



# Solidarity!

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## 2017-18 School Calendar

The Joint MTI/MMSD Calendar Committee has reached agreement on the 2017-18 calendar. The highlights are:

- New teacher mandatory days — August 23-25
- Staff Only/Prep days — August 28-31
- Voluntary day — September 1
- Labor Day holiday — September 4
- Beginning of first semester — September 5
- Compensatory day — November 22 (for those doing parent-teacher conferences or related work)
- Thanksgiving break — November 23-24
- Winter break — December 22-January 2
- Martin Luther King, Jr. Day holiday — January 15
- Beginning of second semester — January 22
- Spring break — March 26-30
- Memorial Day holiday — May 28
- End of student school year — June 8
- High School graduations (weekend of June 8)
- Last work day for staff — June 11

The 2017-18 calendar represents a *series of compromises in a school year that contains several challenging holiday dates*. It is the product of multiple meetings and many hours of work by MTI members of the Joint Committee, which sought to represent and balance members' interests while maneuvering through a system impacted by many factors, including State laws, DPI regulations, and BOE policies. The above dates represent 176 student days; 4 staff-only (PD) days before the school year begins; 1 voluntary day before the school year begins; 6 staff-only (PD) days throughout the school year; 1 comp day; and 4 paid holidays.

The **8-day winter break** represents an improvement in the District's proposed break. While it is not the full 10 days that many members preferred, it was the only viable option, given the above. Other school districts in the area and around the state have 6 or 7-day breaks, with only one other district having an 8-day break. The power of the membership resulted in this compromise, among others, on Administration's part. No winter break days were given up for staff-only (PD) days. There will be some additional minutes of instruction added to the student day in order to comply with DPI regulations, but these minutes will not impact contract hours or total number of days worked.

The procedure for establishing the school calendar is provided in the Employee Handbook, agreed upon by both MTI and MMSD. *It is because of MTI's continuous involvement and diligence that MTI-represented employees have a voice in the process of determining the calendar each year.* Discussions about the 2017-18 school calendar did not begin until well into the current school year, resulting in some dissatisfaction among MTI members; the parties have agreed to begin discussions for

the 2018-19 school calendar immediately upon completion of the 2017-18 calendar. **This should result in better communication and more time for member feedback.**

Both parties recognize that there are *concerns relative to staff-only (PD) days*, and the Joint Committee will continue to meet to determine how these days are used and when they should occur. Administration prefers that staff-only (PD) days get scheduled in a 6-to-8-week rotation that aligns with the student learning cycle. *There is a preference to have all PD during paid time, rather than asking teachers to do the work outside of contract hours, when teachers would receive lesser pay.* The parties also have an on-going concern about the *shortage of substitute teachers*. Having staff-only (PD) days during the contract year should diminish the need for subs by decreasing the number of "days away," which impact student learning and create challenges for staff who are not on a "day away." **MTI has also voiced the concern of members relative to having meaningful PD that relates directly to the individual teacher.**

MTI members can impact the quality of PD in their schools by becoming members of their school-based leadership teams. The Handbook provides that the structure of staff-only (PD) days will be determined collaboratively at the building level by the principal and the SBLT. The time should include collaborative learning that supports and enhances the quality of teaching and is aligned to each school's SIP goals and strategies. MTI faculty representatives can also represent members' interests via the collaborative problem-solving process, in which all faculty representatives and principals have been trained and which is in place in all schools.

Thank you to the members of the MTI Joint Calendar Committee for their hard work and perseverance: Andy Waity (Crestwood), Cindy Ball (Jefferson), Andrew McCuaig (LaFollette), Amy Turkowski (Franklin), and Karen Vieth (Sherman).



**Be a Voter  
Primary Election  
Tuesday, February 21**

The primary election is Tuesday, February 21. The State Superintendent and Board of Education primaries are important races on the ballot. Every vote will matter in this typically low-turnout election. Polling places will be open from 7 a.m. to 8 p.m. See MTI's website under *Elections Spring 2017* for the MTI-endorsed candidates.

**Photo ID is Required for this Election.**

## The Power of Many Working for All

Help celebrate the heart and soul of Dane County by nominating an outstanding volunteer for United Way's Community Volunteer Awards. The United Way of Dane County is currently accepting nominations for Community Volunteer Awards, including a category for youth volunteers. Youth winners will be awarded up to \$1,000 for the organization that they volunteer for, as well as up to \$1,000 towards their education. Nominations are due by **February 24**. To nominate an individual, group, business, or nonprofit, go to [www.unitedwaydanecounty.org/cva-nominate](http://www.unitedwaydanecounty.org/cva-nominate). Please mark your calendar for the Community Volunteer Awards luncheon on May 2.

## 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.

## SEE-MTI Election Results

Election results for MTI's Supportive Educational Employees bargaining unit (SEE-MTI) have been tabulated. Elected to the SEE-MTI Board of Directors are incumbent **Travis Grover** for President; incumbent **Larry Palm** for Vice-President; incumbent **Jane Ninmann** for Secretary; and incumbent **Ann Jesse-Schwabe** for Elementary Representative.

Nominations are still being solicited for Central Admin and Middle School Representatives on the SEE-MTI Board. SEE-MTI members who are assigned to these locations, who are interested in representing your co-workers on your Union's Board of Directors, are asked to contact Jeff Knight at MTI ([knightj@madisonteachers.org](mailto:knightj@madisonteachers.org)).

## SCFL Scholarship Application Deadline June 30

Members and children of members who belong to any SCFL-affiliated union, have not received a post-secondary degree, and have not previously been awarded a SCFL scholarship are eligible to apply. Four \$1,000 scholarships, by lottery drawing from amongst the eligible applications, are awarded. The application deadline is **June 30**. Results will be posted by July 14. Scholarship rules and application forms are available at [www.scfl.org](http://www.scfl.org).

## Our Union Makes Us Strong!

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MTI's web page - [www.madisonteachers.org](http://www.madisonteachers.org)  
MTI's email - [MTI@madisonteachers.org](mailto:MTI@madisonteachers.org)

## 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](http://www.madisonteachers.org)) to sign-up for these seminars or financial consultations:

### 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](http://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 March 8, April 12, and May 10. Contact MTI if you are interested in attending or would like additional information at 608-257-0491 or at [mti@madisonteachers.org](mailto:mti@madisonteachers.org).

## Calendar of Events

### Tuesday, February 21, Primary Election - VOTE

- Tuesday, February 21, 4:15 p.m., SCFL  
MTI Faculty Representative Council
- Wednesday, February 22, 4:15 p.m., MTI  
MTI Cares (Bowl-a-thon Planning)
- Thursday, February 23, 4:15 p.m., MTI  
MTI Voters Political Action Committee
- Thursday, February 23, 4:15 p.m., Labor Temple  
USO-MTI General Membership
- Monday, February 27, 6:00 p.m., Doyle Auditorium  
BOE Regular Meeting
- Wednesday, March 8, 4:15 p.m., MTI  
MTI Special Education Sub-Committee