



Solidarity!

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January Paycheck

The January 1 paycheck is to be deposited on the first banking day in January. This year that day will be Tuesday, January 3, given that Monday, January 2, 2017 is a Federal Reserve Bank holiday. A deposit on December 31 would cause one to have to pay taxes on those funds for 2016, *i.e.*, one would pay income tax on 13 months of wages in 2016. Paper direct deposit statements for teachers will be distributed at each person's work location on January 4, the day school resumes. For those who receive electronic direct deposit statements, e-mails will be sent to District e-mail addresses on December 29, with funds being deposited on January 3. For substitute teachers, verification will be on or about January 4.

Members of MTI's clerical/technical (SEE-MTI), educational assistants (EA-MTI) and security assistants (SSA-MTI) bargaining units' paychecks will be directly deposited on December 23. Paper direct deposit statements will be distributed at each person's work location on January 4. For those who receive electronic direct deposit statements, e-mails will be sent to district e-mail addresses on December 21.

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 is open 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.

Inclement Weather & Closing School

The Employee Handbook contains provisions that deal with the impact on members when schools are closed. Given winter's sometimes severe weather, these provisions are called to the attention of those who are represented by MTI.

Teacher bargaining unit: The Employee Handbook (Section 4.05, page 114) provides that should schools be closed or the opening of school delayed, notice will be on local radio stations by 6:30 a.m. Should schools be closed, teachers will be compensated for the day on their regular monthly payroll check.

Bilingual Resources Specialists: The Employee Handbook (Section 13.09, page 139) provides that employees who are tardy or absent due to inclement weather are allowed to receive compensation by using personal illness leave or electing to make up the time by performing their regular duties or participating in staff development/training opportunities offered by the District.

EA-MTI: The Employee Handbook (Section 1.06, page 242) allows the option of using personal illness leave to receive payment for time missed due to school closings, along with being able to be paid up-front, provided one makes up the missed time by attending District-provided staff development/training or by performing her/his regular duties within one week of the end of the school year.

SEE-MTI: The Employee Handbook (Section 1.09, page 154) provides that when a member of the SEE-MTI bargaining unit is absent from work for more than one hour on a "snow day," or other emergency school closing, in addition to vacation time and compensatory time, the employee shall have the option to use floating holidays or personal illness leave to receive compensation for such days. In addition, said individuals are provided the option of receiving pay for the snow day during the payroll period in which the snow day occurs (without utilizing any accrued time) provided the employee makes up the time by attending District-offered staff development/training opportunities by the end of the school year. Said individuals will also continue to have the option to make up the time by performing their regular duties provided they have their supervisor's approval.

SSA-MTI: The Employee Handbook (Section 1.08, page 263) provides the options of using personal illness or floating holiday time to receive payment for time missed, along with being able to be paid up-front, provided one makes up the missed time by attending District-provided staff development/training or by performing her/his regular duties within one week of the end of the school year.

DPI Licensing Check your License Expiration

DPI accepts license applications only **online**. It is important to review the expiration date of your license and prepare for renewal. Anyone whose license is not current is in jeopardy of losing their teaching contract, and even be restricted from substitute teaching in Wisconsin public schools. All teachers/substitute teachers are responsible to renew their license before it expires. Licenses typically expire **June 30**. The DPI licensing website provides a tool which allows one to review their current license(s) and expiration date(s). Additional information regarding the license renewal process can be found at: <http://dpi.wi.gov/tepd/elo>.

Class Covering Pay

Section 1.05 (page 99) of the Employee Handbook ensures that teachers are compensated for covering another teacher's class, when a substitute is unavailable. Nearly all members of MTI's teacher collective bargaining unit are entitled to class coverage pay whether they volunteer or are assigned by a building administrator. This is also true whether one loses planning or not. Follow up with your building administrator or administrative clerk to verify that this additional time is recorded for compensation. Class coverage pay is \$22 per hour.

MTI Wear on Sale

Members are encouraged to wear MTI wear in the community to make a positive statement about education and educators. The following prices apply: t-shirt (\$10); polo-shirt (\$12); oxford button-down shirt (\$15); and sweatshirt (\$35). *Show SOLIDARITY with your MTI sisters & brothers. Wear MTI RED on Mondays and MTI lanyards every day!*

MTI Cares Corner

Save the date! **April 30, 2017!** MTI Cares Bowl-A-Thon for Safe Harbor Child Advocacy Center. After three years of raising over \$30,000 for the Briarpatch Homeless Shelter that opened last October, MTI Cares is partnering with [Safe Harbor](#) for its Fourth Annual MTI Cares Bowl-A-Thon on **April 30**. *April is Child Abuse Prevention Month* and Safe Harbor serves as Dane County's **only** fully accredited child advocacy center. Mark your calendar, watch for more information and start prepping your team of 4-6 bowlers to have some fun and raise some money for a worthy cause, our children! See: www.madisonteachers.org/bowl-a-thon2017/ for more information.

MTI Cares encourages donations and/or volunteering for **Santas Without Chimneys!** Many MTI members have donated and volunteered for this group in past years. Santas Without Chimneys is a secular, entirely volunteer-run 501(c)(3) nonprofit that works with schools and social workers to provide holiday gifts to homeless and highly mobile children and youth in the Madison area. We collect wish lists from each child — nearly four hundred in 2015! — so that everyone can receive a sack of gifts just for them.

Please check out the website: www.santaswithoutchimneys.org/ to find out ways to help or get regular updates from the [Santas Without Chimneys Facebook page](#): www.facebook.com/SantasWithoutChimneys/.

Interested in Teaching American Labor and Working Class History?

Teachers and others interested in this topic are encouraged to look into this 3-credit online graduate level course in education, accredited by Viterbo University and sponsored by the Wisconsin Education Association Academy and the School for Workers, University of Wisconsin-Extension. The course covers a broad view of the history and development of the American working class and labor movement from the colonial period to the present. It serves as an introduction to the field of labor history, and as a primary source for learning material for teachers and students.

Next class begins January 30, 2017; *special introductory rate between Nov. 15 and Dec. 31, 2016.* Lowest cost only \$159 to audit or \$489 for 3 graduate education credits!

To register, go to: <https://www.weastore.com/store/>. For more information, contact Jeff Baas at 608-298-2409 ext. 279.

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 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 Student Loan Forgiveness/Financial Planning on December 15, 4:30-5:30 p.m. 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 is needed to ensure that your application is ready for submission. See MTI's website: www.madisonteachers.org to sign up.

Calendar of Events

- Wednesday, December 7, 4:15 p.m., MTI
MTI Special Education Sub-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

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