the Monona Municipal Golf Course on Friday, September 23, at 4:00 p.m. Proceeds from the tournament will go to the **Christina Stafslien Scholarship Fund** which is awarded to a deserving La Follette student. Details and an application form can be obtained from MTI's website (www.madisonteachers.org) or by contacting La Follette teacher Ted Ryan (tryan@madison.k12.wi.us / 204-3574).

"Back to School" Night

Pursuant to Section 4.04 (page 114) of the Employee Handbook, "Teachers will be expected to attend one family school-wide event that occurs after the normal workday. Whenever possible, teachers shall be given no less than thirty (30) calendar days notice of such events. Teachers who have a co-curricular conflict or have pre-approved course work to attend may be excused at the discretion of the Principal/administrator. Such conflict should be communicated to the applicable administrator as soon as possible before the date of the school event. To further promote family, youth and community engagement, teachers are encouraged to attend other school-wide events throughout the school year."

PAC Rebates

MTI VOTERS' Political Action Committee is funded to assist in promoting political causes of interest and benefit to MTI members via an assessment of 5% of one's annual Union dues. Deductions are made from each member's monthly wage. Funds are used exclusively to support Committee-approved pro-education candidates and pro-education causes. Any member who does not wish to participate in the Union's political efforts must deliver **WRITTEN NOTICE** of their intent to MTI Headquarters by **October 1**. Advance refund of the school year's PAC deductions will be issued for such requests. Payment will be made by November 30. MTI VOTERS endorses candidates who pledge to support education and educators.

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 to be e-mailed to all MTI members).

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