



Solidarity!

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Joint General Membership Meetings for EA, SEE, and SSA Units to Consider One Big MTI Support Staff Unit—May 31, 4:30 p.m., Labor Temple

The passage of Act 10 in 2011 and the transition from collective bargaining to our current model of advocacy have raised questions about the relevance of separate, smaller bargaining units and the potential benefits of a larger, more unified, support staff unit. The Boards of Directors of the EA-MTI, SEE-MTI, and SSA-MTI bargaining units met in a joint session on **May 3** to discuss the potential benefits of consolidating from three bargaining units into one big MTI support staff bargaining unit and unanimously agreed to recommend that their membership pursue consolidation. A group of elected EA, SEE, and SSA member leaders are working to draft Bylaws for the new unit for consideration by the membership. A larger support staff bargaining unit could create greater member solidarity at the workplace, encourage greater member engagement, and provide a larger pool from which to draw elected leaders and activists - all ingredients to building a stronger Union. **What do you think?** A general membership meeting of the EA, SEE, and SSA units has been scheduled for **Wednesday, May 31**, to consider motions to dissolve the three separate units (EA, SEE and SSA) and create one new consolidated bargaining unit. All active EA, SEE, and SSA members (*only*) are encouraged to attend and participate in this discussion and decision.

Pay Increases On the Way: Summer School Teachers, Beginning Educators, \$15 per Hour EA Living Wage, Base-Wage Increases for All, and More

After years of stagnant wages, MTI-represented employees are anticipating modest wage increases effective July 1, 2017. Given recent action by the Board of Education (and MTI's advocacy), MTI-represented employees at the lowest end of the pay scale (EAs and Teachers in their first few years of employment) are expected to receive significant pay bumps. In addition, MTI's work continues to ensure that *all MTI-represented employees* receive long-overdue pay increases.

Summer School Teacher Pay Increase: At their May 1 meeting, the Board of Education (BOE) voted to increase summer school teacher pay from its current level of \$16 per hour to **\$25/hour for MMSD teachers and \$20/hour for non-MMSD teachers**. Summer school pay in MMSD has failed to keep pace over the years and MMSD is no longer competitive with other area school districts. The significant boost in summer school pay is designed to attract more teachers, particularly MMSD teachers to the program, and to more fairly compensate teachers for the work performed.

Beginning Teacher Salary Increase: Also at the May 1 meeting, the BOE approved increasing the beginning teacher salary to **\$41,096** effective July 1, 2017, and to raise the salary of any teacher currently below this threshold to that amount. This too is necessary in order for MMSD to be competitive on hiring rates with other school districts. It is also desperately needed by early educators commencing their teaching careers, who often have a mountain of student loan debt.

\$15 per Hour Living Wage: As part of their 2017-18 budget development, the BOE has committed to supporting increasing the hourly pay for regular MMSD employees to \$15 per hour. This will impact numerous EAs/SEAs and Food Service workers who currently make less than \$15 per hour. MTI initiated the **EA-MTI Living Wage Campaign** over six months ago to achieve the \$15 per hour minimum. That campaign will now expand its focus to ensure that all EAs have access to more full-time work schedules, necessary for a living wage.

Base-wage Increases for All Employees: While the salary improvements described above are necessary for those employees at the low end of the pay scale, after years of stagnant wages and increases in pension and insurance costs, *all MTI-represented employees need and deserve a raise*. On May 30, representatives of MTI and the MMSD will commence bargaining over the base-wage increases to be provided to all MTI-represented employees (Act 10 continues to provide bargaining over base wages). Under the law, the maximum base-wage allowed is the cost-of-living increase as determined by the Department of Revenue (unless the District passes a referendum to exceed this amount). For contracts starting July 1, the maximum allowable base wage increase is **1.26%**. MTI will be seeking the maximum amount in bargaining, and given our work on the insurance issues, we expect the MMSD has sufficient funds to agree to this increase. Given the limited scope of the base-wage bargain, the various MTI bargaining and negotiation teams have authorized their unit Presidents, along with MTI Executive Director **Doug Keillor**, to represent their respective bargaining units in these negotiations: **Andy Waity** (MTI), **Travis Grover** (SEE-MTI), **Judy Ferwerda** (EA-MTI), **David Mandehr** (USO-MTI) and **Jeff Kriese** (SSA-MTI). All MTI members will be provided updates on base-wage bargaining as it progresses.

More? While MTI is limited to bargaining no more than a **1.26%** base wage increase, the employer is free to make additional salary adjustments outside of bargaining. MTI will be advocating that the District do so and a number of BOE members have indicated an interest in identifying funds for additional salary increases in acknowledgement of the District's attrition issues and problems of staff morale.

Additionally, over the summer, the MTI-MMSD collaborative Employee Handbook Review process is expected to continue discussions of potential salary schedule improvements to consider for the 2018-19 school year.

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.**

Health Insurance Transition to Dean and GHC—Deadline 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 Insurance 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. **Employees will need to enroll in their new coverage by May 26.** More information is available at: <https://hr.madison.k12.wi.us/healthinsurance>

Specials Scheduling Reminder

Addendum A, Section 4.01 (p. 112) of the Employee Handbook contains the following language regarding scheduling of "specials" teachers: The District shall make **every reasonable effort** to schedule elementary specials teachers in such a manner as to cluster the assignment of sections by similar grade level (*i.e., first grades scheduled consecutively, second grades scheduled consecutively, etc.*), **and to ensure that no specials teacher is assigned more than two (2) consecutive hours without a planning period, duty-free lunch, or at least ten (10) minutes of non-student contact time.** Please ensure that principals and scheduling staff take this into consideration when determining schedules for next school year.

Resignation

MTI-represented staff are requested, if they **plan to resign at the end of the current school year**, to submit notice to the Director of Human Resources, Deirdre Hargrove-Kriehoff, as early as possible to enable timely replacement.

For those in **MTI's teacher bargaining unit** the following sums *may be assessed* for late resignation: a) resignation after the last day of the school year - \$200; b) resignation after July 1 - \$250; c) resignation after August 1 through the subsequent school year - \$300; and d) resignation without providing at least 30 days written notice results in an additional \$100.

Educational Assistants who plan to resign must do so in writing to the Director of Human Resources at least two (2) weeks prior to the effective date of resignation. Any EA who fails to provide written notice at least 2 weeks prior to the effective date of resignation is required to pay \$50 as liquidated damages for the failure to give such notice. Resignation after July 1 incurs a \$100 penalty.

Clerical/Technical Employees who plan to resign must do so in writing to the Director of Human Resources at least 4 weeks prior to the effective date of resignation. SEE-MTI employees who fail to provide written notice at least four (4) weeks prior to the effective date of resignation are required to pay \$100 as liquidated damages for the failure to give such notice.

MTI Membership Opportunities

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

MTI Members Considering National Board Certification: Information Session, June 1

MTI Teacher members are encouraged to explore the professional and financial benefits of National Board Certification (NBC) and the support the Union can provide to National Board candidates (the MMSD provides a \$1,500 annual stipend to NBC teachers and the State provides an annual stipend of at least \$2,500 per year for 10 years). Summer break is the perfect time to start collecting information on this process. To this end, **MTI has organized an introductory workshop on June 1, from 5:00-6:00 p.m.**, at MTI's new offices in the WEAC Building (33 Nob Hill Road). The session will review the benefits of National Board Certification, as well as the Union support available for National Board candidates. MTI member and National Board Certified teacher **Kelly Ferguson** will be leading this session. Those MTI members who elect to pursue NBC will be invited to participate in monthly, no-cost NBC support workshops during the 2017-18 school year. Reservations are required. MTI members interested in attending should RSVP to Jeanie at MTI (mti@madisonteachers.org or 257-0491). Space is limited.

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) to sign-up for seminars over the summer.

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.

MTI Headquarters Moved to WEAC Building

MTI Headquarters is now located at the WEAC Building. MTI's phone number is the same (608)257-0491. MTI's mailing address is 33 Nob Hill Road, Madison, WI 53713. **MTI is moving ... forward!**



Calendar of Events

- 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**
- Wednesday, May 31, 4:30 p.m., SCFL
EA, SEE, SSA General Membership Meeting
- Thursday, June 8 — Semester Ends
- Friday, June 9 — Staff Only Day

Our Union Makes Us Strong!

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MTI's web page - www.madisonteachers.org

MTI's email - MTI@madisonteachers.org