



Solidarity!

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Vote Tuesday, April 4

Make a plan to vote tomorrow, Tuesday, April 4. There are critical elections for Madison Board of Education and State Superintendent of Public Instruction, as well as races and referendums for those living outside of Madison. See MTI's webpage (www.madisonteachers.org) for endorsed candidates.



MTI Supports the Continuation of Three HMO Options; BOE Meets Tonight (4/3) and Will Hear of Third Option

The District continues to explore potential changes to health insurance plans, including the consideration of: 1) maintaining the current three HMO options, or 2) transitioning to only one HMO (GHC). On March 30, District administrative staff met with MTI and Local 60 representatives to preview the information to be presented to the BOE on April 3. Included in that preview will be a **third option**, transitioning from three HMOs (Dean, Unity, and GHC) to **two HMOs (Dean and GHC)**. The District is offering this third option as a way to provide employees multiple HMO options (albeit two rather than three options) while still providing benefit savings which could be applied to salaries (*additional information on this was emailed to all MTI members in an Update on March 31*). District Administration will present additional information on these options to the Board of Education tonight (**Monday, April 3**) at the BOE's Operations Work Group meeting. Interested MTI members are welcome to attend.

On March 23, members of the MTI Handbook Committees, combined with representatives from Local 60 (Custodians and Food Service workers) and the Building Trades unions, met to discuss the single HMO option and, after lengthy discussion of this complex issue, *affirmed their opinion that the District should continue to offer District employees the choice of three HMO options due to the following factors:*

- District employees value their current medical providers available from their current HMO;
- District employees value a choice of health offerings (Dean, Unity and GHC);
- District employees have already experienced numerous changes in health insurance carriers (WPS to Physicians Plus to Dean/Unity/GHC), and value stability;
- The 12% employee premium contribution, like the proposed increase in school funding, is a proposal which may or may not be adopted and the District should make no changes based on these variables until they are resolved.

Over the past week, many MTI members have shared their concerns with MTI staff and numerous MTI Faculty Reps have held 10-minute meetings with staff at their schools to discuss the insurance issues and to collect more member feedback. This additional feedback confirms and reinforces the position of the MTI Handbook Committees that *employees want to keep the three HMO options currently provided*. While the new option being considered by the District (providing two HMOs) is better than reducing to only one HMO, based on the feedback MTI has received from members we will continue to advocate for the continuation of the three HMO options currently available.

MTI has shared regular updates with members on this issue, including detailed **Potential Health Insurance Changes Q & A Handouts** distributed via e-mail on **March 17, 24 and 31** to all MTI members. The BOE's decision on direction is anticipated sometime in mid-April. MTI will continue to provide updates on this critical issue as it develops.

Mega Teacher Posting 4/7

Vacant teaching positions for the 2017-18 school year will be posted on April 7. Those interested in applying for transfer should do so as soon as possible. Directions for applying and the deadline for applying are on the posting, as well as the District's Employment website. Vacant positions in the clerical/technical (SEE-MTI) and educational assistant (EA-MTI) bargaining units will be posted as they arise after spring break.

Nonrenewal of Contract

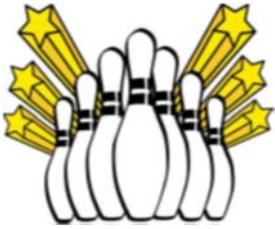
The Employee Handbook, Section 8.01 (p. 124) sets forth the procedures which principals are required to use when management notifies a teacher that he/she is being considered for non-renewal of contract. The District is obligated to advise a teacher **before May 1, if they are considering non-renewal**. Under Wisconsin State Statutes, such a notice must be delivered to the teacher on or before **May 15. It is extremely important for any member receiving such a notice to immediately contact MTI.**

MTI professional staff should be present at any and all meetings between the teacher and any administrator regarding the issue of non-renewal, given that the meeting may indeed affect the teacher's continued employment status. The teacher has the legal right to MTI representation and does not have to begin or continue a meeting without representation. *See the reverse side of your MTI membership card.*

For probationary teachers, a request for a hearing before the Board of Education must be submitted within five (5) days of the teacher's receipt of the notice that the Board of Education is considering non-renewal of the teacher's contract. **For non-probationary staff,** a request for arbitration must be made within fifteen (15) days of a non-renewal notice.

EA-MTI Election Results

At the March 22 general membership meeting members of MTI's Educational Assistants (EA-MTI) collective bargaining unit re-elected **Judy Ferwerda** (Memorial) as President; re-elected **Anne Hernandez** (Hawthorne) as Vice-President; re-elected Secretary **Nancee Killoran** (Hawthorne); re-elected LaFollette Area Chairperson **Terry Mikrut** (LaFollette); and elected as West Area Chairperson **Blake Hamann** (West). Blake replaces **Jaclynn Olson**. We wish to thank **Jaci** for her service on the EA Board.



Sign Up Your Team for the Bowl-A-Thon to Benefit Safe Harbor Child Advocacy Center

The MTI Cares Bowl-A-Thon for Safe Harbor is only a month away! The event takes place on Sunday, April 30, from 12-3:00 p.m. at Dream Lanes in Madison. **We need to fill the lanes and we need to fill them fast.** Please consider joining or sponsoring a team from your building. All proceeds for this Bowl-A-Thon will benefit the **Safe Harbor Child Advocacy Center**. The sign-up form is simple and easy to complete. This form, as well as additional information about the bowl-a-thon, can be found on the MTI website (see the "Bowl-A-Thon" link on the Home Page).

Safe Harbor is a non-profit agency that helps protect children who are the victim of or witness to a crime, including child abuse. The agency helps both the child and family by providing a supporting, nurturing environment while dealing with various law enforcement agencies. They are the only agency of its kind in Dane County and they very much appreciate MTI's support. If you have any questions about the bowl-a-thon, or if you want to volunteer, please contact Jeff Knight (knightj@madisonteachers.org).

Important Reminder! Teacher Contracts Issued Early May

Teacher contracts for the 2017-18 school year will be approved by the Board of Education at their April 24 meeting, and will be sent to teachers in early May. Signed contracts of all returning teachers must be received in Human Resources not later than **June 15**. MTI strongly recommends that teachers return their signed contracts **AS SOON AS POSSIBLE** to the District's Office of Human Resources, in person, to assure that it is received on time. Take a copy with you, ask that it be stamped "received," and keep it for your personal records. **Failure to return a signed contract by June 15 results in the District accepting such as one's resignation.**

Circle of Friends Luncheon

Now in its 12th year, the annual *Circle of Friends* luncheon provides an opportunity for Madison individuals, business leaders, and supporters to come together and learn about the work of the Foundation in Madison's public schools. The *Circle of Friends* luncheon showcases innovative and creative programs that enrich classroom learning and generates a shared enthusiasm for what we can do as a community to support MMSD's 27,000 students. For the past several years, the event has hosted over 700 attendees at the Alliant Energy Center, with networking, inspirational videos, and speeches. This year's event will be held on **Tuesday May 23, 2017 from 11:30 a.m.-1:30 p.m.** For information and tickets, go to:

<https://circleoffriends2017.splashthat.com/>

National Board Certification Support Workshops April 12 and May 10

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. Contact MTI if you are interested in attending or would like further information on NBC (608-257-0491 or mti@madisonteachers.org).

MTI Membership Opportunities

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

MTI & WEA Member Benefits: 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:

- ◆ **Wednesday, April 19, 2017** - 4:30 to 5:30 p.m.
Student Loan Forgiveness session presented by MTI Member Ben Senson
- ◆ **Thursday, April 20, 2017** - 4:30-5:30 p.m.
Learn to read and verify your WRS statement
- ◆ **Wednesday, April 26, 2017** - 4:30-5:30 p.m.
Learn to read and verify your WRS statement
- ◆ **Thursday, April 27, 2017** - 4:30-5:30 p.m.
"What's Your Score?" credit session presented by Educators Credit Union (ECU)
- ◆ **Tuesday, May 9, 2017** - 4:30-5:30 p.m.
Saving for Your Future

In addition, **Steve Pike** (retired teacher and current WEA Member Benefits Consultant) is available for a **free 30-minute financial consultation**. This is ideal if you are just getting started, have specific questions, or would like a quick check-in. It's a convenient way to meet with someone face-to-face to get some general help or guidance. Consultations are held at MTI Headquarters.

Calendar of Events

- Monday, April 3, 5:00 p.m., Doyle Room 103
BOE Instruction Work Group
- Tuesday, April 4, 4:30 p.m., MTI
MTI Building Corp. Board of Directors
MTI Board of Directors (5:00 p.m.)
- Wednesday, April 5, 4:15 p.m., MTI
Special Education Sub-Committee
- Wednesday, April 5, 4:30 p.m., MTI
MTI Planning Time Committee

April 10-14 Spring Break

- Tuesday, April 11, 2:00 p.m., MTI
MTI Retiree Committee
- Monday, April 17, 5:00 p.m., Doyle Room 103
BOE Operations Work Group
- Tuesday, April 18, 4:15 p.m., SCFL
MTI Faculty Representative Council
- Saturday, April 22, WEAC RA in Stevens Point
- Monday, April 24, 6:00 p.m., Doyle Auditorium
BOE Regular Meeting

Our Union Makes Us Strong!

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MTI's web page - www.madisonteachers.org
MTI's email - MTI@madisonteachers.org