



# Solidarity!

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

## Health Insurance Transition to Dean and GHC; Enrollments Due May 26

The MMSD Benefits Department, Dean, and GHC have been working with District employees on the available insurance options at numerous informational and individual meetings. *What do employees need to do?* Employees currently with Dean and GHC do not need to do anything. Employees with Unity need to decide whether to enroll in Dean or GHC coverage, and whether they prefer HMO or POS coverage. The District has provided all impacted employees with detailed information about each plan. MMSD retirees with Unity will also need to change and have been sent information about the process and the informational sessions. **Employees will need to enroll in their new coverage by May 26.**

The MMSD Benefits Department will be leading this transition. MTI recommends that employees review the information provided by the District and contact the MMSD Benefits staff directly with their questions. Detailed information can be found on the District's Benefits website: <https://hr.madison.k12.wi.us/healthinsurance>. Employees can also call the MMSD Benefits Helpdesk with questions: (608) 663-1692. MTI staff are available to assist any members who experience difficulties with this process.

## Moving Forward ... Changes On the Horizon for MTI

*As the school year winds down, MTI is preparing for some exciting changes and considerations including...*

### MTI Headquarters Moving to the WEAC Building on Nob Hill



The moving trucks arrive at MTI's Williamson Street offices on May 18 to move MTI Headquarters to the WEAC Building, at 33 Nob Hill Road, in Madison. The new facility will provide MTI with proximity to regional and state affiliates, and will provide MTI members with larger meeting space for workshops and trainings, with better parking availability, all at reduced costs. The sale of the MTI Building is expected to be complete by the end of the month. MTI's phone number will remain the same (608-257-0491). Services to members will continue uninterrupted.

### EA, SEE, and SSA Considering One Big MTI Support Staff Union

The Boards of Directors of the EA, SEE, and SSA bargaining units met in a joint session on **May 3** to discuss the potential benefits of consolidating from three bargaining units into one big support staff bargaining unit. They unanimously agreed to recommend to their respective membership pursuing consolidation. A larger support staff bargaining unit could create greater member solidarity at the workplace and could provide a larger pool from which to draw elected leaders and activists. A group of elected EA, SEE, and SSA member leaders are working on draft Bylaws for the new unit and a general membership meeting of the EA, SEE, and SSA units will be scheduled before the end of the school year to discuss this opportunity and seek member authorization to proceed accordingly. All EA, SEE, and SSA members will receive additional information once the date and location for the membership meetings have been finalized.

### MTI Faculty Reps Considering Bylaw Change to Allow for Full-Time MTI President

A committee of MTI leaders has been working this school year on recommended changes to the structure and leadership of MTI, given the challenges we face today. Chief among their recommendation is that MTI consider having a full-time release President to support the work of the Union (meaning the elected MTI President would be provided a leave of absence from his/her teaching duties to engage in full-time Union work). The Committee believes that the challenges created by Act 10 require greater member engagement and the development of MTI member leaders, and that a full-time MTI President could greatly assist in these areas. While the MTI Committee was drafting these recommendations, MTI received word that the National Education Association (NEA) is willing to fully fund a full-time MTI President commencing with the 2017-18 school year (i.e. no MTI dues are needed to support this position). The MTI Board of Directors has endorsed this recommendation, and the MTI Faculty Representative Council will be considering the necessary changes to MTI Bylaws this week in order to take advantage of this opportunity to secure funding for the position. All MTI teacher members received an e-mail last week with more details on this recommendation.

## Important Reminder! Teacher Contract Deadline—June 15

Teacher contracts for the 2017-18 school year have been sent to teachers. Signed contracts of all returning teachers must be received in Human Resources no 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.**

## Costco Presents the "School's Out Bash" June 16

Join the Middleton and Sun Prairie warehouse locations on **Friday, June 16 at 9 a.m.** for a school district employee private shopping event. One must bring a valid school district employee I.D. You do not need to be a member to attend. Enjoy a full hour of shopping before we open at 10 a.m. *The first 100 attendees will receive a swag bag.* Food and beverages will be provided, as well as prizes, trivia, and more. Not yet a member? You can sign up for a Costco membership during the event and receive a special offer.

## Summer School Pay Increased to \$25 per hour: Positions Still Available

MMSD teaching positions are still available for 2017 summer school and the pay has been increased to \$25 per hour for current MMSD teachers (\$20 for non-MMSD teachers). More information is available at: <https://hr.madison.k12.wi.us/summerschool>.

## Child Rearing Leave Deadline May 28

Pursuant to Handbook language at Section 14.02.A, employees "...shall make written application for an unpaid child rearing leave to the Benefits Department at **least 90 days in advance** unless the employee is unable to provide such notice due to medical reasons, or in the case of an adoption, the employee is unable to provide such advance notice due to the placement requirements of the adoption process." Because the 2017-18 contract year begins on August 28, 90 days' notice will be no later than May 28 this year. For employees who begin earlier than August 28, e.g., BRS, the deadline to apply for such leave will be earlier. Employees need to complete the District's leave request form and turn it in to the HR office in order to be considered for a child rearing leave.

Important: Section 14.2.B of the Handbook provides further, "**The maximum length of the leave shall be twelve (12) consecutive months. An employee shall be granted one child rearing leave per child. Child rearing leave shall only be granted for non-school aged children.**"

If you have questions about taking a child rearing leave of absence, or need assistance in filling out the request form, contact Eve Degen ([degene@madisonteachers.org](mailto:degene@madisonteachers.org)) at MTI.

## Our Union Makes Us Strong!

Volume 51, #36, May 15, 2017

MTI's web page - [www.madisonteachers.org](http://www.madisonteachers.org)  
MTI's email - [MTI@madisonteachers.org](mailto: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 will soon be scheduling more opportunities to enhance the financial well-being of MTI members. Check the MTI website ([www.madisonteachers.org](http://www.madisonteachers.org)) to sign-up for seminars over the summer. Members will receive an e-mail update. 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.

## Save the Date(s): MTI Summer Solidarity Events

**Thursday, June 22:** MTI goes to the Duck Pond. Join the fun and come watch the Mallard's play. MTI has a promotional deal for reserved seating, all the ballpark food and fountain drinks you can handle, and an additional three tickets for beer, wine or kids games, for only \$31. MTI members, friends, family and colleagues are welcome. Contact Jeff Knight ([knightj@madisonteachers.org](mailto:knightj@madisonteachers.org)) or call MTI at 257-0491 to sign-up and get your tickets!

**Saturday, July 15:** Join or sponsor [Team MTI Cares](#) in the 2017 *Bike Ride for the Boys and Girls Club*. This is a great event for bike riders of any skill level. Choose an 8, 20 or 50 mile course starting from McKee Farms Park in Fitchburg; or join the Team as a "Fundraising Member!" Sign-up is completed online and is quick and easy. Additional details and a link to sign up are available on the [MTI website](#). Over the past three years, MTI has raised a significant amount through this event. The Boys and Girls Clubs provide direct support to our students, and are thrilled to have MTI as a participant in this event. One does not need to be an MTI Member to join Team MTI Cares! It would be great to have a huge team this year with members, students, and community members. Let's ride in Solidarity for a great cause, *our students!*

## Calendar of Events

- Monday, May 15, 4:00 p.m., Doyle, Room 100A  
MTI/MMSD Joint Compensation Committee
- Tuesday, May 16, 4:15 p.m., SCFL  
MTI Faculty Representative Council
- Wednesday, May 17, 6:00 p.m., SCFL  
SCFL COPE Bean Feed
- Thursday, May 18, 1:00 p.m., WEAC Media Room  
MTI Retiree Group
- Monday, May 22, 6:00 p.m., Doyle, Auditorium  
BOE Regular Meeting
- Tuesday, May 23, 4:00 p.m., Lowell Center  
MMSD Retirement Celebration
- Monday, May 29, *Memorial Day*
- Thursday, June 8—Semester Ends

## June 9—Staff Only Day

**Note:** The May 17 EA-MTI Building Rep meeting has been postponed. More information to follow.