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Solidarity!

Talks Continue on 2017-18 School Calendar; Member Feedback Received on Winter Break

As school year employees return from winter break this week, MTI's Calendar Committee will be meeting with the District to discuss the 2017-18 school calendar. One of the items the Calendar Committee will be discussing is the timing and length of winter break next year. MTI has solicited member feedback on this issue in a variety of ways, including an on-line Facebook poll of members on the MTI Facebook page; e-mail feedback elicited from members via the 12/19/16 *Solidarity!* article; e-mail feedback from MTI leaders, faculty representatives, and member organizers; and conversations with members at the work place. ***This member feedback has shown a strong preference for a longer ten (10)-day winter break over a shorter, seven (7)-day option suggested by the District.*** In addition to the timing and length of winter break, the Calendar Committee will also be discussing the scheduling of parent-teacher conferences, staff only days, and spring break for the 2017-18 school year.

Martin Luther King, Jr. Holiday January 16

As a result of MTI's successful negotiation several years ago, all District employees now have a paid holiday, a day off, in recognition of the accomplished civil rights leader **Martin Luther King, Jr.** Given the terms of Employee Handbook, members of MTI's teacher, educational assistant, clerical/technical, and school security assistant bargaining units will be paid for the day. MTI encourages members' observance of this important holiday which signifies the importance of Dr. King's legacy.

"The labor movement was the principal force that transformed misery and despair into hope and progress. Out of its bold struggles, economic and social reform gave birth to unemployment insurance, old age pensions, government relief to the destitute, and above all new wage levels that meant not mere survival, but a tolerable life."

Dr. Martin Luther King, Jr.

Important February Deadlines

- **Salary Advancement Credit for passage over a salary barrier or for salary track advancement, effective with the beginning of the second semester,** are due in the office of Human Resources by 5:00 p.m., **February 1.**
- **Sabbatical Leave applications** for either the first semester of the 2017-18 school year or for the entire school year are due in the MTI office by 5:00 p.m., **February 1.**
- **Teacher Retirement and Teacher Emeritus Retirement Program (TERP)** enrollment applications are due in the office of Human Resources by 5:00 p.m., **February 15.**

(Note: If a deadline occurs on a weekend, it is extended to the following Monday.)

"Staff Only" Day February 3; Structure of Day Determined by Principal and SBLT

There is no school for students on the February 3 "staff only" day (formerly known as PD days). The Employee Handbook provides that there will be one (1) full staff only day per quarter. *"The structure of the day is to be determined collaboratively at the building level by the principal and SBLT. Such time shall include collaborative learning that supports and enhances the quality of teaching and is aligned to each school's SIP goals and strategies."*

Educational Assistants and School Security Assistants have a mandatory workday on February 3. Various professional development opportunities may be made available to specific groups within these bargaining units, at the District or individual school level.

MTI Membership Page

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

MTI & WEA Member Benefits: More Opportunities for Financial Services for MTI Members

MTI and WEA Member Benefits have scheduled more opportunities to enhance the financial well-being of MTI members. Throughout the year, MTI members *only* will be invited to attend various group financial educational offerings which will be noticed in the MTI *Solidarity!* newsletter and via e-mail invitation. See MTI's webpage (www.madisonteachers.org) to sign-up for these seminars:

January 12 & March 15 - Saving for Your Future: Why Saving Early and Often is Important

Most Wisconsin public school employees can expect their retirement income to come from three sources: WRS (the Wisconsin Retirement System pension), Social Security, and personal savings. Even though your pension benefit provides an excellent head start, today's employees need to consider personal savings to fill their retirement savings gap. Here's what we will cover in this not-to-be missed session:

- Why you need more than WRS and Social Security
- The importance of personal savings
- The difference between a 403(b) and an IRA
- Pretax versus Roth options
- Investment choices
- Contribution limits
- Fees
- Easy steps to start saving for your future

Whether you are just beginning your career or are nearing the end of it, there is something for you. Join us for this crash course and get a better idea of how your pension and personal savings work to fill your retirement savings gap.

February 2 - Understanding WRS 101: Your State Pension Plan

WRS, the state pension plan, will be a source of retirement income for most Wisconsin public school employees like you. How much do you know about this important benefit? Whether you just started your career or are nearing the end of it, there is something for you.

- Read/interpret your pension statement
- Calculate your WRS pension benefit
- Choose an appropriate annuity option
- Purchase forfeited service
- Determine whether you will have a retirement income gap

30-Minute Free Financial Consultations

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

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 January 11, February 8, March 8, April 12, and May 10. Please contact MTI if you are interested in attending or would like additional information at 608-257-0491 or at mti@madisonteachers.org.

MTI Cares Bowl-A-Thon for Safe Harbor Child Advocacy Center—April 30, 2017!

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.

Calendar of Events

- 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
- Monday, January 23, 5:00 p.m., Doyle (Rm. 103)
BOE Operations Work Group
- 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
MTI's email - MTI@madisonteachers.org

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