



# Solidarity!

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## MTI School Year Employees, Enjoy Your Break

MTI wishes all school-year employees (and those 12-month employees taking time off) a safe, relaxing, and enjoyable winter break. Thank you for all of your hard work in 2016 for our students and for your continued commitment to your Union. The strong support for the Madison school referendum (75% voting in favor) is a testament to the value the local community places on your work. The strong support in the MTI recertification election (99% voting in favor) is a testament to your belief in our collective efforts, our Union, to advocate for your needs and for those of our students. 2017 will bring its share of challenges, which we will need to meet together in solidarity. The MTI Office will be closed on December 23, 26, 30 and January 2.

## 2017-18 School Calendar Discussions Underway

The current **2016-17** school calendar includes a shortened winter and spring break (**winter break** shortened from **10** to **9** days; **spring break** shortened from **6** to **5** days) and was developed with the input of MTI representatives. These changes were made in order to accommodate the timing of various winter holidays (which fall on weekends in 2016-17); and provide for an earlier end to the school year (last staff day of Friday, June 9, rather than Tuesday, June 12). Similar considerations will be made for the 2017-18 school year. MTI's appointed School Calendar Committee will be meeting on **December 19** to review District drafts (below) of the proposed **2017-18** school calendar.

- District Draft One includes an abbreviated **winter break** of only seven (7) days (**12/22/17-1/1/18**), a five (5) day **spring break** (**3/26/18-3/30/18**), and the **last staff day** on Friday, June 8.
- District Draft Two includes a ten (10) day **winter break** (**12/21/17-1/3/18**), a six (6) day **spring break** (**3/26/18-4/2/18**), and the **last staff day** on Thursday, June 14.

MTI's Calendar Committee will review and discuss the District's drafts and then determine what recommendations to advance. The calendar recommendations will also include the timing of parent teacher conferences. The goal of the joint Committee is to finalize the 2017-18 school calendar in early 2017.

MTI members are encouraged to share their preferences with the MTI Calendar Committee via the Facebook poll on MTI's Facebook page. Feel free also to share your thoughts/ideas with members of the MTI Calendar Committee via [mti@madisonteachers.org](mailto:mti@madisonteachers.org). The Committee includes: President Andy Waity (Crestwood), Cindy Ball (Jefferson), Karen Vieth (Sherman), Amy Turkowski (Franklin), Andrew McCuaig (LaFollette), Assistant Director Eve Degen, and Executive Director Doug Keillor.

## 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 return to the position s/he held at the time the leave was granted. 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](http://www.madisonteachers.org).

## MTI Members: National Board Certification Support Workshops Continuing

MTI members currently working on National Board Certification are invited to attend monthly NBC Support Workshops provided at no cost by MTI and WEAC Region 6. Sessions are currently scheduled for January 11, February 8, March 8, April 12, and May 10. Contact MTI at 257-0491 if you are interested in attending or would like additional information, or e-mail [mti@madisonteachers.org](mailto:mti@madisonteachers.org).



## Reminder—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.

For 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.

## Cold Weather Update

With colder temps already coming our way this winter, MTI reminds all members that the District has made some changes to its winter weather guidelines. Previously, the Superintendent made the decision to close schools when the wind chill warning was -35 degrees or colder; now she will consider making that determination using the wind chill advisory (-25 to -34 degrees). Members can access the District's weather page at [www.mmsd.org/weather](http://www.mmsd.org/weather).

MTI talks with many members during the winter months regarding issues of cold classrooms and heating malfunctions in schools and work sites. MTI advises members to initially contact their school principal/supervisor and head custodian when there is a heating issue in a building; in many cases, the principal is already working with the building services department and custodian to rectify the problem. Members should also feel free to call or e-mail MTI ([mti@madisonteachers.org](mailto:mti@madisonteachers.org)) regarding any on-going heating or other building issues. Your Union is always happy to intercede and advocate for its members regarding cold classrooms and other building conditions.

Although there is no District-wide policy regarding cold weather and recess, the standing practice is to keep students indoors if the wind chill is lower than -10 degrees. Decisions are usually made at each school site. Allowing recess or keeping children indoors can be a surprisingly contentious issue, with parents often disagreeing with either decision. MTI advises members to work with their school principal, and contact MTI if there are any concerns. The National Weather Service's wind chill chart can be found at [www.nws.noaa.gov](http://www.nws.noaa.gov).

**Show Solidarity with your MTI Sisters & Brothers.**  
**Wear MTI red on Mondays and MTI lanyards & buttons everyday!**  
**MTI wear makes a great holiday gift.**

## 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 web-site: [www.madisonteachers.org](http://www.madisonteachers.org) to sign up for a free 30-minute financial consultation. Consultations are held at MTI headquarters.

WEA Member Benefits Consultant **Steve Pike** is available to provide guidance and/or to provide estimated benefits for TERP, insurance continuation, application of one's Retirement Insurance Account, WRS and Social Security. Call MTI Headquarters (257-0491) to schedule an appointment.

## SEE-MTI Member Needed for Reclassification Committee

Given the retirement of **Laurie Benzine**, a vacancy exists on the SEE-MTI Reclassification Committee. The Reclassification Committee is composed of two District appointees and two Union appointees who review reclassification requests of clerical and technical employees covered by the SEE-MTI Collective Bargaining Agreement. Meetings take place during the workday, with the Committee meeting approximately 5 times per year. Those who serve on the Committee should have a general familiarity with clerical/technical positions throughout the District. Any member of SEE-MTI who would like to be considered for this appointment, please contact MTI Assistant Director Jeff Knight ([knight.j@madisonteachers.org](mailto:knight.j@madisonteachers.org)).

## Calendar of Events

### ❄ Dec. 22—Jan. 3 Winter Break ❄

- Monday, January 9, 5:00 p.m., Doyle (Rm. 103)  
BOE Instruction Work Group
- Tuesday, January 10, 4:15 p.m., MTI  
MTI Board of Directors
- Thursday, January 12, 4:15 p.m., MTI  
MTI Constitution Committee

### January 16, Martin Luther King Jr. Day

- Tuesday, January 17, 4:15 p.m., SCFL  
MTI Faculty Representative Council
- Wednesday, January 18, 4:15 p.m., MTI  
EA-MTI Building Representatives
- Tuesday, January 24, 4:15 p.m., MTI  
MTI VOTERS Spring Candidate Interviews
- Thursday, January 26, 4:15 p.m., MTI  
USO-MTI General Membership

## 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)

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