



Solidarity!

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Surplus Process Begins for Teachers and EAs; MTI Staff Available to Assist Members

The timelines for teacher and educational assistant surplus determinations have been moved up this year by the District's Human Resources department and many teachers and EAs received notices of surplus last week. While surplus notices can be issued up to **July 1 for teachers** and up to **June 1 for EAs**, principals are currently working with budgeted allocations to determine whether there will need to be surpluses at their schools. The District has notified MTI that they expect a larger than average number of EAs and SEAs to be surplus this year, due to the conversion of SEA allocations into cross categorical teacher allocations (MTI is working to gather more information on the extent of such conversion).

A "surplus" occurs within a school when there are more teachers or other teaching staff, or more EAs or SEAs, than there are allocated positions, within that specific bargaining unit, available at the school. A surplus notice indicates that a staff member's position at the school is no longer available, but that there will be a position available elsewhere in the District, within that staff member's bargaining unit and certification area. The District intends to refer surplus staff for reassignment in late March and early April.

A surplus is not the same as a layoff; with a layoff, there is a determination that there is not a position available anywhere else in the District. The District has not indicated a need for any layoffs, in any bargaining unit, thus far and intends to make those decisions (if needed) between late March and mid-April.

Being declared surplus can be a stressful situation for many employees and MTI staff are available to assist **MTI members** with any questions and concerns during the surplus/reassignment process. Stay tuned for further surplus information and updates in the *Solidarity!* newsletter and on the MTI website.

MTI Offers Safe Zone Proposal

In response to growing concerns from many of our students, staff, and families, the MTI Board of Directors and Faculty Representative Council have passed the following Safe Zone proposal (below) to advance to the Board of Education for action.

Safe Zone Proposal

All students in the Madison Metropolitan School District should be free to learn and grow in a safe place. For many of our students, their greatest fear in the current political climate is their immigration status. Fear of detention or deportation from Immigration and Customs Enforcement (ICE) Agents is becoming a very real concern. There is only one world that keeps getting smaller and we need to continue to develop global communities in our schools. Scapegoating, deportations, and border walls only add suspicion and fear for children and their families at a time when we should come together in support of all students.

The MTI Board of Directors strongly recommends that the MMSD Board of Education immediately direct MMSD Administration to take the following action:

- *Forbid ICE agents from coming onto any MMSD campus, at any time, without approval from the MMSD Superintendent's office.*
- *Forbid school staff from asking about a student's immigration status or that of any family members.*
- *Work with the Board of Education to determine how to provide teachers, administrators, and other staff with training on how to deal with immigration issues and how to notify families in multiple languages of issues.*
- *Communicate to all families, MMSD staff, and the Madison community its intent to do everything in its power to provide a "safe place" for students and families.*

We believe that in order to create conditions that ensure the participation of all students and their families in school, these actions allay fears and provide assurance that MMSD cares for all students and will do everything that it can to continue to provide a safe place for students and families.

Work Continues on MMSD Response to Governor's Health Insurance Budget Proposals

As we advised in the February 13 edition of *MTI Solidarity!*, Governor Walker's 2017 State budget proposal includes a requirement that, **in order to be eligible for additional state aid, school districts will need to require that employees pay 12% of health care costs.** MMSD employees currently pay a progressive health insurance premium contribution ranging from 1.25% to 10% depending on job title and participation in the wellness program. Moving to a 12% premium contribution *could* have adverse impacts on the available health insurance plans, as well as on employees' standard of living (i.e., reduced take home pay). Whether such a move will have negative impacts depends, in part, on how the District responds. Over the past couple of weeks, representatives from MTI and Local 60 have been meeting with District administration to discuss District options to mitigate the potential negative impacts. These discussions will continue over the next couple of months, as the State and MMSD budgets are further developed. **MTI members** will be provided more detailed updates via e-mail as this work proceeds.

EA-MTI General Membership Meeting March 22; Election of Officers

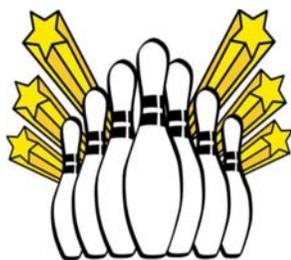
Members of MTI's Educational Assistants bargaining unit (EA-MTI) will meet on Wednesday, March 22, commencing at 4:15 p.m., at MTI. There are many issues of importance for EAs, NAs and SEAs to discuss, including the future of the EA bargaining unit. Nominations for positions on the EA-MTI Board of Directors will also be taken at the March 22 meeting. Members may also make nominations via the nomination form that has been sent to all EA-MTI members, or by contacting MTI Assistant Director Eve Degen (degene@madisonteachers.org). Nominations will close at the March 22 meeting. *Get involved in your Union!*

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 among 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.

Legal Leave

The Employee Handbook, Section 10, provides that employees will be permitted to be absent for two (2) days per school year without loss of compensation for legal reasons, i.e., adoption proceedings, settlement of wills, court actions, real estate closings. The employee will be expected to notify his/her supervisor/ principal at least five (5) working days prior to such absence. The employee will be expected to be absent only as long as necessary.



MTI Cares Bowl-A-Thon 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.

Our Union Makes Us Strong!

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MTI's web page - www.madisonteachers.org

MTI's email - 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) 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 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.

Calendar of Events

- Monday, March 6, 5:00 p.m., Doyle Room 103
BOE Instruction Work Group
- Wednesday, March 8, 4:15 p.m., MTI
MTI Special Education Sub-Committee
- Wednesday, March 8, 4:15 p.m., MTI
MTI Finance Committee
- Monday, March 13, 5:00 p.m., Doyle Room 103
BOE Operation Work Group
- Tuesday, March 14, 4:30 p.m., MTI
MTI Board of Directors
- Wednesday, March 15, 4:15 p.m., MTI
USO-MTI Board of Directors
- Tuesday, March 21, 4:15 p.m., SCFL
MTI Faculty Representative Council
- Wednesday, March 22, 4:15 p.m., MTI
EA-MTI Board & General Membership