



Solidarity!

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Personalized Pathways Survey for High School Staff

MTI is conducting an online survey to help communicate with District administration on how the preparation and implementation of Personalized Pathways are going within each building. The survey is being sent to the personal e-mail of MTI members at each high school, provided there is an e-mail on file. If you are a high school teacher or professional staff and did not receive an e-mail but would like to take the survey, please contact your building MTI Faculty Representative for details on how to access the survey. The survey will be open starting November 28 through December 9.

It is short and should only take a few minutes. Your input will help the MTI Pathways Committee communicate recommendations to the District.

MTI Passes Motion in Support of Standing Rock Sioux

As protests grow in North Dakota around the construction of the North Dakota Access Pipe-line, the MTI Faculty Representative Council passed a resolution for MTI to stand in support of the First Nations people working to halt construction. The resolution reads as follows:

“Madison Teachers Inc., a member led organization which believes in the human rights of each individual and the race, creed and culture from which they come, stands in solidarity with the First Nation people of Standing Rock as they protect both their sacred sites and waterways, both entrusted to them in their treaty rights.”

MTI member Leslie Peterson will be traveling to the Standing Rock protest to deliver this statement of support.

Student Loan Forgiveness/Financial Planning—December 15

MTI members are invited to learn about the federal loan forgiveness programs that are available to teachers and public employees, find out how to start the application process, and get tips on what you need to do to ensure that your application is ready for submission. Join your colleague and fellow MTI member Ben Senson to hear about his loan forgiveness journey and his recommendations. You will also have an opportunity to hear WEA Member Benefits discuss the programs and services available to you and your family to help you achieve your financial goals. Join us on Thursday, December 15, from 4:30-5:30 p.m. See the link on MTI's website www.madisonteachers.org to sign up.

Four MTI Members on *Madison Magazine's* “M List”

Among thirty-two (32) “M List 2016: Mentors and Teachers” (published in *Madison Magazine*, October 21, 2016) are four MTI members who are honored as “*positively influential*.”

JoAnne Brown, multicultural student coordinator, Memorial High School. JoAnne mentors students and teaches them to be mentors. She works with Memorial's Black Student Union and serves the Minority Student Achievement Network program. She is “aware of the barriers many students face” and “enjoys providing opportunities for them.”

Sherie Hohs, LGBTQ social worker based at MMSD Central Office. Sherie works with K-12 students. She educates students and staff “about being welcoming and inclusive of all students.” “I'm there to make sure our LGBTQ youth in schools are safe and respected, and supported and embraced and included.”

Darcy Poquette, English as a second language and AVID/TOPS teacher at LaFollette High School. Darcy works with students who “speak a variety of languages and helps them integrate into the school community.” Her “door is always open to students” and she “enjoys learning from them.”

Kristen Scott, bilingual teacher at Nuestro Mundo. Kristen credits her work with her teaching team for helping her students advance their reading achievement. She also “empowers parents” to advocate for their students through a program she initiated, the “Parent School Partnership” program.

MMSD Board of Education member Mary Burke is among those highlighted for her initiative, “Building Brave.”

State Health Care Overhaul is a Dangerous Gamble

2017-2019 State budget planning is well underway, and Governor Walker is looking for ways to fill financial holes created by past cuts and tax losses. One program that is being identified for "savings" is the State Group Health Insurance Program, which provides coverage to 260,000 public employees (MTI-represented employees are not covered by the State's Group Insurance Program). The Governor is considering switching the current state health delivery model to a "self-insurance" model. This possibility has raised concerns among public employees, as well as area healthcare organizations.

On Monday, November 14, fourteen (14) health care organizations led by the Wisconsin Hospital Association and Wisconsin Medical Society sent a letter to Governor Walker and the Legislature's Joint Finance Committee (JFC). The letter makes very clear that changing to self-insurance is risky and could affect the entire health delivery system in Wisconsin. In short, it urges the State to slow down and do a thorough, apples-to-apples comparison of self-insurance to the current Health Maintenance Organization (HMO)-based system.

POWRS (Protect Our Wisconsin Retirement Security), a statewide group of activists working to protect the WRS, is asking citizens to contact their legislators and the Joint Finance Committee (JFC) to demand that the proposed scheme be stopped until a thorough, comprehensive analysis has been conducted and made available to the public.

Sabbatical Leave Deadline February 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 teacher who receives a sabbatical leave will be permitted to return to the position s/he held at the time the leave was granted.

The Joint MTI/MMSD Sabbatical Leave Committee recently awarded a second semester leave to art teacher **Gwen Kong** (Lincoln).

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 website: www.madisonteachers.org.

Solidarity with Teachers in Oaxaca, Mexico

Teachers on strike protesting neoliberal education "reforms" since May in the state of Oaxaca returned to their schools last September. Several community organizers from Madison are heading down to Oaxaca in December for their annual community building trip. Please consider donating **any extra school supplies, including backpacks and books in Spanish**, to help our fellow Oaxacan teachers and students. Donations can be left at MTI or contact Lora Schmid-Dolan at 608-575-2052. ¡Muchas gracias!

MTI Membership Corner

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

MTI/WEA Member Benefits Individual MTI Member Financial Consultations in November and December. See MTI's website: www.madisonteachers.org to sign up for a free 30-minute financial consultation. Consultations are held at MTI headquarters.

MTI/WEA Member Benefits Planning for Retirement. If you are within 10 years of retirement, this free seminar can help you understand the different retirement planning solutions available and the implications of the decisions you will make as you approach retirement. **Wednesday, November 30, 6-8:00 p.m.** (invitation e-mailed to eligible MTI members).

MTI/WEA Member Benefits Student Loan Forgiveness/Financial Planning on December 15, 4:30-5:30 p.m. See MTI's website: www.madisonteachers.org to sign up.

Calendar of Events

- Monday, November 28, 6:00 p.m., Doyle Board of Education Regular Meeting
- Tuesday, November 29, 4:15 p.m., MTI MTI Voters Political Action Committee
- Tuesday, December 13, 4:15 p.m., MTI MTI Board of Directors

December 22—January 3 Winter Break

Our Union Makes Us Strong!

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

Volume 51, #14, November 28, 2016