



Solidarity!

821 Williamson St. * Madison, Wisconsin 53703-4503 * Phone (608) 257-0491 * Fax (608) 257-1168

2017-18 School Calendar Discussion Update

Over the past few weeks, MTI conducted an MTI member poll on the 2017-18 school calendar and found a 4:1 preference for a longer (10 day) winter break. The MTI Calendar Committee met with District representatives on **January 5** to share this preference. The District's stated preference has been to have a shortened winter break to accommodate ending the school year on June 8, 2018, while starting the school year after Labor Day. However, with the feedback MTI has received from MTI members, it is clear that other options need to be explored, including starting the school year earlier or possibly ending it into the second week of June rather than the first. MTI members on the joint Calendar Committee have also brought forward various concerns and ideas regarding the "staff only" days, placement of school breaks, and timing of report cards and conferences, which the parties are discussing in order to make improvements. All members of the Committee agree that the extensive work involved in figuring out school calendars, given the many outside factors that impact how they are determined, needs to begin earlier in the school year. The Committee will work to finalize the 2017-18 calendar in the next couple weeks at which time the calendar will be shared with all.

United We Act

Join the Women's March on Madison, Saturday, January 21, noon, at the UW-Madison Library Mall (700 Block of State St.). The local march is being conducted in solidarity with the **Women's March on Washington**, scheduled the same day. **Wear your MTI red!**

"The Women's March on Madison is the collective voice of all Wisconsin advocates for equality and inclusion. We are committed to fighting for the safety, health, and success of our communities. Let no voice go unheard. Let no one live in fear. Let all of us rise up for equal opportunity. We are coming together to demonstrate our support for the community members who have been marginalized by the recent U.S. election. This is an inclusive march and everyone who supports women's rights is welcome."

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.)

EA-MTI Building Representatives Meeting - January 18

The EA-MTI Building Representatives will meet on Wednesday, January 18, at 4:15 p.m., at MTI. Come to hear **MTI Executive Director Doug Keillor** discuss the EA living wage campaign and exchange ideas for the future of the EA-MTI bargaining unit. If you are not currently an EA-MTI Building Representative, but are interested in becoming one, you are invited to attend this meeting. We will also discuss the spring elections of the EA-MTI Board of Directors and Building Representatives. **It's YOUR Union; be involved!**

"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, Section 4.06, 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 are available to specific groups within these bargaining units, at the District or individual school level.

Temporary Reduction of Contract with Right to Return to Full-Time

Addendum A, Section 3.09 of the Employee Handbook provides that full-time teachers who wish to work part-time may request to do so for a period of one (1) year, and shall have the right to full-time regular contracts at the end of such period. Requests for part-time contracts must be made in writing to the Department of Human Resources on or before **March 1** of the preceding school year. To be eligible to apply for contract reduction under this Section, a teacher must have completed five (5) years of service with the District as a teacher by the time the contract reduction will become effective.

Educational Assistants: Demand Your Lunch & Break Time!

Addendum F, Sections 1.03 and 1.04, of the Employee Handbook, provides *Educational Assistants working four (4) or more hours a one-half (1/2) hour unpaid duty-free lunch.* Paid breaks are also provided for. Unfortunately, some members of MTI's EA unit have a schedule which "*encourages*" them to work through lunches or breaks. Agreeing to work such a schedule undercuts these hard-earned rights. Anyone who has such a schedule should bring it to the attention of their supervisor, and ask that it be modified to assure time without student supervision when the employee's lunch or break times are scheduled. An EA who *voluntarily* performs noon lunch supervision shall be paid at their highest hourly rate for performing noon lunch supervision. For assistance, contact MTI Assistant Director Eve Degen (degene@madisonteachers.org).

Reminder: USO-MTI General Membership Meeting 1/26

During the 2016-17 school year, the USO-MTI bargaining unit began holding monthly membership meetings to give USO-MTI members an opportunity to meet and discuss items of concern and issues that the USO-MTI Board and MTI Staff might discuss as part of the ongoing Handbook discussions with the District. The next meeting is scheduled to take place on Thursday, January 26, at MTI. This meeting is scheduled to begin at 4:15 p.m., but late arrivals are welcome. We will have light refreshments available. It is also a chance to meet and talk with other substitutes from across the District since substitute teachers so often work in isolation in various buildings. Feel free to RSVP (knightj@madisonteachers.org) or just drop in.

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 Membership Corner

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. See MTI's website (www.madisonteachers.org) to sign-up for these seminars or financial consultations:

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. 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 in this seminar for you.

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. 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.

30-Minute Free Financial Consultations

WEA Member Benefits Consultant **Steve Pike** is available to provide individual MTI member financial guidance. See MTI's website: www.madisonteachers.org to sign up for a free 30-minute financial consultation. Consultations are held at MTI headquarters.

Calendar of Events

- Tuesday, January 17, 4:15 p.m., SCFL
MTI Faculty Representative Council
- Wednesday, January 18, 4:15 p.m., MTI
EA-MTI Building Representatives
- Wednesday, January 18, 4:15 p.m., Doyle
MTI/MMSD Benefits Committee
- 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
- Monday, January 30, 4:15 p.m., Doyle
MTI/MMSD Joint Safety & Discipline Committee

Our Union Makes Us Strong!

Volume 51, #20, January 17, 2017

MTI's web page - www.madisonteachers.org

MTI's email - MTI@madisonteachers.org