All 2016-17 Issues

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Agreements Reached on Collective Bargaining Agreements; Handbook Preparations Underway

Representatives of MTI, the MMSD, and the Building Trades Unions met on May 30 to bargain base-wage increases for the 2017-18 Collective Bargaining Agreements and quickly reached agreement on a 1.26% increase (the maximum allowed under the Act 10 law). Act 10 prohibits bargaining on any issue except base-wage increases and restricts the allowable increase to the current rate of inflation. For CBAs commencing July 1 (such as the MTI CBAs), the maximum allowed is 1.26%. The EA, SEE, and SSA bargaining units ratified the agreements on May 31, and the teacher and substitute ratification is underway. With base-wage bargaining complete, MTI representatives will now turn attention to preparations for this summer’s Employee Handbook discussions, the forum to discuss other critical workplace issues.

MTI Support Units Move To Merge into One Big Support Union

On May 31 a General Membership meeting of the EA, SEE, and SSA bargaining units was held to consider merging into “one big Union,” as was unanimously recommended by their respective Boards of Directors. After a lively discussion, those present strongly voted in favor of the merge, adopted by-laws for the new association, and elected a slate of leaders (with representatives from all three units). A detailed description of these actions will be sent shortly to all members of the new combined unit along with a ballot seeking their affirmation of this action. Their new Association will be called the Educational Support Employees Association (ESEA-MTI). More information is available on the MTI website (www.madisonteachers.org).

Combined service of 3,266 years are departing the District, as 143 employees retire. Their pending June retirement was cause for celebration at the annual joint MTI-MMSD reception at the UW Lowell Center on May 23. Topping the list of years of service to Madison’s children are MTI members:

**Teachers (MTI):** Paula Devroy-Everard (41); Sheryl Rowe (37); Ruthann Lewis (35); Shannon Dolan (34); Shirley Files (33); Vivian Franklin (33); Rafael Gomez (33); and Karen Lange-Leung (33).

**Educational Assistants (EA-MTI):** Sharon Marschalek (32); Shannon Foster (29); Deborah Hosking (20); Mary Roberts (17); Karen Stuesser (10); and Melanie Sax (10).

**Supportive Educational Employees (SEE-MTI):** Victoria Woider (35); Laurie Benzine (31); Dena Jenks (29); Janice Opelt (26); and Donna Chance (24).

**Substitute Teacher (USO-MTI):** Catherine Deboer (10).

As the 2016-17 school year comes to an end, MTI wishes to extend our appreciation to all MTI-represented employees for your countless contributions to Madison’s children: To the EAs who care for and support our most vulnerable students; to the classroom teachers and substitute teachers who stand and deliver every day; to the school secretaries and administrative support staff who keep school operations running; to the school security assistants who build critical relationships while providing safety; to the student support and health services staff who treat emotional and physical wounds; to the central office support staff who provide technical support, instructional support, and administrative support to 4,000 employees across 50+ work sites; to our brothers and sisters in Local 60, who clean and maintain our buildings and feed our students; to our brothers and sisters in the building trades who construct and paint and plumb and repair.

It truly does take a village to educate a child and you are all a part of that village.

While much will be made of the end-of-year data analysis and the various metrics of student growth and performance, the most significant contributions are largely immeasurable: the compassion shown to a distressed student; the encouragement provided to an emerging learner; the sympathetic ear for a struggling parent; the support and reassurance offered to a colleague in need. Some of you will find a much-needed respite this summer to re-engage with family, pursue professional development, or simply breathe. Some of you will continue your work this summer for the District or a second (or third) job. Others still will be retiring or resigning and moving on to other chapters in life. Thanks to each and every one of you for the difference you have made every day.

Appreciation for A Job Well Done

3,266 Years of Service
Required Meetings or Training During Non-Contract Days

It’s that time of year when administrators send e-mails, memos, and letters outlining “required” trainings, professional development, and other meetings during the summer months. Often, staff are encouraged to attend meetings and trainings wherein administrators use language that does not clearly indicate that any attendance during the summer or the voluntary day for returning staff is entirely voluntary. Addendum A, Section 15.11 of the Handbook is clear and provides that attendance at any District-offered staff development opportunities during the summer recess be compensated, either with Professional Advancement Credit (PAC), extended employment salary, or payment for graduate credits (if such is offered). The Handbook language also states that such communications “clearly convey the fact that teachers will not be penalized or suffer harm for choosing not to volunteer.”

Anyone with concerns or questions about attendance on non-contract or voluntary days should contact Jeff Knight (knighjt@madisonteachers.org) at MTI. MTI does not discourage voluntary participation; however, it is out of respect for MTI-represented individuals that the Handbook is clear and direct regarding one’s participation or lack thereof.

For the 2017-18 School Year:
- New Teacher Days: August 23, 24 & 25
- August 28, 29, 30 & 31: required workdays for all members of the Teacher unit
- September 1: voluntary day for all staff
- September 5: first day of school with students

Educational Assistants are required to work August 28 (All Staff Day). EAs are also required to work two (2) out of the remaining three (3) days between August 29-31, which days will be determined by the principal at each school or work site. EAs will be notified, by work site, by June 9, which two (2) days are required. All EAs are also required to attend all inservice and professional development (PD) days.

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 wellness 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.

National Board Certification: Jump Start Training July 24-26

Another opportunity for those MTI members interested in completing components of National Board Certification next school year is to consider registering and attending WEAC’s Jump Start training, July 24-26. Jump Start is an intensive seminar geared for teachers pursuing National Board Certification who intend to submit components in the 2017-18 school year. This professional development opportunity has been designed by NEA members who are Nationally Board Certified Teachers (NBCTs). Over the years, these Union members have worked with thousands of candidates across the country assisting with component entry. If you know of other candidates who are just beginning their national board journey, pass this link on to them: WEAC’s Jump Start in July.

Summer Updates for MTI Members

Communication is one of the most important functions of a Union. There is no “collectively we decide” or “united we act” without communication. During the school year, MTI-represented employees receive the weekly MTI Solidarity! newsletter with timely and important information. However, when such print publications are suspended over the summer months, MTI members instead receive Solidarity! e-mail updates throughout the summer, updating them on many important matters. Watch your in-box!

MTI Office Summer Hours

MTI staff wish all Union members a safe and enjoyable summer. MTI’s office remains open during the summer to serve its members. Summer hours are 7:30 a.m. - 5:00 p.m. (Monday through Thursday) and 7:30 a.m. - noon on Fridays. Note: The MTI office will be closed July 3 & 4 for the July 4 holiday.

Calendar of Events
- Thursday, June 8 — Semester Ends
- Friday, June 9 — Staff Only Day
- Friday, June 16 — Costco “School’s Out Bash”
- Thursday, June 22 — Mallards Game
- Saturday, July 15 — Bike Ride for Boys & Girls Club

Our Union Makes Us Strong!
Volume 51, #39, June 5, 2017
MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
Last spring (2016), Kerry Motoviloff (Doyle) was elected to the position of MTI President-elect, which led to her installation as MTI President at the May 16 meeting of the MTI Faculty Representative Council. However, MTI’s work this school year with the National Education Association (NEA) on the Center for New Teacher Retention and Support (CNTRS) initiative, and the NEA’s recent agreement to fully fund that work, presented her with an opportunity to accept a three-year appointment as MTI Coordinator of this initiative. Therefore, immediately upon her installation as MTI President, Motoviloff resigned her position, allowing newly-elected MTI President-elect Andrew Waity (Crestwood) to assume the position of MTI President. Other MTI officers elected in MTI’s April general election and installed at the Faculty Representative Council meeting were: Karen Vieth (Sherman) as Vice President; Andy Mayhall (Thoreau) as Treasurer; and Carl Hauge (Elvehjem) as Secretary. The MTI Board of Directors consists of 10 members - the six above-referenced officers, who are elected by the general membership, and four at-large representatives elected by the MTI Faculty Representative Council.

Installed on the MTI Bargaining Committee were: High School Representative – John Howe (West); Middle School Representative – Cindy Ball (Jefferson); Elementary School Representative – Susan Stern (Shorewood); and At-Large Representative – Amy Turkowski (Franklin). The MTI Bargaining Committee consists of 15 members. One from each of the referenced areas is elected each year.

Following the recommendation of the MTI Constitution Committee, the Faculty Representative Council then acted to amend MTI’s Bylaws to provide for a full-time, release-time MTI President, and changed the term of office to a two-year term. Therefore, Waity will serve as MTI President for the 2017-18 and 2018-19 school years as a full-time, release-time President (i.e., he will receive a leave of absence from his teaching position to serve as MTI President).

Both Waity’s and Motoviloff’s positions with MTI are being funded by the NEA (i.e. no MTI dues money is budgeted for these positions). The establishment of the CNTRS initiative and the approval of a full-time release-time MTI President position are the culmination of year-long efforts by two appointed MTI Committees charged with exploring these opportunities and making recommendations. The approval of these initiatives provides MTI with exciting opportunities as we continue to evolve as a member-led Union.

Stop by the MTI Open House - June 2
After thirty-seven (37) years on Williamson Street, MTI has moved into the WEAC Building at 33 Nob Hill Road. Our new headquarters provides MTI members with improved meeting and parking space, as well as access to our state and regional affiliates, all at reduced costs. All MTI members are invited to drop by the MTI Open House on Friday, June 2, between 3:30 and 6:00 p.m., to tour the new office space and enjoy refreshments, as we celebrate the end of another school year. MTI shirts, some at discounted prices, will be available for sale. (Directions: https://binged.it/2qWZmbV)

Important Reminder!
Teacher Contract Deadline—June 15
Teacher contracts for 2017-18 school year must be received in the District’s HR office no later than June 15. Failure to return a signed contract by June 15 results in the District accepting such as one’s resignation.

Memorial Gathering in Honor of Margaret Stumpf
Margaret Stumpf was an active MTI member and special education teacher in MMSD. She passed away last June in St. Cloud, MN. Family and friends are honoring Margaret by holding a memorial on Sunday, June 4, from 12-3 p.m., at Lake Edge Park Shelter, 511 Park Ct., Madison. Bring an appetizer or non-alcoholic beverage to share. Questions? Call or text Christel Preuss at 608-513-0961.
Important Announcement – License Renewal WECAN Discontinuance: Last Day June 15

The WECAN website for the PDP process will be discontinued as of June 15. No new accounts for PDPs can be initiated in WECAN. For more information, go to the DPI’s website https://dpi.wi.gov/tepdl/pdp.

- If you initiated your PDP in the WECAN system, and will not verify prior to June 1, you will need to transfer your PDP over to QEI manually.
- If you have not started the PDP in WECAN you can no longer create a new PDP. The educator must begin a new PDP in QEI.
- If you have you PDP in WECAN, you will need to manually transfer the PDP into QEI by creating a QEI account by downloading information and uploading it to QEI.
- If you have a previously verified PDP in WECAN and want to save it, you will want to login and save it as a PDF in the file location of your choice.

Packing and Moving - Reminder!

For many years, MTI’s representation assisted teachers in receiving additional compensation when they had to pack, move, and unpack their classrooms, due to construction or other physical necessity in their schools. However, because the District became increasingly intransigent when it came to fairly compensating teachers for doing this work, MTI negotiated specific terms.

Under Addendum A (Section 15.04) of the Employee Handbook, teachers are NOT REQUIRED to pack/move, and/or unpack, teaching materials, either during the school year or during a school recess period due to [major] cleaning (defined as cleaning not regularly associated with annual and/or routine classroom cleaning), construction projects, repairs, electrical upgrades, etc.; due to their classroom being moved at management’s request; OR when the District deems it necessary to utilize the teacher’s classroom for classes or other activities during a school recess period. The District will arrange for the teachers’ materials to be moved to his/her newly assigned location. If materials are relocated during a period when school is in recess, they will be returned by the District when school resumes.

Teachers may, at their option, use contract time to complete packing and/or unpacking, related to routine classroom cleaning. Teachers who are asked by their principal to pack, and/or unpack, teaching materials as set forth in paragraph 2 above, are to complete a form available from the principal to be submitted to and approved by the District Director of Human Resources (or his/her designee) prior to commencing said packing or unpacking. The District will, upon receipt of such form and verification of said work falling within the parameters of paragraph 2, inform the teacher that he/she will not be required to perform the work.

Other than to accommodate employees under the Americans with Disabilities Act (ADA) or Wisconsin Fair Employment Act (WFEA) where their disability prohibits them from packing, unpacking and moving their materials, teachers who request to move from one classroom to another in the same school may be required move their own teaching materials.

Wear Orange- Saturday, June 3

The advocacy groups Moms Demand Action and Everytown for Gun Safety have been working on an educators campaign to show state lawmakers across the country that teachers, administrators, and workers in our educational system do not want guns on campuses or in classrooms. A public event to show support will be held on Saturday, June 3, from 3-4 p.m., at the Labor Temple (1602 S. Park St.).

Last year, the Wisconsin Council on Children and Families wrote a report entitled “ChildDeath Toll: Wisconsin Children Killed by Guns.” It is a tragedy that such a report even exists. Data from the Gun Violence Archive shows that over the past three years incidents of gun violence across the United States is steadily rising. Already this year, there have been 144 mass shootings. See MTI’s webpage (www.madisonteachers.org) for further information.

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Calendar of Events

- Wednesday, May 31, 4:30 p.m., SCFL
- EA, SEE, SSA General Membership Meeting
- Saturday, June 3—Moms Demand Action
- Thursday, June 8 — Semester Ends
- Friday, June 9 — Staff Only Day
- Thursday, June 22—Mallards Game
- Saturday, July 15—Bike Ride for Boys & Girls Club

Our Union Makes Us Strong!

Volume 51, #38, May 30, 2017
MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
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.
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!

Volume 51, #37, May 22, 2017
MTI’s web page - www.madisonteachers.org
MTI’s email - mti@madisonteachers.org

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 failure to give such notice.

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-Krieghoff, 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 is moving … forward!

We’ve moved
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](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 ID. 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) at MTI.

Our Union Makes Us Strong! 
Volume 51, #36, May 15, 2017
MTI’s web page - www.madisonteachers.org 
MTI’s email - 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) 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) 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

June 9—Staff Only Day

Note: The May 17 EA-MTI Building Rep meeting has been postponed. More information to follow.
Teacher Appreciation Week May 7-13

Teachers give us so much. A boost of confidence when we really need one. Extra help when we’re having trouble. A welcoming presence when everything else seems out of control. Although we know we can’t ever thank them enough, we can take a moment during National Teacher Appreciation Week to share our appreciation for the special educators in our lives. Join NEA in saying “Thank You” by sharing a message on social media during Teacher Appreciation Week, May 7-13. Go to: http://www.nea.org/grants/teacherday.html. MTI appreciates the dedication and passion that our educators put forth for students, their families, and our community. Our heartfelt thanks and Happy Teacher Appreciation Week!

Health Insurance Transition to Dean and GHC

On May 1, the Board of Education acted on the District Administration’s recommendation (which MTI supported) to transition to two (2) health insurance providers (Dean and GHC) in order to provide funds for salary increases for District employees. The MMSD Benefits Department, assisted by representatives from Dean and GHC, have commenced an aggressive communications plan to inform District employees of the available insurance options with print and e-mail communications to staff, as well as numerous informational meetings.

**What do employees need to do?** Employees currently with Dean and GHC do not need to do anything. Employees with Unity Insurance will need to decide whether to enroll in Dean or GHC coverage, and whether they prefer HMO or POS coverage. The District is providing all impacted employees with detailed information about each plan and has scheduled thirty-two (32) informational sessions between now and May 20, which employees can attend to find out more information and have their questions answered by representatives from MMSD, Dean, and GHC. Employees will need to enroll in their new coverage by May 26.

The MMSD Benefits Department will be leading this transition and MTI recommends that employees look for and review the information provided by the District and contact the MMSD Benefits staff directly with questions. Detailed information can also be found on the District’s Benefits website. Employees can also call the MMSD Benefits Helpdesk with questions: (608) 663-1692. https://hr.madison.k12.wi.us/healthinsurance

MTI staff remain available to assist any members who experience difficulties with this process.

MTI Headquarters Moving to WEAC Building on May 18

On May 18, MTI Headquarters will be relocating to the WEAC Building at 33 Nob Hill Road. We are confident that our move will be of major benefit to MTI members. The larger meeting space and parking capacity, along with the proximity to our state and regional partners, are real assets. MTI staff services and support for MTI members will continue uninterrupted during the move. MTI’s phone number will remain the same (608)257-0491. MTI’s mailing address will change to: 33 Nob Hill Road, Madison, WI 53713. **MTI is moving … forward!**

**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.

MTI Cares Bowl-A-Thon Raises Over $11,000 for Safe Harbor

MTI Cares extends a **Solidarity shout-out** to all the sponsors, volunteers, participants, and donors who made the 4th Annual MTI Cares Bowl-A-Thon a huge success! The day was dreary outside, but spirits were bright and the pins were jumping inside Dream Lanes when over 120 bowlers showed up to bowl for a great cause and have some fun. This year, MTI Cares teamed with Safe Harbor Child Advocacy Center to close out “Child Abuse Prevention Month.” The event helped raise money and awareness of the work they do to help conduct safe and sensitive forensic interviews of children who are witnesses or victims of abuse. This year, MTI Cares received sponsorship donations from the East High Purgolden Philanthropy Foundation and the Sherman Equity Leadership Council, in addition to local businesses, Unions, and community leaders. Toward the end of the event, MTI Cares received an anonymous personal donation of five, crisp $100 bills! Way to go, MTI! Solidarity in action to help our kids and families. A full list of sponsors is available on the MTI Bowl-A-Thon website. **MTI Cares is always looking for more folks to get involved. If you have an interest and are willing to help organize an event, contact MTI (mti@madisonteachers.org).**
MTI Election Results

MTI’s Election Committee has tallied the ballots cast in last week’s MTI teacher bargaining unit general election and has certified the election of MTI officers: Andrew Waity (Crestwood) as President-Elect (serves as President in 2018-19); Karen Vieth (incumbent-Sherman) as Vice-President; Andy Mayhall (Thoreau) as Treasurer; and Cari Hauge (incumbent/Elvehjem) as Secretary. Kerry Motoviloff (Doyle), who was elected last spring, will serve as President for the 2017-18 school year. Officers will be installed at the May 16 meeting of the MTI Faculty Representative Council. The MTI Board of Directors consists of ten members - six officers who are elected by the general membership and four at-large representatives elected by the MTI Faculty Representative Council.

Elected to the MTI Bargaining/Handbook Committee are: High School Representative - John Howe (incumbent-West); Middle School Representative - Cindy Ball (incumbent-Jefferson); Elementary School Representative - Susan Stern (Shorewood); and At-Large Representative - Amy Turkowski (incumbent-Franklin).

DPI Licensing—Check your License Expiration

DPI accepts license applications only online. It is important to review the expiration date of your license and prepare for renewal. Anyone whose license is not current is in jeopardy of losing their teaching contract, and even be restricted from substitute teaching in Wisconsin public schools. All teachers/substitute teachers are responsible to renew their licenses before they expire. Licenses typically expire June 30. The DPI licensing website provides a tool that allows one to review their current license(s) and expiration date(s). Additional information regarding the license renewal process can be found at: http://dpi.wi.gov/tepdl/elo.

Earn up to 6 Graduate-Level Credits While Developing Curriculum Over the Summer!

This summer, earn graduate-level semester credits/units from the Dominican University of California as you prepare for the 2017-18 school year. Options include working with colleagues to create a blended learning course, integrating STEM-related lessons or ESL activities into the curriculum, taking the time to research and integrate 21st Century technology tools into lessons, analyzing student data in order to plan instruction or design interventions, or locating and reading student non-fiction books to meet CCSS. This affordable, accredited course allows you to earn credit for the time devoted to planning, which will benefit both teachers and students. This teacher-friendly course includes flexible time commitments, support from a regional instructor, opportunities for collaboration, and supportive face-to-face exit interviews.

Enroll online at www.dominicanCAnline.com. Select the Summer Course tab, your state and district to enroll in #9940. Following enrollment, you will be contacted by a regional instructor who will answer any questions and help ensure you receive guidance to earn the credits. REGISTER BY JUNE 30, 2017.

MTI Wear; Women’s Cut T-Shirts

Women’s cut t-shirts (V-neck $19; crewneck $16); regular t-shirts ($10); polo-shirts ($12); oxford button-down shirts ($15); and sweatshirts ($35) are available to MTI members.
Paycheck Option for 2017-18

Enrollment for the 12 paycheck option is open from April 26 - July 31, 2017 for the 2017-18 school year. This must be done each year or the pay option of 10 paychecks will default automatically. Paychecks are issued on the first of the month, unless the 1st falls on a weekend or holiday: 10/1, 11/1, 12/1, 1/2, 2/1, 3/1, 4/1, 5/1, 6/1, 6/11 (last day of the school year); and paychecks #11 and #12 will be issued on the last day of June.

Per the Handbook: For teachers electing the twelve (12)-month pay plan, checks #11 and #12 will be directly deposited to their financial institution on the last day of June.

What are your options?

- Receive 10 paychecks per year – No further action required.
- Receive 12 paychecks per year – Complete the 12-Pay Election Form on the HR website: https://hr.madison.k12.wi.us/teacher-pay-checks.

What do you need to know about electing to receive 12 paychecks?

- Enrollment is open through July 31, 2017 for current teaching staff.
- New hire teachers will have a separate opportunity to enroll.
- No late enrollments will be accepted.
- You must annually file an election to receive 12 paychecks.
- Once a pay plan is chosen it cannot be changed until enrollment is open for the following school year.

Standing in Solidarity With Our Immigrant, Refugee, and Undocumented Students

Last February, the MTI Board of Directors and MTI Faculty Representative Council passed a Safe Zone Proposal, requesting that the District adopt specific policies to establish Madison schools as safe zones for all of our children. The MTI resolution read, in part:

“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.”

We are pleased to report that on April 24, the MMSD Board of Education adopted a resolution that includes those recommendations advanced by MTI. Included in the resolution are prohibitions on inquiring about a student’s/family member’s immigration status; prohibitions on school personnel communicating to federal agencies about a student’s immigration status; and denial of access to schools by immigration agents, except as required by law.

A copy of the full resolution is available on MTI’s webpage (www.madisonteachers.org). To ensure effective implementation, the resolution also requires the District to provide all staff and students with training. The BOE’s action will add MMSD to the list of school districts across the country standing up for immigrant, refugee, and undocumented students. Solidarity!

BOE to Act on Insurance Health Recommendations May 1; Transition to Dean and GHC Recommended

On May 1, the Board of Education is scheduled to act on the District Administration’s recommendation to transition to two (2) health insurance providers (Dean and GHC) in order to provide funds for salary increases for District employees. Should the BOE approve the transition to two (2) health insurance providers, the MMSD Benefits Department, assisted by representatives from Dean and GHC, will commence an aggressive communications plan to inform District employees of the available insurance options, with print and e-mail communications to staff starting this week. In addition, between May 8 and May 18, the District will conduct dozens of informational meetings across the District, both before and after school (as well as Saturday sessions) to provide employees the opportunity to gather the necessary information necessary to make an informed decision on the health plan that is best for them and their families.

MTI Headquarters Moving to WEAC Building on May 18

MTI has sold its building on Williamson Street. On May 18, MTI Headquarters will be relocating to the WEAC Building at 33 Nob Hill Road. We are confident that our move will be of major benefit to MTI members. The larger meeting space and parking capacity, along with the proximity to our State and regional partners, are real assets. MTI staff services and support for MTI members will continue uninterrupted during the move. MTI’s phone number will remain the same (608) 257-0491. MTI’s mailing address will change to: 33 Nob Hill Road, Madison, WI 53713.

MTI is moving … forward!

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Teacher Appreciation Week May 7-13

Teachers give us so much. A boost of confidence when we really need one. Extra help when we’re having trouble. A welcoming presence when everything else seems out of control. And though we know we can’t ever thank them enough, we can take a moment during National Teacher Appreciation Week to share our appreciation for the special educators in our lives. Join NEA in saying “Thank You” by sharing a message on social media during Teacher Appreciation Week, May 7-13. Go to: http://www.nea.org/grants/teacherday.html.

MTI staff appreciates the dedication and passion that our educators put forth for students, their families, and our community. Our heartfelt thanks and Happy Teacher Appreciation Week!

Last week, MTI sent out an e-mail blast to all MTI members asking them to reach out to thank SEE-MTI represented Administrative Professionals who support them daily.

Important Reminder!
Teacher Contract Deadline—June 15

Teacher contracts for the 2017-18 school year will be sent to teachers in early May. 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.

Calendar Committee Discussing 2018-19 Calendar

The MTI/MMSD Calendar Committee has commenced work on the 2018-19 calendar. It is hoped that an early start on the calendar will allow more time to balance the interests of students, staff, and the community to construct the best calendar for all. Updates on the Calendar Committee’s work will be provided in the Friday Update and MTI Solidarity! as they become available.

Take Kids Fishing Day June 3

The 3rd annual Madison area Take Kids Fishing Day is June 3, from 9-11:30 a.m., at the Henry Vilas Park Shelter. This event is sponsored by the Building & Construction Trades Council of South Central Wisconsin. Dust off your fishing poles and get the kids outside for an exciting morning of catching bluegill and bass. This is the perfect opportunity to introduce youngsters to the benefits of fishing and the abundance of public access opportunities available in our community. Each registered kid will receive a fishing pole that is his or hers to keep, so register, grab your camera, and get ready for a fun day at Vilas Park. Be sure to join us after the event for a picnic-style lunch. The event is free and open to the public, but it is limited to the first 150 kids. All participants must be accompanied by a parent, guardian or chaperon. Please pre-register by Friday, May 19. To register, volunteer, sponsor, or provide door prizes, call Dave Branson at (608-256-3161).

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 seminars or financial consultations:

- 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.

National Board Certification Support Workshop 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 mtii@madisonteachers.org).

Calendar of Events

May 9—National Teacher Day!

- Monday, May 1, 5:45 p.m., Doyle, Room 103
  BOE Instruction Work Group
- Monday, May 2, 4:15 p.m., MTI
  MTI Constitution Committee
- Wednesday, May 3, 4:30 p.m., MTI
  SEE/EA/SSA Boards of Directors
- Thursday, May 4, 4:15 p.m., MTI
  MTI/MMSD Joint Safety Committee
- Monday, May 8, 5:00 p.m., Doyle, Room 103
  BOE Operations Work Group
- Tuesday, May 9, 4:30 p.m., MTI
  MTI Cabinet on Personnel
- Tuesday, May 9, 5:00 p.m., MTI
  MTI Board of Directors
- Tuesday, May 16, 4:15 p.m., SCFL
  MTI Faculty Representative Council
- Monday, May 22, 6:00 p.m., Doyle, Auditorium
  BOE Regular Meeting
- Tuesday, May 23, 4:00 p.m., Lowell Center
  MMSD Retirement Celebration
- Wednesday, May 31, 4:00 p.m., Doyle, Room 100A
  MTI/MMSD Joint Benefits Committee

Our Union Makes Us Strong!

Volume 51, #34, May 1, 2017

MTI’s website - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
Health Insurance Update: Transition to Dean and GHC Recommended to Provide Needed Salary Increases

All MTI members received the MTI Health Insurance Update #4 last Wednesday via e-mail. Included in the Update was notification that, after months of discussion, analysis, and debate, MTI elected leadership is now supporting the recommendation of District Administration to transition to two (2) HMO options (Dean and GHC).

Why is MTI now supporting the transition to the two (2) HMO model? We believe the two (2) HMO model represents a reasonable compromise by providing members a choice of two high-quality health insurance plans, while also providing benefit savings to be applied to much-needed salary increases.

Quality health care options. Those employees who elect GHC (currently 58% of all MTI members) will continue to have access to UW Hospital and UW specialists via GHC. Those employees who elect Dean will have access to St. Mary’s Hospital and specialists. Dean also provides for a broader network across southern Wisconsin. While employees currently covered by Unity could be impacted by the change, the District is advising that some employees who desire to continue with Unity primary care physicians may have that accommodated via an individualized “transition of care” plan (if currently undergoing treatment) or via the selection of a Point of Service (POS) option, which allows for out-of-network care in exchange for higher premiums and out-of-pocket costs.

Point of Service (POS) Option. The premium for POS coverage is expected to be $4 to $42 more per month than HMO coverage (depending on coverage selected). An employee who selects the HMO option has no deductibles or co-pays (other than drugs, office visits, and ER co-pays). The employee who selects the POS option would also have no deductibles or co-pays for all in-network care, but would also have the option to see out-of-network doctors (such as a primary doctor at Unity) in which case they would incur a deductible of $250 single/$500 family and would be required to pay 20% of non-network costs up to an annual maximum of $1,000 single/$2,000 family (not including drug, office visit, or ER co-pays). Again, these POS costs would only apply to out-of-network-provided medical care (i.e. an employee with GHC HMO coverage would continue to have GHC-approved UW specialists and hospital care covered in-network without deductibles and co-insurance). Approximately sixty-three (63) District employees currently have a POS option for these reasons (to allow for out-of-network options). The previous example is based on information that has been shared with MTI to date. Should the BOE adopt this change in insurers, the District’s benefits staff and HMO providers will provide more detailed communications and host numerous informational meetings to provide employees the opportunity to get the information they need to make a well-informed decision.

Benefit savings for salary increases. The District has committed to apply the estimated $3 million from benefit savings associated with this change to salary increases with the majority of the savings now being proposed to be distributed among all current employees, providing the opportunity for the first measurable pay increase in recent years. This has been a priority for MTI, as many members have yet to recover from the loss of take-home pay experienced since the passage of Act 10 in 2011. MTI will continue to advocate during the budget process to ensure that the entire savings is applied to salary increases, with the majority of the savings applied to salary increases for all.

Without sufficient salary increases, take-home pay could decline. Without the savings available from the health insurance changes, it is likely that numerous MTI-represented employees will suffer a loss in take-home pay should the 12% premium contribution mandate proposed as part of 2017-19 State Budget be implemented. Lower-paid employees (such as EAs and SEAs) with family health insurance coverage could be hardest hit by a 12% employee premium contribution. While the District has committed to reinvesting the benefit “savings” associated with a 12% contribution back into employee salaries, such an amount would not be sufficient to prevent a loss of take-home pay for many employees. Therefore, if the 12% mandate is adopted, the additional benefit savings from the transition to the two (2) HMO options will be necessary to ensure that employees do not suffer a reduction in take-home pay.

The BOE is expected to act on the proposed health insurance changes on or May 1. MTI will continue to meet with District Administration and will continue to provide MTI members with updated information as it becomes available. All MTI Updates on this issue are available on-line at www.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.

Ready, Set, Go Compensation Deadline May 1

Pursuant to the Employee Handbook, elementary teachers who completed Ready, Set, Go (RSG) Conferences, and whose request for compensatory time cannot be accommodated due to the unavailability of a substitute teacher, may, upon written notice to their principal by May 1, choose among the following options: (1) request to be compensated for RSG conferences, travel time, and up to 15 minutes per conference for any reasonable administrative time associated with each conference; or (2) have said day(s) added to the teacher’s Personal Sick Leave Account (PSLA) or, if the teacher has the maximum amount in that account, the day(s) may be added to the teacher’s Retirement Insurance Account (RIA) [any such days accumulated to one’s RIA from RSG services are not subject to the PSLA or RIA maximum]; or (3) carryover one (1) paid RSG leave day into the following school year; or (4) a combination of items 1-3 above. Contact MTI Assistant Director Eve Degen (degene@madisonteachers.org) with questions regarding RSG compensation.

DPI Licensing—Check your License Expiration

DPI accepts license applications only online. It is important to review the expiration date of your license and prepare for renewal. Anyone whose license is not current is in jeopardy of losing their teaching contract, and even be restricted from substitute teaching in Wisconsin public schools. All teachers/substitute teachers are responsible to renew their license before it expires. Licenses typically expire June 30. The DPI licensing website provides a tool which allows one to review their current license(s) and expiration date(s). Additional information regarding the license renewal process can be found at: http://dpi.wi.gov/tepdl/elo.

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.

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 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.

National Board Certification Support Workshop 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 WEA Region 6. Contact MTI if you are interested in attending or would like further information on NBC (608-257-0491 or mti@madisonteachers.org).

Calendar of Events

- **Monday, April 24, 6:00 p.m., Doyle Auditorium**  
  BOE Regular Meeting

- **Tuesday, April 25, 4:15 p.m., MTI**  
  MTI Voters Political Action Committee

- **Wednesday, April 26, 4:30 p.m., MTI**  
  MTI Action Committee

- **Thursday, April 27, 4:30 p.m., Lakeside Coffee House**  
  USO-MTI Spring Social

May 2—National Teacher Day!

- **Monday, May 2, 4:15 p.m., MTI**  
  MTI Constitution Committee

- **Tuesday, May 9, 4:30 p.m., MTI**  
  MTI Cabinet on Personnel

- **Tuesday, May 9, 5:00 p.m., MTI**  
  MTI Board of Directors

- **Thursday, May 11, 2:00 p.m., MTI**  
  MTI Retiree Group

- **Tuesday, May 16, 4:15 p.m., SCFL**  
  MTI Faculty Representative Council

Our Union Makes Us Strong!  
**Volume 51, #33, April 24, 2017**

MTI’s web page - www.madisonteachers.org  
MTI’s email - MTI@madisonteachers.org
As we advised before spring break, the latest health insurance option to be recommended by District Administration is to move to a two (2) HMO model on July 1, with Dean and GHC as the available options. The District views this as a compromise, continuing to provide a choice of plans with access to various specialists and hospitals in the area. The District indicates that this transition could provide $3 million in benefit savings, which would be applied to salary increases.

MTI’s position on this has evolved as new variables and options have been introduced. For the past six weeks, we have been sharing information and collecting feedback from MTI members, MTI Faculty Representatives, and the elected leaders on the MTI Boards of Directors and the MTI Handbook Committees. Based on feedback from these groups, MTI initially advocated for the continuation of the three (3) HMO model over a move to only one (1) HMO. That advocacy has now moved the District to consider a two (2) HMO model.

The MTI Board of Directors met on April 4 and discussed whether MTI should modify its position on the health insurance considerations, in light of the District’s recent recommendation to consider transitioning to two (2) HMO options - Dean and GHC. The MTI Board unanimously recommended a poll of the elected leaders on the MTI Handbook Committees (which includes reps from all MTI units) to consider the two (2) HMO options now before us and provided the following rationale:

**Rationale:**

“The Handbook Committees have met twice and have recommended the continuation of the three current HMOs. Our position seems to have moved the District off of the single HMO option plan and they have now recommended to the BOE the two HMO option plans. As another meeting of the Handbook Committees is not possible in a timely manner, and many of the MTI Board of Directors serve on both groups, the MTI Board believes that the MTI Handbook Committees should be polled to see if the two HMO option consideration protects & offers choice, while still allowing for some savings and some compromise. This would indeed require some of our members to switch to Dean or GHC. Dean has a wider delivery area than just GHC and would give many non-Madison members coverage. Or they have the POS option through GHC. We also have seen a change in the directives with the savings as they are now directed back to the Compensation Committee of which we have MTI appointees.”

The BOE was considering making an insurance decision on April 17, but MTI was recently informed that April 24 or May 1 are more likely dates for Board action. All MTI members will receive an e-mail update later this week, once the MTI Handbook Committee polling is complete, with additional information.

**Ready to Represent? MTI Teacher Faculty Rep Teams Needed**

MTI is a Union built on the premise that an active and involved membership, led by democratically-elected leaders and supported by highly-qualified staff, can best promote the interests of public education, the education profession, and the members of the Union. MTI’s motto, “Collectively we decide, united we act,” is our mutual pledge to each other to strive to include the voices of all MTI members in our decisions, and to demonstrate solidarity in our actions.

The MTI Faculty Representative (FR) is a critical component to this mission. Every school/work location should have a team of Faculty Reps working together to represent their colleagues. Schools and work sites are entitled to one (1) FR for every fifteen (15) Union members at the school or worksite.

MTI Faculty Reps serve to represent the concerns and interests of MTI members at their work location with the building principal or supervisor, and work towards collaborative problem solving (a joint initiative between MTI and MMSD).

If you are interested in representing your colleagues and being a part of making positive change, contact your Senior MTI Faculty Rep to let them know you would like to be nominated for one of the FR positions at your school/work site.

**Election Process:** Pursuant to MTI Bylaws, FR elections occur during the fourth week of April. This year’s election will take place April 24-28. Nominations are sought and posted a week prior to the election. Any member may nominate another member at their worksite. Members may also self-nominate. The Senior FR then conducts a secret ballot election among members at each work location. The election results are reported to MTI. Newly-elected FRs will be installed at the May 16 FRC meeting. If you have questions about the process or do not currently have an MTI Faculty Rep at your school, please contact MTI staff. (continued on reverse)
Examples of Faculty Representative duties:

- Attend and represent staff at MTI Faculty Representative Council meetings on a regular basis. The FRC meets monthly during the school year typically the third Tuesday of the month from 4:30-6:00 pm.
- Distribute MTI communications to MTI members at their work location (e.g., MTI Solidarity).
- Promote the enrollment of MTI members and coordinate any membership and recertification campaigns at their work location.
- Participate in the “Collaborative Problem Solving (CPS) Process” at their school:
  - Participate in CPS training provided by MTI/MMSD
  - Communicate on a regular basis with principal or administrator
  - Share member concerns with MTI and Administration as appropriate
  - Work to identify collaborative solutions to worksite problems
- Coordinate with and support other MTI bargaining unit reps or members of other units as needed
- Serve on MTI committees as needed
- Hold worksite MTI meetings as on a regular basis
- Communicate issues/concerns with MTI staff and leadership as they arise

No single MTI member needs to do it all. These responsibilities should be shared by a team of Faculty Reps at each school.

Supports: MTI leadership and staff provide a variety of supports to assist MTI Faculty Reps with their responsibilities and to facilitate the development of processes, such as Collaborative Problem Solving. These supports include formal FR training opportunities, as well as regular and on-going communications and support from MTI elected leadership and staff.

### MTI General Election April 24-28

Voting by members of MTI’s Teacher bargaining unit for Officers and Handbook Committee will occur April 24-28. MTI Faculty Reps will provide members with information regarding ballotting procedures and the voting location at each work site. Ballots must be turned in to MTI by 4:30 p.m., Monday, May 1.

### Substitute Spring Social

**April 27 at Lakeside Coffee House**

Substitute teachers! Join the USO-MTI Board of Directors and MTI staff at the Lakeside Coffee House (402 W. Lakeside St.) on **Thursday, April 27, from 4:30-6:30 p.m.** to talk some shop and socialize with other USO members. This will also be an opportunity to hear from the Handbook Workgroup about discussions with the District over substitute teacher issues. If you are not a dues paying member of USO-MTI and would like to learn more about the Union, please feel free to stop in, have a beverage (they also serve wine and beer) and meet your colleagues. This is an enjoyable, informal event, and the third year in a row for a Substitute Spring Social Membership Meeting.

### 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](http://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.

### EA-MTI Building Representative Election April 24-28

This year’s Building Representative (BR) election will take place **April 24-28**. Article VI of the EA-MTI Bylaws provides that members in each work site elect a BR and an alternate BR for a term of one year. Information on the election procedures will be sent to current Building Reps at each school.

### Calendar of Events

- Monday, April 17, 5:00 p.m., Doyle Room 103  
  BOE Operations Work Group
- Tuesday, April 18, 4:30 p.m., SCFL  
  MTI Joint Fiscal Group
- Tuesday, April 18, 5:00 p.m., SCFL  
  MTI Faculty Representative Council
- Wednesday, April 19, 1:00 p.m., MTI  
  MTI Retiree Group
- Thursday, April 20, 4:15 p.m., MTI  
  USO-MTI Work Group
- Saturday, April 22, WEAC RA in Stevens Point
- Monday, April 24, 6:00 p.m., Doyle Auditorium  
  BOE Regular Meeting
- Tuesday, April 25, 4:15 p.m., MTI  
  MTI Voters Political Action Committee
- Wednesday, April 26, 4:30 p.m., MTI  
  MTI Action Committee
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 Nanee 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.
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).

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

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

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  Learn to read and verify your WRS statement

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  “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**
  BOE Instruction Work Group

- **Wednesday, April 5, 4:30 p.m., MTI**
  Special Education Sub-Committee

- **Wednesday, April 5, 4:15 p.m., MTI**
  BOE Instruction Work Group

**April 10-14 Spring Break**

**Our Union Makes Us Strong!**

**Volume 51, #31, April 3, 2017**

MTI’s web page - www.madisonteachers.org

MTI’s email - MTI@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 MMUSD’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/](https://circleoffriends2017.splashthat.com/)

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).

National Board Certification Support Workshops April 12 and May 10

**Our Union Makes Us Strong!**
MTI Members Concerned Over Potential Health Insurance Changes; MTI Handbook Committees Support Continuation of Three HMO Options

As we advised last week, the District continues to explore potential changes to health insurance plans, including the consideration of transitioning from three HMO offerings to only one. These issues have been complicated by the Governor’s inclusion of a 12% employee premium contribution requirement as part of his proposed 2017-19 State Budget. Should the Governor’s proposal be adopted, such could adversely impact the three (3) HMO offerings (Dean, GHC, and Unity) currently offered to District employees. MTI has shared regular updates with members on this issue including a detailed Potential Health Insurance Changes Q & A Handout distributed on March 17 via e-mail to all MTI members, with a second update e-mailed to MTI members on March 24 (copies of both are available at www.madisonteachers.org).

On March 23, members of the MTI Bargaining/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 (the March 24 e-mail update to members has more info on this). MTI Faculty Representatives met earlier in the week (March 21) and were encouraged to hold ten (10) minute meetings at their schools/work locations over the next week to gather member concerns, questions, and feedback on this issue. MTI members have also been sharing their questions and concerns with their Union via e-mail to mti@madisonteachers.org. This feedback is being shared with District Administration and BOE members to inform their decisions.

District Administration will present additional information on the health insurance options to the Board of Education on Monday, April 3, at the BOE’s Instructional Work Group meeting. The BOE’s decision on direction is anticipated sometime in April. MTI will continue to provide updates on this critical issue as it develops.

MTI is Moving...Forward

After thirty-seven (37) years on Williamson Street, Madison Teachers Incorporated (MTI) will be selling its building and relocating to the WEAC Building on Nob Hill. The move will occur sometime before July 1, 2017. The relocation is driven both by an immediate building repair need, as well as our vision for the future and the physical space needs that support that vision.

The MTI Building on Williamson Street is a concrete block, former print-shop that has housed MTI since 1980. In the past few years, we have experienced water leakage and upon inspection, discovered that the building is in need of major structural reinforcement. While we were exploring options, we received an offer from WEAC to lease space in their Nob Hill facility. The WEAC space has a number of obvious advantages. The space provides MTI with cost-effective, on-site access to large meeting rooms to accommodate Union meetings, member trainings, and workshops. Along with improved meeting capacity, the WEAC space provides improved parking availability for MTI members. Finally, and most important, the space provides MTI with proximate access to our state and regional affiliate partners engaged with us in advocating for public education and public employees.

(continued on reverse)
MTI is Moving...Forward (cont.)

The MTI Building Corporation (which owns the MTI Building and includes member leaders from all MTI bargaining units) met in January to review the available options and approve the sale of the Williamson Street building. A realtor has been selected and a “For Sale” sign has now been affixed to the building.

We are confident that our move will be of major benefit to MTI members. The relocation of MTI to the WEAC building provides us an exciting opportunity to continue our evolution as a Union that actively engages its members in a variety of ways and with a variety of partners. The larger meeting and parking capacity and the proximity to our state and regional partners are real assets. While we will miss many things about our Williamson Street neighborhood, we are excited by the opportunities presented by our relocation. MTI is moving...forward.

Nominations Finalized for MTI Officers and Bargaining/Handbook Committee

At the March 21 meeting of the MTI Faculty Representative Council, nominations were finalized for MTI officers, as well as for the MTI Bargaining Committee relative to vacancies caused by terms ending in May, 2017. Nominated for President-Elect was current President Andy Waity (Crestwood); incumbent Karen Vieth (Sherman) for Vice-President; incumbent Carl Hauge (Elvehjem) for Secretary; and Andy Mayhall (Thoreau) for Treasurer. Current Treasurer, Greg Vallee, is retiring at the end of the school year, Kerry Motoviloff (Doyle), who was elected last spring, will serve as President for the 2017-18 school year.

Nominated for the MTI Bargaining/Handbook Committee were: High School Representative - John Howe (incumbent-West); Middle School Representative - Cindy Ball (incumbent-Jefferson); Elementary School Representative - Susan Stern (Shorewood); and At-Large Representative - Amy Turkowski (incumbent-Franklin). A vacancy exists for Educational Services/Middle School Representative. The Bargaining/Handbook Committee is the body responsible for MTI’s Teacher Contract negotiations, consists of 15 members, of which five are elected each year. MTI’s general election will be held April 25-27.

DIVIDED WE FALL: Catch the Act 10 Uprising on the Big Screen, Sunday, April 2

The 2011 protests against Governor Walker’s then-proposed Act 10 has been made into a movie created by and directed by Katherine Acosta. It will be shown as part of the Wisconsin Film Festival on Sunday, April 2, at 11:00 a.m. at the Barrymore Theatre at Atwood Avenue. Tickets are available online at http://wifilmfest.org/2017/guide.htm#Event=16852.

The Movie, DIVIDED WE FALL, highlights the historic uprising that swelled to include over 180,000 people. The movie contains significant footage about MTI members’ leadership and participation in the historic uprising, as well as the outpouring of solidarity from workers, students, and citizens across the state.

Lesser known fact: Following the uprising, the Wisconsin Progressive Movement received the Letelier-Moffit Human Rights Award, from the Institute for Policy Studies, with MTI and the UW-Teaching Assistants Association (TAA) invited to Washington, DC to accept the award on behalf of the movement.

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- **Wednesday, April 19, 2017** - 4:30 to 5:30 p.m. Student Loan Forgiveness session presented by MTI Member Ben Senso
- **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
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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, March 27, 6:00 p.m., Doyle Auditorium**
  BOE Regular Meeting
- **Friday, March 31, Staff Only Day**
- **Monday, April 3, 5:00 p.m., Doyle Room 103**
  BOE Instruction Work Group
- **Tuesday, April 4, 4:30 p.m., MTI**
  MTI Board of Directors
- **Wednesday, April 5, 4:15 p.m., MTI**
  Special Education Sub-Committee
- **Monday, April 10, 4:30-5:30 p.m., WEA**
  Labor Day Work Group
- **Monday, April 10, 6:00 p.m., Doyle Auditorium**
  BOE Regular Meeting
- **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

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!

**Volume 51, #30, March 27, 2017**

MTI’s web page - www.madisonteachers.org

MTI’s email - MTI@madisonteachers.org
Potential Health Insurance Changes and Compensation Issues

Over the past couple of months, MTI representative have had multiple meetings with District representatives to discuss health insurance options and renewal rates. This issue has been complicated by the Governor’s inclusion of a 12% employee premium contribution requirement as part of his proposed 2017-19 State Budget. Since the Governor’s budget proposal, our discussions with the District representatives have largely focused on two areas: 1) making sure that any “savings” from the potential required increase in employee premium contribution is offset by comparable salary increases (which we expect the BOE will support); and 2) discussing the potential impacts and opportunities relative to health insurance offerings (currently GHC, Dean, and Unity). **No decisions have been made yet.** MTI and MMSD representatives will continue these discussions throughout the budget process and MTI will provide updates to all members on developments. MTI has produced a detailed **Potential Health Insurance Changes Q & A** handout which has been e-mailed to all members to provide additional up-to-date information on this complex issue. The handout will also be distributed along with this newsletter and is also available on our webpage ([www.madisonteachers.org](http://www.madisonteachers.org)).

Workers’ Compensation and the Benefits of MTI Membership

Workers’ Compensation is a statutory benefit intended to provide compensation for workers who suffer a work-related injury or illness. However, the process does not always work as intended and claims are often delayed and/or denied. Fortunately, in such instances, MTI members can turn to their Union for assistance.

Slips, trips and falls are some of the most common causes of work-related injuries to District employees. Student-caused injuries are also not uncommon. If an employee is injured at work, they need to complete an **Injury Report** form as soon as possible and, if necessary, visit a doctor to determine if, and any, work restrictions are recommended. If an injury or illness restricts an employee from work, the injured employee needs to submit a **Work Status Report** form (signed by the medical provider) identifying those restrictions to the District (see the Employee Handbook on-line for a link to these forms). **MTI Member Advantage #1:** members injured on the job can contact MTI staff for assistance with the process. MTI has produced a Workers’ Compensation Fact Sheet for members advising of the process and of their rights.

Once approved, Workers’ Compensation is supposed to compensate the employee at two-thirds (2/3) of the employee’s wage rate up to certain maximum during a period of temporary disability. **MTI Member Advantage #2:** Through MTI’s collaborative work with the District on the Employee Handbook, injured employees eligible for workers’ compensation receive 100% of their wages for the first 180 days of injury.

If a claim is denied, the injured worker can appeal the denial by requesting a hearing before an Administrative Law Judge at the Department of Workforce Development. At such a hearing, the Workers’ Compensation insurer will be represented by an attorney. Therefore, the injured employee will most likely want an attorney of their own. Attorneys who practice Workers’ Compensation law typically are compensated by retaining 20% of any award or settlement. **MTI Member Advantage #3:** **MTI members have highly qualified MTI staff available to assist with Workers’ Compensation claims.** MTI will also provide members with legal representation when necessary, at no additional cost to the injured employee. Therefore, the member receives high quality representation and 100% of any award or settlement.

Membership Meetings:
**EA-MTI March 22 & SSA-MTI March 23**

There are many issues of importance to discuss, including the future of these bargaining units. Nominations for positions on the Boards of Directors will also be taken at the meetings. Members may also make nominations via the nomination form that was recently sent to all members, or by contacting MTI Assistant Director Eve Degen (degene@madisonteachers.org). The March 22 EA meeting is 4:15 p.m., and the March 23 SSA meeting is at 4:30 p.m. Both are held at MTI.

**USO-MTI Membership Meeting March 23; Meet Dan Hoover, MMSD Director of Employment**

As a continuation of our monthly meeting series for USO-MTI members, we will meet at the MTI Office at 821 Williamson Street on **Thursday, March 23, at 4:30 p.m.** This month we will receive a visit from Dan Hoover, the new Director of Employment and Talent Management for MMSD. Mr. Hoover manages the substitute office and serves as the general supervisor for all substitute teachers, in addition to other duties in Human Resources. He has been on the job for a few months and has agreed to take time out of his evening to introduce himself and hear from substitute teachers in attendance. In addition, we will introduce our Substitute Handbook Workgroup and discuss some possible topics for the next round of Handbook meetings with District administration.
Prepare for renewal. Anyone whose license is not cur- rently scheduled for renewal is in jeopardy of losing their teaching contract, and their license will not be renewed. It is important to review the expiration date of your license and expiration date(s). Add itional information regarding the license renewal process can be found at: http://dpi.wi.gov/tepdl/elo.

DPI Licensing—Check your License Expiration

DPI accepts license applications only on-line. It is important to review the expiration date of your license and prepare for renewal. Anyone whose license is not current is in jeopardy of losing their teaching contract, and even be restricted from substitute teaching in Wisconsin public schools. All teachers/substitute teachers are responsible to renew their license before it expires. Licenses typically expire June 30. The DPI licensing website provides a tool which allows one to review their current license(s) and expiration date(s). Additional information regarding the license renewal process can be found at: http://dpi.wi.gov/tepdl/elo.

Nursing Assistant Course

Interested in learning how to become a nursing assistant in the MMSD? Enroll online at Madison College https://madisoncollege.edu/register. The course meets on Tuesdays and Thursdays, March 21 to May 4, from 6-8:00 p.m., at the Madison Truax Campus. Cost is $239. The instructor is Rachel Gallagher, LaFollette School Nurse/Nurse Practitioner.

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.

Calendar of Events

- **Monday, March 20, 4:15 p.m., MTI**
  MTI Planning Time Committee
- **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
- **Thursday, March 23, 4:30 p.m., MTI**
  SSA-MTI Board & General Membership
- **Monday, March 27, 6:00 p.m., Doyle Auditorium**
  BOE Regular Meeting
- **Tuesday, March 28, 4:15 p.m., MTI**
  MTI Voters Political Action Committee
- **Thursday, March 30, 4:15 p.m., MTI**
  MTI SBLT Committee

April 10-14 Spring Break

Student Loan Forgiveness/Financial Planning—April 19

MTI members are invited to learn about the federal loan forgiveness programs that are available to teachers and public employees, find out how to start the application process, and get tips on what you need to do to ensure that your application is ready for submission. Join your colleague and fellow MTI member Ben Senson to hear about his loan forgiveness journey and his recommendations. You will also have an opportunity to hear WEA Member Benefits discuss the programs and services available to you and your family to help you achieve your financial goals. Join us on **April 19, from 4:30-5:30 p.m.** See the link on MTI’s website www.madisonteachers.org to sign up.

MTI Members: National Board Certification Support Workshops

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 for 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.

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:

- **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 Educa tors 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.

Our Union Makes Us Strong!

Volume 51, #29, March 20, 2017

MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
On March 8, MTI Executive Director Doug Keillor and MTI Office Manager Yvonne Knoche presented the recommended 2017-18 MTI Budget to MTI’s Finance Committee. The Committee unanimously approved the recommendation, which is designed to maintain MTI’s current level of services and programs with no dues increase. In order to achieve a balanced budget, projected cost increases in some areas will be offset by decreases in other areas. While expenses in the MTI Budget will be managed, the wildcard in the Budget is on the revenue side of the ledger.

Currently, approximately 80% of all MTI-represented teachers are members of MTI and provide the financial support necessary for MTI’s advocacy and services (the percentages in other MTI units varies). Non-members do not receive MTI membership benefits and membership services, but still benefit from MTI’s collective advocacy related to the Employee Handbook, health insurance, salary increases, etc. If more non-members joined their sisters and brothers as members of MTI, providing financial support for the Union, MTI could actually reduce dues amounts (i.e., more members leads to lesser dues amount needed per member). Likewise, decreases in membership could result in either increases in dues or decreases in membership services and support. This spring and summer, MTI organizers will engage in our annual MTI membership campaign to reach out to non-members and talk to them about joining the Union. Union density is not only important to our financial condition, but also our collective strength. More involved and engaged MTI members leads to a stronger Union that is better able to advocate for our students, schools, staff, and public education.

Pursuant to MTI Bylaws, the MTI Budget will next be presented at the March 21 MTI Faculty Representative Council meeting. The meeting will commence at 4:15 p.m., at the Madison Labor Temple (Room 201B). All MTI members, from all bargaining units, are welcome to attend this presentation to learn more about the proposed MTI budget.

Following the presentation at the Faculty Representative Council meeting, the Bylaws require that the Budget next be presented for approval at a meeting of MTI’s Joint Fiscal Group (JFG). The JFG is comprised of representatives of all five MTI bargaining units. That meeting is anticipated to take place at the April 18 Faculty Representative Council meeting. Members with questions about the MTI Budget are also welcome to contact MTI Executive Director Doug Keillor (keillord@madisonteachers.org).

Nominations Due for MTI Officers and Bargaining Committee

Any member of MTI's "teacher" collective bargaining unit who is interested in nominating a colleague, or himself/herself, for President-Elect, Vice-President, Secretary or Treasurer should call or email MTI Executive Director Doug Keillor (keillord@madisonteachers.org/257-0491). The term of office for these positions is one year. As of this writing, seeking re-election are incumbents Karen Vieth (Sherman) for Vice President and Cari Hauge (Badger Rock) for Secretary. Andy Mayhall (Thoreau), who currently serves as an at-large member of the Board, has been nominated for Treasurer. Current Treasurer Greg Vallee is retiring this year. Kerry Motoviloff (Doyle), who was elected President-elect last May, will serve as President for the 2017-18 school year. Current President Andy Wautzy (Thoreau) has been nominated for President-Elect (serve as President for the 2018-19 school year). MTI’s Bylaws provide a president-elect system, in which one serves as president-elect for one year and then becomes president.

Nominations are also open for five (5) positions on the 15-member MTI Bargaining Committee. Of the 15 positions, one position each from elementary school; middle school; and high school levels; plus one at-large and one educational services position are elected each year. Terms are for three (3) years. Seeking election are: for High School Representative – incumbent John Howe (West); Middle School Representative - incumbent Cindy Ball (Jefferson); for At-Large Representative - incumbent Amy Turkowski (Franklin). Vacancies exist for an Elementary School Representative and an Educational Services (Middle School) Representative. Terms for all positions are three years.

Nominations for both the MTI Officers and Bargaining Committee will be received and closed at the March 21 meeting of the MTI Faculty Representative Council. Nominations can also be made by an MTI Faculty Representative, from the floor, at the March 21 meeting. MTI's general election will be held April 24-26.

Nominations & Election for MTI Delegates to the WEAC & NEA RAs

Nominations & the election for those interested in attending the WEAC Representative Assembly will be received at the March 21 meeting of the MTI Faculty Representative Council. The WEAC RA will be held April 22-23, in Stevens Point. Pursuant to MTI Bylaws, the MTI Board of Directors attend as part of their duties.

In addition, nominations & the election for those interested in attending the NEA RA will also be received at the March 21 Council meeting. The NEA RA will be held June 30-July 5, in Boston. Other than the MTI President, the MTI budget does not fund delegates to the NEA RA.

Any MTI teacher bargaining unit member wishing to be nominated to be an MTI delegate to the WEAC and/or NEA RA needs to submit their name to MTI by March 21. Nominations may also be made at the March 21 Council meeting.
EA-MTI General Membership Meeting March 22

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 Eve Degen (degene@madisonteachers.org).

SSA-MTI General Membership Meeting March 23

Members of MTI’s Security Assistants bargaining unit (SSA-MTI) will meet on Thursday, March 23, commencing at 4:30 p.m., at MTI. There are many issues of importance for SSAs to discuss, including the future of the SSA bargaining unit. Nominations for positions on the SSA-MTI Board of Directors will also be taken at the March 23 meeting. Members may also make nominations via the nomination form that was sent via email to all SSA-MTI members, or by contacting Eve Degen (degene@madisonteachers.org).

“Staff Only” Day March 31; Structure of Day Determined by Principal and SBLT

There is no school for students on the March 31 “staff only” day (formerly known as PD days). The Employee Handbook, Section 4.06, provides that there will be one (1) full staff only day per quarter. “The structure of the day is to be determined collaboratively at the building level by the principal and SBLT. Such time shall include collaborative learning that supports and enhances the quality of teaching and is aligned to each school’s SIP goals and strategies.” Educational Assistants and School Security Assistants have a mandatory workday on March 31. Various professional development opportunities are available to specific groups within these bargaining units, at the District or individual school level.

MTI Cares Bowl-A-Thon April 30, 2017!

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Our Union Makes Us Strong!
Volume 51, #28, March 13, 2017
MTI’s web page - www.madisonteachers.org
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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 for April 12 and May 10. Contact MTI if you are interested in attending or would like additional information at 608-257-0491 at mtii@madisonteachers.org.

Calendar of Events

- 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
- Thursday, March 16, 4:30 p.m., SCFL
  MTI Bargaining/Handbook Committees
- Monday, March 20, 4:15 p.m., MTI
  MTI Planning Time Committee
- 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
- Monday, March 27, 6:00 p.m., Doyle Auditorium
  BOE Regular Meeting
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 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 refile 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 months, 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.

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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
As previously reported, the Joint MTI/MMSD Calendar Committee has developed the 2017-18 school calendar. Since then further details regarding next year’s calendar were subsequently worked out by the Joint Committee relative to staff-only (formerly PD) days and parent-teacher conference days:

- Staff-Only days: October 27, December 8, February 9, March 16, April 27, June 11
- Elementary conferences: November 16 and April 12
- Middle school conferences: November 15 (evening only), November 20 (early release and evening), March 2
- High school conferences: November 13 (evening only) and 21 (early release and evening)
- LaFollette conferences: October 19 and February 22 (and evenings)

The highlights of the calendar are:

- New teacher mandatory days — August 23-25
- Staff Learning/Prep days — August 28-31
- Voluntary day — September 1
- Labor Day holiday — September 4
- Beginning of first semester — September 5
- Parent-teacher compensatory day — November 22
- 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 (formerly PD) days before the school year begins; 1 voluntary day before the school year begins; 6 staff-only (formerly PD) days throughout the school year; 1 comp day; and 4 paid holidays.

The Joint Calendar Committee will begin discussions relative to the 2018-19 school calendar on March 9. There will be continuing discussion relative to staff-only days. MTI members should also become more involved in their school’s staff-only day schedule by being on SBLT or having direct conversations with their colleagues who are on SBLT. The structure of these days is determined collaboratively at each school by SBLT and the principal.

As the Union moves forward in its post-Act 10 collaborative model, it is imperative that members’ voices are heard by increased involvement at the individual work site level. Members are encouraged to discuss this model, along with the collaborative problem-solving process, with their MTI Faculty Representatives. Some schools are already having scheduled on-site discussions, where staff can discuss issues and get up-to-date information on MTI progress and events.

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.

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 bargaining unit 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!
The UW School of Education is Seeking Nominations for Two Sets of Awards

Rockwell Awards for Cooperating Teachers

Roland and Ruth Rockwell provide four awards of $1,000 each for teachers selected for their contribution to the UW-Madison field experience program. Please take the time to nominate an outstanding cooperating teacher in your school that has served UW-Madison pre-service teachers. Cooperating teachers may be nominated by their administrators, peers, university faculty and supervisors, or former student teachers.

Teacher Education Alumni Awards

Do you know an outstanding teacher, administrator or other K-12 school professional? Someone whose lifelong dedication to public service reflects the ideals of UW-Madison’s School of Education? If that person is a UW-Madison School of Education graduate in elementary or secondary education, consider nominating him or her for a special alumni award.

The nomination deadline for all awards is **Friday, March 10.** Additional information on the nomination process is available at [http://education.wisc.edu/~f/~/partners-in-education-banquet.html](http://education.wisc.edu/~f/~/partners-in-education-banquet.html).

Awards will be presented at the Partners in Education Banquet on Thursday, May 4, for honorees, their guests, and all teachers who open their classrooms to provide field experiences for UW-Madison student teachers and practicum students.

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**MTI Wear on Sale**

Members are encouraged to wear MTI wear in the community to make a positive statement about education and educators. The following prices apply: t-shirt ($10); polo-shirt ($12); oxford button-down shirt ($15); and sweatshirt ($35). Show **SOLIDARITY** with your MTI sisters & brothers. Wear **MTI RED** on Mondays and **MTI lanyards** every day!

**MTI Membership Corner**

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**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**

- **Monday, February 27, 6:00 p.m., Doyle Auditorium**: BOE Regular Meeting
- **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
- **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
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).

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. 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).

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.

Our Union Makes Us Strong!

Volume 51, #25, February 20, 2017
MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org

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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.

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Calendar of Events

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- Tuesday, February 21, 4:15 p.m., SCFL MTI Faculty Representative Council
- Wednesday, February 22, 4:15 p.m., MTI MTI Caress (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
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Governor’s Budget Proposal: More Micromanaging of MMSD Compensation Policies

Last week, Governor Walker announced his 2017 budget proposal which includes a proposed $650 million increase in funding for public schools. However, also included in the proposal was a provision that in order to receive the additional funds, school districts would need to “certify compliance” with Act 10. What does that mean?

Among other things, Act 10 required all public employees (except police and fire) to pay the employee’s share of the WRS retirement contribution and also required employers who participated in the State health insurance plan to pay no more that 88% of the health insurance premiums of their employees. After Act 10 was passed, MMSD employees immediately began paying the employee share of the WRS contribution (in compliance with Act 10). Since the MMSD does not participate in the State health insurance plan, Act 10 did not require that the MMSD force employees to pay more for health insurance, but gave the employer the option to do so. The District, in full compliance with Act 10, opted not to shift the health costs onto the backs of their employees. Instead, the District took a different approach by working with their employee groups to reduce health care costs by: changing plans (WPS was replaced by three lower cost HMO options); controlling health care costs (via implementation of a wellness plan); and, last year, implemented a progressive employee premium contribution ranging from 10% for highly compensated administrators to 1.5% for low-paid educational assistants and food service workers. Teachers pay an 8% premium contribution, unless they participate in the Wellness Program incentive which then reduces their contribution to 3%.

While the actual details of the Governor’s proposal have yet to be provided, comments from his spokesperson suggest that rather than “compliance with Act 10” the budget proposal may actually include a new requirement that mandates the MMSD implement a 12% employee health insurance contribution in order to receive the additional school funding.

In response to inquiries from the media, MTI Executive Director Doug Keillor released the following statement:

“We still need to see the details of the proposal and discuss the potential impact with the School District. That said, we would appreciate it if the Governor would focus his attention on State government and not micromanaging the compensation policies of the Madison Metropolitan School District. We have a locally-elected school board better equipped to handle that. We are engaged in serious work with the School District to attract, support, and retain the best teachers and support staff we can, in order to provide Madison’s students the best education possible. The Governor appears to be focused on settling old political scores.”

MTI will continue to monitor developments in the State budget and will provide additional information as it becomes available.

The Next Step in the Fight for Public Education: Work and Vote for Tony Evers and BOE Candidates

Last Tuesday, Vice President Mike Pence cast the deciding vote to confirm Betsy DeVos as Secretary of Education. DeVos is a longtime opponent of public schools and an ardent supporter of efforts to privatize education. Advocates for public schools engaged in a massive national effort to highlight DeVos’ lack of qualifications and to convince enough Senators to oppose the DeVos nomination. In Wisconsin alone, Senator Ron Johnson received over 10,000 e-mails and 1,300 phone calls from constituents demanding (unsuccessfully) that he oppose DeVos. As a result of these organizing efforts, enough Republican Senators were swayed to oppose the nominee that Vice President Pence needed to cast the tie-breaking vote. So what should supporters of public education do now? (continued on reverse)
Vote for Tony Evers and BOE Candidates (cont.)

One of the most critical, timely, and urgent actions we can engage in is to actively work to support Tony Evers for State Superintendent of Public Instruction on February 21. Like the Education Secretary at the federal level, the State Superintendent of Public Instruction is a key player in shaping education policy at the state level. Unlike DeVos, Tony Evers is immensely qualified for this position, having served as a public educator his entire adult life and serving as a leading state-wide advocate for public schools. Evers’ opponents are much closer to DeVos, supporting efforts that undermine public schools, such as directing public funds to private vouchers and charters.

The second most critical, timely, and urgent action we can engage in is to actively support candidates for local Boards of Education who can have the greatest impact on local educational decisions. Learn about the six (6) candidates competing for the two (2) vacant seats on the MMSD Board of Education. If you live outside of Madison, learn about the candidates running in your district and make and effort to support those who support public schools.

More work to do: On February 14, MTI members in various schools will be engaging in “Walk-Ins” before school, as a way of thanking the Madison community for its strong support of our public schools, including the successful referendum last fall, which provides much needed funding.

“We Love our Public Schools” is the message of that event, and is part of state-wide organizing events to celebrate our public schools.

In the days ahead, we will need to remain vigilant to the political and policy attacks on our public schools, our students, and our families. We will need to be prepared to rise to our defense. Strengthening our common bonds with our students, families, co-workers, and local communities will help prepare us for the collective work ahead, thinking globally and acting locally.

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Living Wage Campaign
Standing Up for Educational Assistants

Thank you to all of the MTI members who showed up at last Monday’s Board of Education meeting to support the EA Living Wage Campaign. Nurse Assistant Marilyn Fruth (Leopold) and Special Education Assistant Celia Guzman Tea (Nuestro Mundo) delivered eloquent speeches to the Board on the work that EAs, SEAs, NAs, clerical EAs, BEAs, parent liaisons, and sub SEAs accomplish every day in serving the neediest students in the District, as well as outlining the urgent need for the Board to examine the wages and hours of members of this unit. Approximately 50 supporters - EAs, teachers, and other MTI supporters - cheered them on. As the Board begins its discussions on the 2017-18 school year budget, EA-MTI wants the Board to prioritize a raise in the hourly wage for EAs, as well as a path to more work hours for EAs. The Board and MMSD Administration need to address these issues now so that EAs can have sustaining employment and the District can retain this important group of its workforce. MTI has requested a meeting with MMSD Human Resources staff and EA-MTI representatives to move this issue forward. Members are encouraged to continue to attend BOE meetings, including Operations Work Group meetings, to monitor progress on this issue.

Teacher Retirement and TERP Deadline February 15

In order for one to be eligible for the Teacher Emeritus Retirement Program (TERP), a teacher must be full-time and at least 55 years old, with a combined age (as of August 30 in one’s retirement year) and years of service in the District totaling at least 75. (For example, a teacher who is 57 and has eighteen (18) years of service to the MMSD would be eligible: 57 + 18 = 75.) Teachers who are younger than age 55 are eligible if they have worked for the MMSD at least 30 years. Up to ten (10) part-time teachers may participate in TERP each year provided they have worked full-time within the last ten (10) years and meet the eligibility criteria described above. Retirement notifications, including completed TERP agreements, are due in the District’s Department of Human Resources no later than February 15. MTI was successful in discussions for the 2017-18 MMSD Employee Handbook in gaining the continuance of TERP. Thus, MTI members can be assured that TERP runs through the 2017-18 school year and not feel pressured into retirement before they are ready.

WEA Member Benefits Consultant Steve Pike is available to provide guidance and/or to provide estimated benefits to MTI members for TERP, insurance continuation, application of one’s Retirement Insurance Account, WRS, and Social Security. Call MTI Headquarters (257-0491) to schedule an appointment.

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.

Union Dues Are Tax Deductible
Contact MTI for Dues Info

If you file a form 1040 and itemize your deductions on Schedule A, your local, state, and national dues may be tax deductible. MTI members who would like to receive documentation of union dues payments for 2016 can call the MTI office (608-257-0491) or email MTI Membership Coordinator Jen Nichols (nicholsj@madisonteachers.org). Please remember to give us your name and B number. Calculating individual union dues payments is particularly complicated for the 2016 calendar year since dues were deducted from payroll for half the year, before Act 10 forced MTI to transition to collecting dues via electronic funds transfer and the variability associated with the new system. Dues amounts paid by an individual can vary based on bargaining unit, percent of contract/work hours, leave status, and the timing and regularity of their electronic dues transfers. Therefore, members will need to contact MTI directly should they need to obtain the amount of dues they paid for the 2016 calendar year. MTI is working on processes to automate this calculation in future years.

Also, Congress has extended the $250 Educator Tax Credit for educators who purchased classroom supplies and instructional materials during calendar year 2016. https://www.neamb.com/finance/dont-miss-these-educator-tax-deductions.htm
The Americans with Disabilities Act

The federal Americans with Disabilities Act (ADA) prohibits discrimination on the basis of one’s disability. The law requires that reasonable accommodations be provided by one’s employer to enable a person with a disability to participate as fully as possible in their employment environment(s). In 2008, Congress passed amendments to the ADA Act of 1990. The amended Act became effective on January 1, 2009. The improved Americans with Disabilities Act as Amended (ADAAA) clarifies who is covered under the law. The changes were made in response to federal appellate court decisions that continually narrowed ADA protections by imposing ever higher, more onerous standards on employees to meet the qualification standards under the original ADA.

The revised definition of “disability,” created with the 2008 amendments, more broadly encompasses disabilities that substantially limit a major life activity. Congress clarified the definition of a disability to state that, “An impairment that substantially limits one major life activity need not limit other major life activities in order to be considered a disability”; and, “An impairment that is episodic or in remission is a disability if it would substantially limit a major life activity when active.”

The amended language also provides that mitigating measures, including assistive devices, auxiliary aids, accommodations, medical therapies and supplies, (other than eyeglasses and contact lenses) have no bearing in determining whether a disability qualifies under the law. The purpose of the 2008 amendments is to make it easier for an employee seeking protection under the ADA to establish that he or she has a disability within the meaning of the ADAAA.

MTI staff have assisted many members with ADA issues. Any member with questions regarding or seeking assistance with such issues, should contact MTI Assistant Director Eve Degen (degene@madisonteachers.org) at MTI.

FMPS – Our Mission, Our Focus

February 1st kicked off the 2017 Employee Giving Campaign between MMSD and the Foundation for Madison’s Public Schools (FMPS). In 2016, 302 employees participated, donating over $38,000! Join this important MMSD partner in growing these numbers and help build even more resources to support our schools and build a thriving school district. Employees are encouraged to give to their passion, whether it’s arts, technology, libraries, health, or their school’s endowment. With over 160 funds, FMPS has options for everyone. FMPS is committed to supporting only MMSD schools, and has recently strengthened their relationship with MMSD staff, teachers, and students. For more information on the MMSD Employee Giving Campaign, visit fmps.org or contact Valerie Chesnik at vchesnik@fmps.org or 237-7721.

Nursing Assistant Course

Interested in learning how to become a nursing assistant in the MMSD? Enroll online at Madison College https://madisoncollege.edu/register. The course meets on Tuesdays and Thursdays, March 21 to May 4, from 6-8:00 p.m., at the Madison Truax Campus. Cost is $239. The instructor is Rachel Gallagher, LaFollette School Nurse/Nurse Practitioner.

Our Union Makes Us Strong!
Volume 51, #23, February 6, 2017
MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org

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  Joint MTI/MMSD Compensation Study Group
■ Monday, February 6, Doyle Room 103
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  BOE Special Meeting (5:45 p.m.)
■ Wednesday, February 8, 4:30 p.m., MTI
  SEE-MTI Board of Directors
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Tuesday, February 21, Primary Election - VOTE
MTI-Voters Candidate Interviews Update
Primary Election February 21

This spring’s election is important to MTI Members, our system of public education, our students and our community. Be a voter in every election! We cannot afford to abdicate the responsibility of selecting our political representatives to others at this critical time. Last week, MTI Voters (MTI’s political action committee) interviewed candidates for MMSD Board of Education, State Superintendent of Public Instruction, and Dane County Circuit Court Judge.

Board of Education: Seats 6 and 7 are both up for election. Cris Carusi, Ali Janae Muldrow, and Kate Toews are competing for seat 6 (currently held by Michael Flores). Matt Andrzewski, Ed Hughes (incumbent), and Nicki Vander Meulen are competing for seat 7. Given the number of highly qualified candidates, the MTI-Voters Committee concluded to make no recommendation for endorsement for the Board of Education seats prior to the February 21 primary. Rather, we encourage all MTI members to learn about each candidate and make their own decision for the primary election. Once the primary election is complete, MTI Voters will reconvene to discuss whether to make an endorsement for the April 4 general election. Candidate responses to the MTI-Voters Candidate Questionnaire are available on the MTI website under the top menu, Elections-Spring 2017. Copies have been sent to MTI Faculty Representatives to place in staff lounges. Please take a few minutes to review these questionnaires before the primary election.

State Superintendent and Circuit Court Judge: MTI-Voters is recommending endorsements in the race for State Superintendent and Circuit Court Judge. All MTI members who contribute to MTI’s political action committee have been sent an e-mail advising of the recommendation and requesting their vote on the Committee’s recommendation. Voting will be by electronic ballot only and will be open until Sunday, February 5. If you did not receive this e-mail and would like to complete a ballot, please ensure MTI has a valid personal e-mail address or contact MTI directly for directions on how to access the ballot on-line.

Inclement Weather & Closing School

The Employee Handbook contains provisions that deal with the impact on members when schools are closed. Given last week’s school closing, these provisions are called to the attention of those who are represented by MTI.

Teacher bargaining unit: The Employee Handbook (Section 4.05, page 114) provides that should schools be closed or the opening of school delayed, notice will be on local radio stations by 6:30 a.m. Should schools be closed, teachers will be compensated for the day on their regular monthly payroll check.

Bilingual Resources Specialists: The Employee Handbook (Section 13.09, page 139) provides that employees who are tardy or absent due to inclement weather are allowed to receive compensation by using personal illness leave or electing to make up the time by performing their regular duties or participating in staff development/training opportunities offered by the District.

EA-MTI: The Employee Handbook (Section 1.06, page 242) allows the option of using personal illness leave to receive payment for time missed due to school closings, along with being able to be paid up-front, provided one makes up the missed time by attending District-provided staff development/training or by performing her/his regular duties within one week of the end of the school year.

SEE-MTI: The Employee Handbook (Section 1.09, page 154) provides that when a member of the SEE-MTI bargaining unit is absent from work for more than one hour on a “snow day,” or other emergency school closing, in addition to vacation time and compensatory time, the employee shall have the option to use floating holidays or personal illness leave to receive compensation for such days. In addition, said individuals are provided the option of receiving pay for the snow day during the payroll period in which the snow day occurs (without utilizing any accrued time) provided the employee makes up the time by attending District-offered staff development/training opportunities by the end of the school year. Said individuals will also continue to have the option to make up the time by performing their regular duties provided they have their supervisor’s approval.

SSA-MTI: The Employee Handbook (Section 1.08, page 263) provides the options of using personal illness or floating holiday time to receive payment for time missed, along with being able to be paid up-front, provided one makes up the missed time by attending District-provided staff development/training or by performing her/his regular duties within one week of the end of the school year.
Important February Deadlines

- Salary Advancement Credit for passage over a salary barrier or for salary track advancement, effective with the beginning of the second semester, are due in the office of Human Resources by 5:00 p.m., February 1.
- Sabbatical Leave applications for either the first semester of the 2017-18 school year or for the entire school year are due in the MTI office by 5:00 p.m., February 1.
- Teacher Retirement and Teacher Emeritus Retirement Program (TERP) enrollment applications are due in the office of Human Resources by 5:00 p.m., February 15.

(Note: If a deadline occurs on a weekend, it is extended to the following Monday.)

Ballots Sent for SEE-MTI Board Election

Ballots have been sent out for the SEE-MTI Board of Directors’ positions that expired on December 31, 2016. Nominated are the following: incumbent Travis Grover for President; incumbent Larry Palm for Vice-President; incumbent Jane Ninnmann for Secretary; and incumbent Ann Jesse-Schwabe for Elementary Representative. All positions are uncontested. Ballots must be returned to MTI by February 3.

Nominations are still being solicited for vacant positions on the SEE-MTI Board of Directors for a Middle School representative and a Central Administration representative. If you are a SEE-MTI member assigned to a middle school or central administration and interested in representing your co-workers on your Union’s Board of Directors, contact Jeff Knight at MTI (knightj@madisonteachers.org). Much important work needs to be done on the Employee Handbook. You continue to have a voice, make it heard.

Wisconsin Retirement Board Election Jan. 23-Feb. 28

Wisconsin Retirement System teachers have the opportunity to elect two members to the Teachers Retirement (TR) Board. The 13-member Board advises the Employee Trust Funds Board on retirement and other WRS benefit matters. Active elementary and secondary teacher members of the WRS are eligible to vote. Three candidates are vying for two seats. Voting is online between January 23 and February 28. To participate, one can register to get your member ID and PIN at http://tiny.cc/etfregister. To vote, go to http://tiny.cc/etfvote.

W-2 Forms

MMSD 2016 W-2 forms were distributed last week. They were inter-officed to those with a school mail location and U.S. mailed to all substitutes, MSCR, LTE, and former employees. W-2’s will not be available electronically.

Show solidarity with your MTI sisters & brothers. Wear MTI red on Mondays and MTI lanyards & buttons everyday!
Making Your Voice Heard on Public Policy: MTI-Voters BOE Interviews on January 24

Good news for a healthy democracy: for the first time in many years, we have contested races for seats on the MMSD Board of Education. Board of Education seats 6 and 7, currently held by Michael Flores and Ed Hughes, are up for election this year. Flores has concluded not to run for reelection to Seat 6, leaving Cris Carusi, Ali Muldrow and Kate Toews to compete for that vacancy. Ed Hughes will be challenged for Seat 7 by Matt Andrzejewski and Nicki Vander Meulen. Each candidate is seeking the endorsement of MTI-Voters.

In the past month, MTI-Voters developed and distributed questionnaires to all BOE candidates to collect their views on a variety of issues important to MTI members (completed questionnaires are available for MTI members to review on MTI’s website). On January 24, the MTI-Voters Committee will conduct interviews of all BOE candidates, as well as interviews for Circuit Court Judge and State Superintendent for Public Instruction. Following the interviews, the Committee will decide which candidates to recommend for endorsement. Under MTI Bylaws, the MTI-Voters Committee recommendations are then forwarded for a vote by all members of MTI who contribute to MTI-Voters, before endorsements can be made.

Given the number of candidates, primary elections will be held for each seat on February 21, with the two leading vote-getters advancing to the April 4 general election. All MTI members are encouraged to learn more about the candidates, attend candidate forums, and work to get out the vote for these crucial positions.

Who is MTI-Voters? MTI-Voters is the political action committee of MTI that seeks to identify those candidates most likely to advance policies supported by the members of MTI, policies that support MMSD staff and students, and advance the quality of public education in the District. MTI-Voters is a representative body of MTI members, comprised of the Presidents of each MTI bargaining unit, the MTI Treasurer and nine (9) others elected by MTI’s Faculty Representative Council. This member-comprised committee guides MTI’s political endorsement process and advances recommended endorsements to the thousands of MTI members who contribute to MTI-Voters. In this manner, your voice joins the voice of many as we decide who to collectively support.

Fight for $15: Update on EA-MTI Living Wage Organizing Committee

As the Fight for $15 movement gains momentum across the country, many MTI-represented educational assistants continue to struggle with poverty level wages. According to MTI estimates, over two hundred (200) educational assistants (EAs) and Special Education Assistants (SEAs) receive less than $15 per hour. Compounding the problem further, those 200 employees are seldom provided full-time hours, averaging only 26 hours per week. This results in average annual incomes of less than $14,000 per year for hundreds of hard-working employees who serve and support our neediest students. It’s time to change that. We need the Board of Education and MMSD Administration to make a commitment as part of the 2017-18 budget to address this wage gap. No hard-working District employee should receive less than $15 per hour and all employees need paths to full-time, family sustaining employment.

Over 18 EA-MTI Building Reps met at MTI Headquarters on January 18 to jump-start an EA-MTI Living Wage Organizing Committee to advance this work. If you are interested in assisting with this effort, contact Eve Degen at MTI (degene@madisonteachers.org).

2017-18 School Calendar Update

Over the past few weeks, MTI conducted an MTI member poll on the 2017-18 school calendar and found a 4:1 preference for a longer (10 day) winter break. The MTI Calendar Committee met with District representatives on January 5 to share this preference. The District’s stated preference has been to have a shortened winter break to accommodate ending the school year on June 8, 2018, while starting the school year after Labor Day. However, with the feedback MTI has received from MTI members, it is clear that other options need to be explored, including starting the school year earlier or possibly ending it into the second week of June rather than the first. MTI members on the joint Calendar Committee have also brought forward various concerns and ideas regarding the “staff only” days, placement of school breaks, and timing of report cards and conferences, which the parties are discussing in order to make improvements. All members of the Committee agree that the extensive work involved in figuring out school calendars, given the many outside factors that impact how they are determined, needs to begin earlier in the school year. District representatives are meeting to consider MTI’s feedback. The Committees will work to finalize the 2017-18 calendar in the next couple of weeks, at which time the calendar will be shared with all.
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.

Important February Deadlines

- Salary Advancement Credit for passage over a salary barrier or for salary track advancement, effective with the beginning of the second semester, are due in the office of Human Resources by 5:00 p.m., February 1.
- Sabbatical Leave applications for either the first semester of the 2017-18 school year or for the entire school year are due in the MTI office by 5:00 p.m., February 1.
- Teacher Retirement and Teacher Emeritus Retirement Program (TERP) enrollment applications are due in the office of Human Resources by 5:00 p.m., February 15.

(Note: If a deadline occurs on a weekend, it is extended to the following Monday.)

MTI Delegates to SCFL

Nominations are being sought for members interested in serving as an MTI Delegate to the South Central Federation of Labor. Terms expire in March for Michele Ritt (Leopold) and David Fawcett (Allis). Ritt is seeking re-election. Terms are for two years. Nominations can be emailed to MTI Executive Director Doug Keillor (keillord@madisonteachers.org), or made at the February 21 meeting of the MTI Faculty Representative Council. The election will be held at the March 21 meeting of the Council.

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.

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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 in this seminar for you.

- 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.

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- Tuesday, January 24, 4:15 p.m., MTI MTI VOTERS Spring Candidate Interviews
- Thursday, January 26, 4:15 p.m., MTI USO-MTI General Membership
- Monday, January 30, 4:15 p.m., Doyle MTI/MMSD Joint Safety & Discipline Committee
- Monday, January 30, 6:00 p.m., Doyle BOE Regular Meeting
- Tuesday, January 31, 4:30 p.m., MTI MTI Handbook/Bargaining Teams
- Wednesday, February 1, 4:15 p.m., MTI Special Education Sub-Committee
- Friday, February 3, Staff Only Day

Our Union Makes Us Strong!

Volume 51, #21, January 23, 2017
MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
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United We Act

Join the Women’s March on Madison, Saturday, January 21, noon, at the UW-Madison Library Mall (700 Block of State St.). The local march is being conducted in solidarity with the Women’s March on Washington, scheduled the same day. Wear your MTI red!

“The Women’s March on Madison is the collective voice of all Wisconsin advocates for equality and inclusion. We are committed to fighting for the safety, health, and success of our communities. Let no voice go unheard. Let no one live in fear. Let all of us rise up for equal opportunity. We are coming together to demonstrate our support for the community members who have been marginalized by the recent U.S. election. This is an inclusive march and everyone who supports women’s rights is welcome.”

EA-MTI Building Representatives Meeting - January 18

The EA-MTI Building Representatives will meet on Wednesday, January 18, at 4:15 p.m., at MTI. Come to hear MTI Executive Director Doug Keillor discuss the EA living wage campaign and exchange ideas for the future of the EA-MTI bargaining unit. If you are not currently an EA-MTI Building Representative, but are interested in becoming one, you are invited to attend this meeting. We will also discuss the spring elections of the EA-MTI Board of Directors and Building Representatives. It’s YOUR Union; be involved!

“Staff Only” Day February 3; Structure of Day Determined by Principal and SBLT

There is no school for students on the February 3 “staff only” day (formerly known as PD days). The Employee Handbook, Section 4.06, provides that there will be one (1) full staff only day per quarter. “The structure of the day is to be determined collaboratively at the building level by the principal and SBLT. Such time shall include collaborative learning that supports and enhances the quality of teaching and is aligned to each school’s SIP goals and strategies.”

Educational Assistants and School Security Assistants have a mandatory workday on February 3. Various professional development opportunities are available to specific groups within these bargaining units, at the District or individual school level.
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.

Educational Assistants: Demand Your Lunch & Break Time!

Addendum F, Sections 1.03 and 1.04, of the Employee Handbook, provides Educational Assistants working four (4) or more hours a one-half (½) hour unpaid duty-free lunch.” Paid breaks are also provided for. Unfortunately, some members of MTI’s EA unit have a schedule which “encourages” them to work through lunches or breaks. Agreeing to work such a schedule undercut their hard-earned rights. Anyone who has such a schedule should bring it to the attention of their supervisor, and ask that it be modified to assure time without student supervision when the employee’s lunch or break times are scheduled. An EA who voluntarily performs noon lunch supervision shall be paid at their highest hourly rate for performing noon lunch supervision. For assistance, contact MTI Assistant Director Eve Degen (degene@madisonteachers.org).

Reminder: USO-MTI General Membership Meeting 1/26

During the 2016-17 school year, the USO-MTI bargaining unit began holding monthly membership meetings to give USO-MTI members an opportunity to meet and discuss items of concern and issues that the USO-MTI Board and MTI Staff might discuss as part of the ongoing Handbook discussions with the District. The next meeting is scheduled to take place on Thursday, January 26, at MTI. This meeting is scheduled to begin at 4:15 p.m., but late arrivals are welcome. We will have light refreshments available. It is also a chance to meet and talk with other substitutes from across the District since substitute teachers so often work in isolation in various buildings. Feel free to RSVP (knightj@madisonteachers.org) or just drop in.

MTI Wear on Sale

Members are encouraged to wear MTI wear in the community to make a positive statement about education and educators. The following prices apply: t-shirt ($10); polo-shirt ($12); Oxford button-down shirt ($15); and sweatshirt ($35).

Show SOLIDARITY with your MTI sisters & brothers. Wear MTI RED on Mondays and MTI LANYARDS every day!

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- March 15 - Saving for Your Future: Why Saving Early and Often is Important

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.

Calendar of Events

- Tuesday, January 17, 4:15 p.m., SCFL MTI Faculty Representative Council
- Wednesday, January 18, 4:15 p.m., MTI EA-MTI Building Representatives
- Wednesday, January 18, 4:15 p.m., Doyle MTI/MMSD Benefits Committee
- Monday, January 23, 5:00 p.m., Doyle (Rm. 103) BOE Operations Work Group
- Tuesday, January 24, 4:15 p.m., MTI MTI VOTERS Spring Candidate Interviews
- Thursday, January 26, 4:15 p.m., MTI USO-MTI General Membership
- Monday, January 30, 4:15 p.m., Doyle MTI/MMSD Joint Safety & Discipline Committee

Our Union Makes Us Strong!

Volume 51, #20, January 17, 2017
MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
Teacher Retirement and TERP
Deadline February 15

In order for one to be eligible for the Teacher Emeritus Retirement Program (TERP), a teacher must be full-time and at least 55 years old, with a combined age (as of August 30 in one’s retirement year) and years of service in the District totaling at least 75. (For example, a teacher who is 57 and has eighteen (18) years of service to the MMSD would be eligible: 57 + 18 = 75.) Teachers who are younger than age 55 are eligible if they have worked for the MMSD at least 30 years. Up to ten (10) part-time teachers may participate in TERP each year provided they have worked full-time within the last ten (10) years and meet the eligibility criteria described above.

Retirement notifications, including completed TERP agreements, are due in the District’s Department of Human Resources no later than February 15. Appointments can be made to complete the TERP agreement and discuss insurance options at retirement by calling the District’s Benefits Manager, Rachelle Hady, at 663-1795. MTI was successful in discussions for the 2017-18 MMSD Employee Handbook in gaining the continuance of TERP. Thus, MTI members can be assured that TERP runs through the 2017-18 school year and not feel pressured into retirement before they are ready.

WEA Member Benefits Consultant Steve Pike is available to provide guidance and/or to provide estimated benefits to MTI members for TERP, insurance continuation, application of one’s Retirement Insurance Account, WRS, and Social Security. Call MTI Headquarters (257-0491) to schedule an appointment.

The Next Employee Wellness Campaign, ‘My One Thing’ begins January 16!

The next wellness campaign titled, “My One Thing,” will begin on January 16 and is geared toward stress management. The goal for the challenge is to identify “one thing” that will help participants reduce stress in their life or help them better manage stress. Participants will set a SMART goal and work to achieve their goal over the eight week challenge.

To sign up and obtain the materials for the campaign, visit: https://hr.madison.k12.wi.us/my-one-thing

Dr. Martin Luther King, Jr.
Holiday Events and Organizing Opportunities

In 2001, MTI became one of the first unions in Wisconsin to negotiate a holiday to honor the birth and life of Dr. Martin Luther King, Jr. This coming weekend, Madison will host multiple events to recognize, honor, and renew the struggle for racial equality and economic justice that defined Dr. King’s life.

Friday, January 13, 4:30-7:00 p.m. MLK Free Community Dinner, Gordon Commons, 770 W. Dayton Street in downtown Madison. Dinner served buffet style from 4:30 to 7:00 PM. There is NO COST to attend.

Sunday, January 15, 7:30 a.m. 33rd Annual Urban League Outstanding Young Person Breakfast, Edgewood High School. Middle and high school students are nominated by schools from all across Dane County based on their academic performance, community service, and extra-curricular participation. Tickets are $10 and available online at www.ulgm.org/mlkevents.

Monday, January 16, 8:30 a.m. to 3:00 p.m. MLK Youth Service Day 2017: Wisconsin Institute of Discovery, 330 N. Orchard Street. Each year, Americans across the country come together on the King holiday for “a day ON, not a day OFF.” Registration is limited. Open to any Dane County middle or high school students. There is no cost to participate. Info at www.ulgm.org.

32nd annual Madison & Dane County King Holiday Observance, Overture Center in downtown Madison. Dr. Mary Frances Berry will be the keynote speaker. For over four decades, Dr. Berry has been a leader in social justice movements and served four Presidential administrations as chairperson of the U.S. Civil Rights Commission. Her most recent book, Power in Words: The Stories behind Barack Obama’s Speeches, from the State House to the White House, offers a deeper understanding of President Obama’s speeches. Currently, she acts as professor of American Social Thought at the University of Pennsylvania. Freedom Songs in the Overture Rotunda at 5:00 p.m. Program begins at 6:00 p.m. NO COST to attend.

Wednesday, January 18, 4:15 p.m. EA-MTI Living Wage Organizing Committee, MTI Headquarters. In the spirit of Dr. King’s call for economic justice, join your EA-MTI sisters and brothers to build a campaign to provide all MMSD employees with a living wage.
MTI Membership Page

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January 12 & 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. Here’s what we will cover in this not-to-be-missed session:

- Why you need more than WRS and Social Security
- The importance of personal savings
- The difference between a 403(b) and an IRA
- Pretax versus Roth options
- Investment choices
- Contribution limits
- Fees
- Easy steps to start saving for your future

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.

February 2 - Understanding WRS 101: Your State Pension Plan

WRS, the state pension plan, will be a source of retirement income for most Wisconsin public school employees. How much do you know about this important benefit? Whether you just started your career or are nearing the end of it, there is something in this seminar for you.

- Read/interpret your pension statement
- Calculate your WRS pension benefit
- Choose an appropriate annuity option
- Purchase forfeited service
- Determine whether you will have a retirement income gap

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 WEA Region 6. Sessions are currently scheduled January 11, February 8, March 8, April 12, and May 10. Please contact MTI if you are interested in attending or would like additional information at 608-257-0491 or at mti@madisonteachers.org.

30-Minute Free Financial Consultations

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Calendar of Events

- Monday, January 9, 5:00 p.m., Doyle (Rm. 103) BOE Instruction Work Group
- Tuesday, January 10, 4:15 p.m., MTI MTI Board of Directors
- Thursday, January 12, 4:15 p.m., MTI MTI Constitution Committee
- January 16, Martin Luther King Jr. Day
- Tuesday, January 17, 4:15 p.m., SCFL MTI Faculty Representative Council
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Volume 51, #19, January 9, 2017

Labor History Essay Contest

The Wisconsin Labor History Society has announced that its annual High School Essay Contest is now open to all Wisconsin high school students (grades 9-12). Students are invited to write 750 words on the following theme: “Unions have been important to my family and community because...”. Submissions must be postmarked on or before February 15, 2017. Cash prizes range from $100 to $500. For more information, go to the WLHS website: www.wisconsinlaborhistory.org.
Talks Continue on 2017-18 School Calendar; Member Feedback Received on Winter Break

As school year employees return from winter break this week, MTI’s Calendar Committee will be meeting with the District to discuss the 2017-18 school calendar. One of the items the Calendar Committee will be discussing is the timing and length of winter break next year. MTI has solicited member feedback on this issue in a variety of ways, including an online Facebook poll of members on the MTI Facebook page; e-mail feedback elicited from members via the 12/19/16 Solidarity! article; e-mail feedback from MTI leaders, faculty representatives, and member organizers; and conversations with members at the workplace. *This member feedback has shown a strong preference for a longer ten (10)-day winter break over a shorter, seven (7)-day option suggested by the District.* In addition to the timing and length of winter break, the Calendar Committee will also be discussing the scheduling of parent-teacher conferences, staff only days, and spring break for the 2017-18 school year.

**Martin Luther King, Jr. Holiday January 16**

As a result of MTI’s successful negotiation several years ago, all District employees now have a paid holiday, a day off, in recognition of the accomplished civil rights leader **Martin Luther King, Jr.** Given the terms of Employee Handbook, members of MTI’s teacher, educational assistant, clerical/technical, and school security assistant bargaining units will be paid for the day. MTI encourages members’ observance of this important holiday which signifies the importance of Dr. King’s legacy.

*The labor movement was the principal force that transformed misery and despair into hope and progress. Out of its bold struggles, economic and social reform gave birth to unemployment insurance, old age pensions, government relief to the destitute, and above all new wage levels that meant not mere survival, but a tolerable life.*

Dr. Martin Luther King, Jr.

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- Tuesday, January 10, 4:15 p.m., MTI MTI Board of Directors
- Thursday, January 12, 4:15 p.m., MTI MTI Constitution Committee
- Monday, January 16, Martin Luther King Jr. Day
- Tuesday, January 17, 4:15 p.m., SCFL MTI Faculty Representative Council
- Wednesday, January 18, 4:15 p.m., MTI EA-MTI Building Representatives
- Monday, January 23, 5:00 p.m., Doyle (Rm. 103) BOE Operations Work Group
- Tuesday, January 24, 4:15 p.m., MTI MTI VOTERS Spring Candidate Interviews
- Thursday, January 26, 4:15 p.m., MTI USO-MTI General Membership

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

Volume 51, #18, January 4, 2017
MTI School Year Employees, Enjoy Your Break

MTI wishes all school-year employees (and those 12-month employees taking time off) a safe, relaxing, and enjoyable winter break. Thank you for all of your hard work in 2016 for our students and for your continued commitment to your Union. The strong support for the Madison school referendum (75% voting in favor) is a testament to the value the local community places on your work. The strong support in the MTI recertification election (99% voting in favor) is a testament to your belief in our collective efforts, our Union, to advocate for your needs and for those of our students. 2017 will bring its share of challenges, which we will need to meet together in solidarity. The MTI Office will be closed on December 23, 26, 30 and January 2.

2017-18 School Calendar Discussions Underway

The current 2016-17 school calendar includes a shortened winter and spring break (winter break shortened from 10 to 9 days; spring break shortened from 6 to 5 days) and was developed with the input of MTI representatives. These changes were made in order to accommodate the timing of various winter holidays (which fall on weekends in 2016-17); and provide for an earlier end to the school year (last staff day of Friday, June 9, rather than Tuesday, June 12). Similar considerations will be made for the 2017-18 school year. MTI’s appointed School Calendar Committee will be meeting on December 19 to review District drafts (below) of the proposed 2017-18 school calendar.

- District Draft One includes an abbreviated winter break of only seven (7) days (12/22/17-1/1/18), a five (5) day spring break (3/26/18-3/30/18), and the last staff day on Friday, June 8.
- District Draft Two includes a ten (10) day winter break (12/21/17-1/3/18), a six (6) day spring break (3/26/18-4/2/18), and the last staff day on Thursday, June 14.

MTI’s Calendar Committee will review and discuss the District’s drafts and then determine what recommendations to advance. The calendar recommendations will also include the timing of parent teacher conferences. The goal of the joint Committee is to finalize the 2017-18 school calendar in early 2017.

MTI members are encouraged to share their preferences with the MTI Calendar Committee via the Facebook poll on MTIs Facebook page. Feel free also to share your thoughts/ideas with members of the MTI Calendar Committee via mti@madisonteachers.org. The Committee includes: President Andy Waity (Crestwood), Cindy Ball (Jefferson), Karen Vieth (Sherman), Amy Turkowski (Franklin), Andrew McCuaig (LaFollette), Assistant Director Eve Degen, and Executive Director Doug Keillor.

Sabbatical Leave Deadline

February 1

Under the terms of the Employee Handbook (Section 10, page 130), the Board of Education budgets $45,000 for sabbatical leaves for members of MTI's "teacher" bargaining unit. Such is for the purpose of advanced study and/or research. Either a one-year leave at half pay or a one-semester leave at full pay may be granted. The recipient of a sabbatical leave must agree to return to the Madison District for at least two years of service following the sabbatical leave, or repay the compensation received for the leave. A teacher who receives a sabbatical leave will return to the position s/he held at the time the leave was granted. Applications for the 2017-18 school year or the first semester are due February 1, 2017. An application and the MTI/MMSD agreed upon policy can be obtained by visiting MTI's website: www.madisonteachers.org.

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 for January 11, February 8, March 8, April 12, and May 10. Contact MTI at 257-0491 if you are interested in attending or would like additional information, or e-mail mti@madisonteachers.org.
**Reminder—January Paycheck**

The January 1 paycheck is to be deposited on the first banking day in January. This year that day will be Tuesday, January 3, given that Monday, January 2, 2017 is a Federal Reserve Bank holiday. A deposit on December 31 would cause one to have to pay taxes on those funds for 2016, i.e., one would pay income tax on 13 months of wages in 2016. Paper direct deposit statements for teachers will be distributed at each person’s work location on January 4, the day school resumes. For those who receive electronic direct deposit statements, e-mails will be sent to District e-mail addresses on December 29, with funds being deposited on January 3. For substitute teachers, verification will be on or about January 4.

For members of MTI’s clerical/technical (SEE-MTI), educational assistants (EA-MTI) and security assistants (SSA-MTI) bargaining units, paychecks will be directly deposited on December 23. Paper direct deposit statements will be distributed at each person’s work location on January 4. For those who receive electronic direct deposit statements, e-mails will be sent to District e-mail addresses on December 21.

### Cold Weather Update

With colder temps already coming our way this winter, MTI reminds all members that the District has made some changes to its winter weather guidelines. Previously, the Superintendent made the decision to close schools when the wind chill warning was -35 degrees or colder; now she will consider making that determination using the wind chill advisory (-25 to -34 degrees). Members can access the District’s weather page at [www.mmsd.org/weather](http://www.mmsd.org/weather).

MTI talks with many members during the winter months regarding issues of cold classrooms and heating malfunctions in schools and work sites. MTI advises members to initially contact their school principal/supervisor and head custodian when there is a heating issue in a building; in many cases, the principal is already working with the building services department and custodian to rectify the problem. Members should also feel free to call or e-mail MTI (mti@madisonteachers.org) regarding any on-going heating or other building issues. Your Union is always happy to intercede and advocate for its members regarding cold classrooms and other building conditions.

Although there is no District-wide policy regarding cold weather and recess, the standing practice is to keep students indoors if the wind chill is lower than -10 degrees. Decisions are usually made at each school site. Allowing recess or keeping children indoors can be a surprisingly contentious issue, with parents often disagreeing with either decision. MTI advises members to work with their school principal, and contact MTI if there are any concerns. The National Weather Service’s wind chill chart can be found at [www.nws.noaa.gov](http://www.nws.noaa.gov).

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**MTI Membership Corner**

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

**MTI/WEA Member Benefits Individual MTI Member Financial Consultations in December.** 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.

WEA Member Benefits Consultant Steve Pike is available to provide guidance and/or to provide estimated benefits for TERP, insurance continuation, application of one’s Retirement Insurance Account, WRS and Social Security. Call MTI Headquarters (257-0491) to schedule an appointment.

**SEE-MTI Member Needed for Reclassification Committee**

Given the retirement of Laurie Benzine, a vacancy exists on the SEE-MTI Reclassification Committee. The Reclassification Committee is composed of two District appointees and two Union appointees who review reclassification requests of clerical and technical employees covered by the SEE-MTI Collective Bargaining Agreement. Meetings take place during the workday, with the Committee meeting approximately 5 times per year. Those who serve on the Committee should have a general familiarity with clerical/technical positions throughout the District. Any member of SEE-MTI who would like to be considered for this appointment, please contact MTI Assistant Director Jeff Knight (knight.j@madisonteachers.org).

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**Calendar of Events**

- **Dec. 22—Jan. 3 Winter Break**
- **Monday, January 9, 5:00 p.m., Doyle (Rm. 103)** BOE Instruction Work Group
- **Tuesday, January 10, 4:15 p.m., MTI MTI Board of Directors**
- **Thursday, January 12, 4:15 p.m., MTI MTI Constitution Committee**

**January 16, Martin Luther King Jr. Day**

- **Tuesday, January 17, 4:15 p.m., SCFL MTI Faculty Representative Council**
- **Wednesday, January 18, 4:15 p.m., MTI EA-MTI Building Representatives**
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**Volume 51, #17, December 19, 2016**
Work Commences on Salary and Benefits Committees

During the 2015-16 school year, District consultants produced a Compensation Study, which recommended the District consider a number of changes to its compensation and benefits plans. As part of last summer’s collaborative Employee Handbook discussions, it was agreed to create two committees to further study these issues and report back to the Employee Handbook Oversight Group (comprised of both employer and employee group representatives) with their recommendations for possible modifications. After soliciting interested members, MTI has now appointed the MTI participants to these committees.

Salary sub-group. This group will explore issues related to administrator and teacher salaries, including those issues identified in the Compensation Study. This work has commenced. MTI appointees to this committee include: Leigh Ellingson (Shorewood/Grade 4), Pamela Ferrill (Chavez/Grade 5), Valerie Hammer (Whitehorse/Grade 7), Michael Harris (Memorial/English), Cynthia Moore (Doyle/Positive Behavior), Jaime Schmied (Midvale/Kindergarten), Ben Sensor (Memorial/Physics), Susan Stern (Shorewood/BRT), President Andy Waity (Crestwood/Grade 4), and Executive Director Doug Keillor.

Benefits sub-group. This group will explore benefits issues including: benefit sustainability issues; new hire eligibility (wait periods); active employee eligibility (minimum hours worked, premium contribution for part-time employees, etc.); terminated employee (coverage ending); and retiree continuation (eligibility, retiree insurance account calculation, etc.). This work will commence shortly. MTI appointees to this committee include: Cindy Barbera (Hamilton/Math), Sherry Barnsley (East/Admin. Clerk), Joe Bins (Jefferson/Math/Science), Andrea Fairweather (Lindbergh/Speech/Language), Leasure Flemming (Emerson/SEA), John Howe (West/English), Kelli Lawler (Memorial/SEA), and Executive Director Doug Keillor.

Standing Up for Public Schools: A Message from the NEA and AFT on Betsy DeVos Nomination for Secretary of Education

“Public education is the foundation of our 21st-century democracy. Our public schools are where our students come to be educated in the fullest sense of that word, including as citizens of this great country. We strive every day to make every public school a place where we prepare the nation’s young people to contribute to our society, economy and citizenry. We expect our elected leaders and policymakers, regardless of party affiliation, to value and support this American vision for a strong and inclusive public education system that ensures that all students can succeed, regardless of their ZIP code.

With the recent nomination of Betsy DeVos as U.S. secretary of education, the nation is entering dangerous, uncharted territory. For the first time, our secretary of education could be someone whose sole “qualification” for the job is the two decades she has spent attempting to dismantle the American public school system…’

DeVos has used her extraordinary wealth to undermine our public schools and, in so doing, has harmed our students. She and her family have spent millions to promote failed private school vouchers and unaccountable for-profit charter schools while working to destabilize and defund public education. This is a dangerous direction that will do nothing to help our most vulnerable students and will exacerbate glaring opportunity gaps.

We call on DeVos and political leaders at every level to commit to the American vision of public education for all—one that welcomes and includes students of all backgrounds, identities, origins and abilities. Our leaders must understand that our students and communities need schools that answer to them and their elected representatives. This compact is undermined when billionaires, corporations, hedge fund managers and others seek to substitute their will for that of educators and the people and communities who rely on our public schools. Ninety percent of American children attend public schools. They deserve leaders who are committed to building up our students with supportive policies that ensure equal opportunity rather than continuing discriminatory policies that abandon the students who need us most.

We hold these values because all children, regardless of family circumstances or where they live, have the right to an education that helps them reach their full potential and does not depend on living in advantaged circumstances, getting accepted by a private school or being selected in a charter school lottery.

The record is clear: Betsy DeVos is an anti-public education activist. A true leader for all students must reject the ideological demands that isolate, outsource and abandon, and instead commit to this American vision for public education.”
Teacher Retirement and TERP
Deadline February 15

In order for one to be eligible for the MTI-negotiated Teacher Emeritus Retirement Program (TERP), he/she must be a full-time teacher, at least 55 years old, with a combined age (as of August 30 in one’s retirement year) and years of service in the District totaling at least 75. (For example, a teacher who is 57 and has eighteen (18) years of service to the MMSD would be eligible: 57 + 18 = 75.) Teachers who are younger than age 55 are eligible if they have worked for the MMSD at least 30 years. Up to ten (10) part-time teachers may participate in TERP each year provided they have worked full-time within the last ten (10) years and meet the eligibility criteria described above.

Retirement notifications, including completed TERP agreements, are due in the District’s Department of Human Resources no later than February 15. Appointments can be made to complete the TERP agreement and discuss insurance options at retirement by calling the District’s Benefits Manager, Rachelle Hady, at 663-1795.

MTI was successful in discussions for the 2017-18 MMSD Employee Handbook in gaining the continuance of TERP. Thus, MTI members can be assured that TERP runs through the 2017-18 school year and not feel pressured into retirement before they are ready.

WEA Member Benefits Consultant Steve Pike is available to provide guidance and/or to provide estimated benefits for TERP, insurance continuation, application of one’s Retirement Insurance Account, WRS, and Social Security. Call MTI Headquarters (257-0491) to schedule an appointment.

Foundation for the Future Grant
Applications Now Open!

Are you dreaming of an idea to enhance your school or improve learning for students but aren’t sure how to fund it? The Foundation for Madison’s Public Schools (FMPS) and the William T. Evjue Foundation want to help you turn your idea into a reality by providing up to $25,000 in funding.

Foundation for the Future grants are available to all District staff and are awarded to promising programs in hopes that they will remain sustainable for years to come and be replicated at other schools. The 2017-2018 Foundation for the Future Grants has three categories: Collaborative, Staff, and Encore. Collaborative grants will range from $10,000-$25,000 each and ideally involve an entire school, multiple schools, multiple departments/grade levels within a school, or community partners. Staff grants will not exceed $10,000 and do not need to demonstrate collaboration with other schools, departments, grades, or community partners. Encore grants will not exceed $12,000 and will replicate successful grants, projects or initiatives from a different school.

Foundation for the Future grants allow educators to implement creative programs they feel are in their students’ best interest, giving them the tools they need for success. Applications are available now on the Foundation’s website http://www.fmps.org/grants. Applications are due by January 17, and while the grant application isn’t extremely rigorous, you shouldn’t delay. You can also find more information on the Foundation’s website, including the scoring guide used by the committee to evaluate grants, and a list of past grants FMPS has funded. If you have any questions, please contact FMPS Executive Director Melinda Heinritz at 608-232-7820 or mheinritz@fmfps.org.

MTI Membership Corner

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MTI/WEA Member Benefits Student Loan Forgiveness/Financial Planning on December 15, 4:30-5:30 p.m. MTI members are invited to learn about the federal loan forgiveness programs that are available to teachers and public employees, find out how to start the application process, and get tips on what is needed to ensure that your application is ready for submission. See MTI’s website: www.madisonteachers.org to sign up.

SEE-MTI, EA-MTI & SSA-MTI
2016-17 Holidays

District clerical/technical employees, educational assistants and security assistants represented by MTI receive paid holidays on December 24, 25, 31 and January 1. Because these days all occur on weekends, the paid holidays for 2016-17 for the SEE-MTI unit will be: Friday, December 23, 2016; Monday, December 26, 2016; Friday, December 30, 2016; and Monday, January 2, 2017.

Calendar of Events

- Tuesday, December 13, 4:15 p.m., MTI MTI Board of Directors
- Monday, December 19, 6:00 p.m., Doyle Board of Education

❄ Dec. 22—Jan. 3 Winter Break ☃

- Tuesday, January 10, 4:15 p.m., MTI MTI Board of Directors
- Thursday, January 12, 4:15 p.m., MTI MTI Constitution Committee

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Volume 51, #16, December 12, 2016
January Paycheck

The January 1 paycheck is to be deposited on the first banking day in January. This year that day will be Tuesday, January 3, given that Monday, January 2, 2017 is a Federal Reserve Bank holiday. A deposit on December 31 would cause one to have to pay taxes on those funds for 2016, i.e., one would pay income tax on 13 months of wages in 2016. Paper direct deposit statements for teachers will be distributed at each person’s work location on January 4, the day school resumes. For those who receive electronic direct deposit statements, e-mails will be sent to District e-mail addresses on December 29, with funds being deposited on January 3. For substitute teachers, verification will be on or about January 4.

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Personalized Pathways Survey for High School Staff

MTI is conducting an online survey to help communicate with District administration on how the preparation and implementation of Personalized Pathways are going within each building. The survey is being sent to the personal e-mail of MTI members at each high school, provided there is an e-mail on file. If you are a high school teacher or professional staff and did not receive an e-mail but would like to take the survey, please contact your building MTI Faculty Representative for details on how to access the survey. The survey is open through December 9. It is short and should only take a few minutes. Your input will help the MTI Pathways Committee communicate recommendations to the District.

Inclement Weather & Closing School

The Employee Handbook contains provisions that deal with the impact on members when schools are closed. Given winter’s sometimes severe weather, these provisions are called to the attention of those who are represented by MTI.

Teacher bargaining unit: The Employee Handbook (Section 4.05, page 114) provides that should schools be closed or the opening of school delayed, notice will be on local radio stations by 6:30 a.m. Should schools be closed, teachers will be compensated for the day on their regular monthly payroll check.

Bilingual Resources Specialists: The Employee Handbook (Section 13.09, page 139) provides that employees who are tardy or absent due to inclement weather are allowed to receive compensation by using personal illness leave or electing to make up the time by performing their regular duties or participating in staff development/training opportunities offered by the District.

EA-MTI: The Employee Handbook (Section 1.06, page 242) allows the option of using personal illness leave to receive payment for time missed due to school closings, along with being able to be paid up-front, provided one makes up the missed time by attending District-provided staff development/training or by performing her/his regular duties within one week of the end of the school year.

SEE-MTI: The Employee Handbook (Section 1.09, page 154) provides that when a member of the SEE-MTI bargaining unit is absent from work for more than one hour on a “snow day,” or other emergency school closing, in addition to vacation time and compensatory time, the employee shall have the option to use floating holidays or personal illness leave to receive compensation for such days. In addition, said individuals are provided the option of receiving pay for the snow day during the payroll period in which the snow day occurs (without utilizing any accrued time) provided the employee makes up the time by attending District-offered staff development/training opportunities by the end of the school year. Said individuals will also continue to have the option to make up the time by performing their regular duties provided they have their supervisor’s approval.

SSA-MTI: The Employee Handbook (Section 1.08, page 263) provides the options of using personal illness or floating holiday time to receive payment for time missed, along with being able to be paid up-front, provided one makes up the missed time by attending District-provided staff development/training or by performing her/his regular duties within one week of the end of the school year.
**DPI Licensing**

**Check your License Expiration**

DPI accepts license applications only online. It is important to review the expiration date of your license and prepare for renewal. Anyone whose license is not current is in jeopardy of losing their teaching contract, even if they are restricted from substitute teaching in Wisconsin public schools. All teachers/substitute teachers are responsible to renew their license before it expires. **Licenses typically expire June 30.** The DPI licensing website provides a tool which allows one to review their current license(s) and expiration date(s). Additional information regarding the license renewal process can be found at: [http://dpi.wi.gov/tepd/elo](http://dpi.wi.gov/tepd/elo).

**Class Covering Pay**

Section 1.05 (page 99) of the Employee Handbook ensures that teachers are compensated for covering another teacher’s class, when a substitute is unavailable. Nearly all members of MTI’s teacher collective bargaining unit are entitled to class coverage pay whether they volunteer or are assigned by a building administrator. This is also true whether one loses planning or not. Follow up with your building administrator or administrative clerk to verify that this additional time is recorded for compensation. Class coverage pay is $22 per hour.

**MTI Wear on Sale**

Members are encouraged to wear MTI wear in the community to make a positive statement about education and educators. The following prices apply: t-shirt ($10); polo-shirt ($12); Oxford button-down shirt ($15); and sweatshirt ($35). *Show SOLIDARITY with your MTI sisters & brothers. Wear MTI RED on Mondays and MTI lanyards every day!* Check your License Expiration

**Interested in Teaching American Labor and Working Class History?**

Teachers and others interested in this topic are encouraged to look into this 3-credit online graduate level course in education, accredited by Viterbo University and sponsored by the Wisconsin Education Association Academy and the School for Workers, University of Wisconsin-Extension. The course covers a broad view of the history and development of the American working class and labor movement from the colonial period to the present. It serves as an introduction to the field of labor history, and as a primary source for learning material for teachers and students.

Next class begins January 30, 2017; special introductory rate between Nov. 15 and Dec. 31, 2016. Lowest cost only $159 to audit or $489 for 3 graduate education credits!

To register, go to: [https://www.weastore.com/store](https://www.weastore.com/store). For more information, contact Jeff Baas at 608-298-2409 ext. 279.

**MTI Membership Corner**

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MTI/WEA Member Benefits Student Loan Forgiveness/Financial Planning on December 15, 4:30-5:30 p.m. MTI members are invited to learn about the federal loan forgiveness programs that are available to teachers and public employees, find out how to start the application process, and get tips on what is needed to ensure that your application is ready for submission. See MTI’s website: [www.madisonteachers.org](http://www.madisonteachers.org) to sign up.

**MTI Cares Corner**

Save the date! **April 30, 2017!** MTI Cares Bowl-A-Thon for Safe Harbor Child Advocacy Center. 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](http://www.madisonteachers.org/bowl-a-thon2017) for more information.

MTI Cares encourages donations and/or volunteering for Santas Without Chimneys! Many MTI members have donated and volunteered for this group in past years. Santas Without Chimneys is a secular, entirely volunteer-run 501(c)(3) nonprofit that works with schools and social workers to provide holiday gifts to homeless and highly mobile children and youth in the Madison area. We collect wish lists from each child — nearly four hundred in 2015! — so that everyone can receive a sack of gifts just for them.

Please check out the website: [www.santaswithoutchimneys.org](http://www.santaswithoutchimneys.org) to find out ways to help or get regular updates from the Santas Without Chimneys Facebook page: [www.facebook.com/SantasWithoutChimneys](http://www.facebook.com/SantasWithoutChimneys).

**Calendar of Events**

- **Wednesday, December 7, 4:15 p.m., MTI**  
  MTI Special Education Sub-Committee
- **Tuesday, December 13, 4:15 p.m., MTI**  
  MTI Board of Directors

**December 22—January 3 Winter Break**

**Our Union Makes Us Strong!**

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

Volume 51, #15, December 5, 2016
Personalized Pathways Survey for High School Staff

MTI is conducting an online survey to help communicate with District administration on how the preparation and implementation of Personalized Pathways are going within each building. The survey is being sent to the personal e-mail of MTI members at each high school, provided there is an e-mail on file. If you are a high school teacher or professional staff and did not receive an e-mail but would like to take the survey, please contact your building MTI Faculty Representative for details on how to access the survey. The survey will be open starting November 28 through December 9.

It is short and should only take a few minutes. Your input will help the MTI Pathways Committee communicate recommendations to the District.

MTI Passes Motion in Support of Standing Rock Sioux

As protests grow in North Dakota around the construction of the North Dakota Access Pipe-line, the MTI Faculty Representative Council passed a resolution for MTI to stand in support of the First Nations people working to halt construction. The resolution reads as follows:

“Madison Teachers Inc., a member led organization which believes in the human rights of each individual and the race, creed and culture from which they come, stands in solidarity with the First Nation people of Standing Rock as they protect both their sacred sites and waterways, both entrusted to them in their treaty rights.”

MTI member Leslie Peterson will be traveling to the Standing Rock protest to deliver this statement of support.

Student Loan Forgiveness/Financial Planning—December 15

MTI members are invited to learn about the federal loan forgiveness programs that are available to teachers and public employees, find out how to start the application process, and get tips on what you need to do to ensure that your application is ready for submission. Join your colleague and fellow MTI member Ben Senson to hear about his loan forgiveness journey and his recommendations. You will also have an opportunity to hear WEA Member Benefits discuss the programs and services available to you and your family to help you achieve your financial goals. Join us on Thursday, December 15, from 4:30-5:30 p.m. See the link on MTI’s website www.madisonteachers.org to sign up.

Four MTI Members on Madison Magazine’s “M List”

Among thirty-two (32) “M List 2016: Mentors and Teachers” (published in Madison Magazine, October 21, 2016) are four MTI members who are honored as “positively influential.”

JoAnne Brown, multicultural student coordinator, Memorial High School. JoAnne mentors students and teaches them to be mentors. She works with Memorial’s Black Student Union and serves the Minority Student Achievement Network program. She is “aware of the barriers many students face” and “enjoys providing opportunities for them.”

Sherie Hohs, LGBTQ social worker based at MMSD Central Office. Sherie works with K-12 students. She educates students and staff “about being welcoming and inclusive of all students.” “I’m there to make sure our LGBTQ youth in schools are safe and respected, and supported and embraced and included.”

Darcy Poquette, English as a second language and AVID/TOPS teacher at LaFollette High School. Darcy works with students who “speak a variety of languages and helps them integrate into the school community.” Her “door is always open to students” and she “enjoys learning from them.”

Kristen Scott, bilingual teacher at Nuestro Mundo. Kristen credits her work with her teaching team for helping her students advance their reading achievement. She also “empowers parents” to advocate for their students through a program she initiated, the “Parent School Partnership” program.

MMSD Board of Education member Mary Burke is among those highlighted for her initiative, “Building Brave.”
State Health Care Overhaul is a Dangerous Gamble

2017-2019 State budget planning is well underway, and Governor Walker is looking for ways to fill financial holes created by past cuts and tax losses. One program that is being identified for “savings” is the State Group Health Insurance Program, which provides coverage to 260,000 public employees (MTI-represented employees are not covered by the State’s Group Insurance Program). The Governor is considering switching the current state health delivery model to a “self-insurance” model. This possibility has raised concerns among public employees, as well as area healthcare organizations.

On Monday, November 14, fourteen (14) health care organizations led by the Wisconsin Hospital Association and Wisconsin Medical Society sent a letter to Governor Walker and the Legislature’s Joint Finance Committee (JFC). The letter makes very clear that changing to self-insurance is risky and could affect the entire health delivery system in Wisconsin. In short, it urges the State to slow down and do a thorough, apples-to-apples comparison of self-insurance to the current Health Maintenance Organization (HMO)-based system.

POWRS (Protect Our Wisconsin Retirement Security), a statewide group of activists working to protect the WRS, is asking citizens to contact their legislators and the Joint Finance Committee (JFC) to demand that the proposed scheme be stopped until a thorough, comprehensive analysis has been conducted and made available to the public.

Sabbatical Leave Deadline

February 1

Under the terms of the Employee Handbook (Section 10, page 130), the Board of Education budgets $45,000 for sabbatical leaves for members of MTI’s “teacher” bargaining unit. Such is for the purpose of advanced study and/or research. Either a one-year leave at half pay or a one-semester leave at full pay may be granted. The recipient of a sabbatical leave must agree to return to the Madison District for at least two years of service following the sabbatical leave, or repay the compensation received for the leave. A teacher who receives a sabbatical leave will be permitted to return to the position s/he held at the time the leave was granted.

The Joint MTI/MMSD Sabbatical Leave Committee recently awarded a second semester leave to art teacher Gwen Kong (Lincoln).

Applications for the 2017-18 school year or the first semester are due February 1, 2017. An application and the MTI/MMSD agreed upon policy can be obtained by visiting MTI’s website: www.madisonteachers.org.

Solidarity with Teachers in Oaxaca, Mexico

Teachers on strike protesting neoliberal education "reforms" since May in the state of Oaxaca returned to their schools last September. Several community organizers from Madison are heading down to Oaxaca in December for their annual community building trip. Please consider donating any extra school supplies, including backpacks and books in Spanish, to help our fellow Oaxacan teachers and students. Donations can be left at MTI or contact Lora Schmid-Dolan at 608-575-2052. ¡Muchas gracias!

MTI Membership Corner

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

MTI/WEA Member Benefits Individual MTI Member Financial Consultations in November and December. See MTI’s website: www.madisonteachers.org to sign up for a free 30-minute financial consultation. Consultations are held at MTI headquarters.

MTI/WEA Member Benefits Planning for Retirement. If you are within 10 years of retirement, this free seminar can help you understand the different retirement planning solutions available and the implications of the decisions you will make as you approach retirement. Wednesday, November 30, 6-8:00 p.m. (invitation e-mailed to eligible MTI members).

MTI/WEA Member Benefits Student Loan Forgiveness/Financial Planning on December 15, 4:30-5:30 p.m. See MTI’s website: www.madisonteachers.org to sign up.

Calendar of Events

- Monday, November 28, 6:00 p.m., Doyle Board of Education Regular Meeting
- Tuesday, November 29, 4:15 p.m., MTI MTI Voters Political Action Committee
- Tuesday, December 13, 4:15 p.m., MTI MTI Board of Directors

December 22—January 3 Winter Break

Our Union Makes Us Strong!

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

Volume 51, #14, November 28, 2016
THANK YOU! Faced with New Challenges, MTI-Represented Employees Again Vote for Recertification

We continue to “Stand Together!” All MTI bargaining units have successfully recertified! Nearly 77% of all eligible voters cast ballots in the recertification election. Of those who voted, 99% voted to recertify. In order to recertify, each unit needed 51% of all eligible voters to cast a ballot in favor of recertification. Each MTI bargaining unit beat that requirement, with the MTI teacher unit leading the way with 81% of all eligible voters casting a ballot to recertify.

This was a particularly challenging year to conduct the recertification election, given that the WERC scheduled half of the recertification election period to coincide with the run-up to the U.S Presidential election, and the over-saturation of political messaging associated with those elections. Also complicating the recertification elections this year was confusion around the fact that both MTI members and non-members were eligible to vote. Considering those challenges, the large turnout is a testament to the hard work of over 100 MTI member organizers who reached out and engaged their colleagues in conversations about their Union. The turnout is also a testament to the 3,203 MTI-represented employees who recognize that our public schools and our professions will be better served if we continue to “Stand Together.” Thank you!

Thanks to all who made their voices heard loud and clear by voting!

Want to Represent? MTI Participants Needed for Salary and Benefits Committees

MTI is seeking members interested in representing the interests of teachers and other employees in discussions about potential salary and benefit changes. Last spring, District consultants produced a compensation study, which recommended the consideration of a number of changes to compensation and benefits plans. As part of last summer’s collaborative Employee Handbook discussions, it was agreed to create two committees to study these issues and report back to the Employee Handbook Oversight Group with recommendations. MTI is currently seeking members interested in serving on these two critically important committees, to represent the diverse interests of our membership. Each committee is expected to meet monthly, after school hours, starting next month and continuing until their work is completed. MMSD and MTI staff will be assisting the committee appointees with this work. If you are interested in serving on either of the two committees listed below, please respond by November 28 to MTI Executive Director Doug Keillor (257-0491 or keillord@madisonteachers.org).

- **Salary sub-group.** This group will explore issues related to administrator and teacher salaries, including those issues identified in the compensation study, and determine what recommendations to advance to the Oversight Group regarding changes to administrator and teacher salary schedules and pay structure. MTI is seeking six (6) teachers interested in serving on this committee.
- **Benefits sub-group.** This group will explore benefits issues raised by the compensation study and determine what recommendations to advance to the Oversight Group. Included in these considerations will be: benefit sustainability issues; new hire eligibility (wait periods); active employee eligibility (minimum hours worked, premium contribution for part-time employees, etc.); terminated employees (coverage ending); and retiree continuation (eligibility, retiree insurance account calculation, etc.). MTI is seeking five (5) teachers and three (3) educational assistants, clerical/technical employees, or school security assistants interested in serving on this committee.
Bio Screening and HRA Reminder – Due December 14

MTI recently learned that over 800 employees have yet to complete their biometric screening. The District sent email reminders about this to those yet to complete the process. Failure to complete the bio screening and health risk assessment will result in a 5% employee health insurance premium contribution, on top of the current percentage one is paying (3% for some /1.25% for others).

To view the rate differential see the link: Insurance Premium Costs (1/17-6/17) on the MMSD Employee Wellness website. https://hr.madison.k12.wi.us/employee-wellness

Check the MTI website for information on how to verify that your information is complete.

January Paycheck

The January 1 paycheck is to be deposited on the first banking day in January. This year that day will be Tuesday, January 3, given that Monday, January 2, 2017 is a Federal Reserve Bank holiday. A deposit on December 31 would cause one to have to pay taxes on those funds for 2016, i.e., one would pay income tax on 13 months of wages in 2016. Paper direct deposit statements for teachers will be distributed at each person’s work location on January 4, the day school resumes. For those who receive electronic direct deposit statements, e-mails will be sent to District e-mail addresses on December 29, with funds being deposited on January 3. For substitute teachers, verification will be on or about January 4.

Members of MTI’s clerical/technical (SEE-MTI), educational assistants (EA-MTI) and security assistants (SSA-MTI) bargaining units’ paychecks will be directly deposited on December 23. Paper direct deposit statements will be distributed at each person’s work location on January 4. For those who receive electronic direct deposit statements, e-mails will be sent to district e-mail addresses on December 29.

Workplace Bullying

Board of Education Policy 4502A outlines the District’s classroom code of conduct for students and parents. Under the policy regarding pupils, it states in part, “Schools must be places where effective learning can occur…students are prohibited from engaging in behaviors which are illegal, life or health threatening, or which impede the orderly operation of the classroom or school.”

The BOE also approved a policy on workplace bullying several years ago, which is found under the section on personnel. Policy 8013 states in part, “The Madison Metropolitan School District is committed to providing a safe and healthful environment for all employees to work. Realizing that workplace bullying can have a detrimental impact on individuals (i.e., mental anguish, physical illness, undue stress) and the organization as a whole (i.e., lost employee time, poor workplace morale, decreased productivity), the DISTRICT is committed to acknowledging and addressing workplace bullying.”

Section 8013.8 provides that, “Beginning in the 2011-12 school year, and every other year thereafter, the DIRECTOR or his/her designee shall provide training to all faculty and staff regarding workplace bullying, which shall minimally include information on recognizing workplace bullying and the reporting process set forth in this Policy.”

Interested in Promoting Wellness to Your Colleagues?
Join the MTI/MMSD Employee Wellness Committee!

The Joint Employee Wellness Committee is made up of MMSD and MTI-appointed District employees. Two of MTI’s appointments on the Committee are vacant and we are seeking interested MTI Members to fill the seats. The Committee has been working to promote wellness and also to provide educational information, support, and resources to assist employees on their journey toward wellness. To date there have been two fitness campaigns, “Strive for Five” and “The 30 Day Challenge.” In addition, several wellness newsletters have been published to MMSD Connect and on the Employee-Wellness website: https://hr.madison.k12.wi.us/employee-wellness

MTI membership Corner

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MTI/WEA Member Benefits Planning for Retirement. If you are within 10 years of retirement, this free seminar can help you understand the different retirement planning solutions available and the implications of the decisions you will make as you approach retirement. Wednesday, November 30, 6-8:00 p.m. (invitation e-mailed to eligible MTI members).

Calendar of Events

November 24 & 25, Thanksgiving Break
- Monday, November 28, 6:00 p.m., Doyle
  Board of Education Regular Meeting
- Tuesday, November 29, 4:15 p.m., MTI
  MTI Voters Political Action Committee
- Tuesday, December 13, 4:15 p.m., MTI
  MTI Board of Directors

December 22—January 3 Winter Break

Our Union Makes Us Strong!
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Volume 51, #13, November 21, 2016
The election to recertify MTI ends at 12:00 noon, Wednesday, November 16. As of November 7, the midpoint of the election period, the Wisconsin Employment Relations Commission (WERC) advised that 57% of MTI-represented teachers had cast ballots; 48% of clerical-technical employees (SEE-MTI); 42% of EA/SSAs (EA-MTI); 42% of Substitute Teachers (USO-MTI) and 15% of School Security Assistants (SSA-MTI).

Each unit needs at least 51% of all eligible voters to vote in favor of recertification in order to maintain MTI as their certified representative. That number has increased substantially in the last week, as over 100 MTI member organizers, MTI Faculty Reps, and EA Building Reps continued their efforts to engage their colleagues and remind them to vote.

Phone banks commenced last week and will continue this week to contact those remaining eligible employees who have yet to confirm that they have voted. Be sure you do your part. Vote today by calling 1-866-458-9862 and then confirm your vote with MTI so we can remove you from further contact lists. The larger the turnout, the more powerful the message.

Still Need Reasons to Recertify? Consider these:

- Recertification determines whether MTI can continue to bargain base wage increases for all MTI-represented employees.

- Successful recertification elections send a message to the District that employees support MTI and want MTI to continue to represent them. This allows MTI the leverage to participate in the Employee Handbook discussions to advocate for important issues that benefit all employees.

- Through MTI’s Employee Handbook advocacy, MTI has been able to maintain rights and benefits that many other Wisconsin school district employees have lost. For example, many teachers and other school employees in Wisconsin no longer have a salary schedule that provides annual step increases or increases for advanced degrees. MTI-represented employees still retain their salary schedules. Additionally, many teachers and other school employees in Wisconsin have lost post-retirement insurance benefits such as TERP or sick leave used to pay for post-retirement insurance. MTI-represented employees still have these benefits due to MTI’s continued advocacy. The MMSD is considering changes to both salary schedules and benefits in the next few years, but has agreed to work collaboratively with MTI through the Handbook process on these issues.

- Most teachers and other school employees in Wisconsin no longer have a voice in determining benefits, working conditions, planning time, school calendar, work day, or evening requirements. MTI-represented employees still have a voice via our Handbook advocacy.

- Through our political advocacy MTI can help pass needed school referenda; can work to elect pro-education and pro-worker state legislators; and can work to elect pro-education and pro-teacher school board members. We can fight negative Handbook proposals at the Board of Education level and we can advocate for favorable legislation at the state level.
The January 1 paycheck is to be deposited on the first banking day in January. This year that will be Tuesday, January 3, given that Monday, January 2, 2017 is a Federal Reserve Bank Holiday. A deposit on December 31 would cause one to have to pay taxes on those funds for 2016, i.e., one would pay income tax on 13 months of wages in 2016. Paper direct deposit statements for teachers will be distributed at each person’s work location on January 4, the day school resumes. For those who receive electronic direct deposit statements, e-mails will be sent to district e-mail addresses on December 29 with funds being deposited on January 3. For substitute teachers, verification will be on or about January 4.

Members of MTI’s clerical/technical (SEE-MTI), educational assistants (EA-MTI) and security assistants (SSA-MTI) bargaining units’ paychecks will be directly deposited on December 23. Paper direct deposit statements will be distributed at each person’s work location on January 4. For those who receive electronic direct deposit statements, e-mails will be sent to district e-mail addresses on December 21.

MTI Membership Corner

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

MTI/WEA Member Benefits Individual MTI Member Financial Consultations in November and December. See MTI’s webpage (www.madisonteachers.org) to sign-up for a free 30-minute financial consultation. Consultations are held at MTI Headquarters.

MTI/WEA Member Benefits Planning for Retirement. If you are within 10 years of retirement, this free seminar can help you understand the different retirement planning solutions available and the implications of the decisions you will make as you approach retirement. Wednesday, November 30, 6-8:00 p.m. (invitation emailed to MTI eligible MTI members).

Reminder: Health Insurance Annual Choice/Open Enrollment/ Flexible Spending Account Deadline November 15

Calendar of Events

- Tuesday, November 15, 4:15 p.m., SCFL MTI Faculty Representative Council
- Thursday, November 17, 4:15 p.m., MTI USO-MTI Board of Directors
- November 24 & 25, Thanksgiving Break
- Tuesday, November 29, 4:15 p.m., MTI MTI Voters Political Action Committee

Our Union Makes Us Strong!
MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org

Volume 51, #12, November 14, 2016
In addition to participating in our political democracy on November 8, MTI-represented employees have the opportunity to participate in workplace democracy by voting to recertify MTI as their bargaining representative. Like political elections, recertification elections are important. They determine whether MTI remains the certified representative and can continue to bargain base wage increases for all MTI-represented employees. Just as important, successful recertification elections send the District a message that employees stand together and want MTI to continue to represent them. This provides MTI the leverage to participate in the Employee Handbook discussions to advocate for important issues that benefit all represented employees. All those in MTI bargaining units, both MTI members and non-members, can vote in the recertification election. Unlike political elections, those who do not vote are counted as voting against recertification.

- Exercise your democratic rights and responsibilities. Vote for political leadership on November 8.
- Don’t forget to “flip the ballot” and vote “YES” for the MMSD referendum.
- Vote “YES” for MTI recertification now through noon on November 16.

See www.madisonteachers.org for MTI political endorsements, as well as recertification information.

Recertification Election ends at Noon, November 16.
Stand Together, Vote to Recertify your Union!

Health Insurance
Annual Choice/Open Enrollment
Deadline November 15

Between October 15 and November 15 each year, there is a choice to switch health insurance providers among the three available insurers - GHC, Unity (UW) and Dean Health Plan.

ANNUAL CHOICE is the period during which MTI-represented employees who are already covered under a District health insurance plan may choose, without having to prove insurability, an alternate plan among those available. Implementation of coverage is effective January 1, 2017.

OPEN ENROLLMENT is available as a result of gains made during MTI’s 1999 negotiations. Enrollment in health insurance is available to any employee who is benefit eligible (an assignment of 19 hours per week or a teacher contract of at least 50%). Those with health insurance who have an eligible dependent, who is not now covered, may enroll that dependent during this period. The effective date of coverage is January 1, 2017.

Leaves of Absence

Pursuant to the Employee Handbook, the right to an unpaid childrearing leave of absence is available to all employees, with an application deadline of at least 90 days in advance (with some exceptions). The maximum duration of a childrearing leave is 12 months; there is no minimum duration of this type of leave. Also, an employee is granted only one childrearing leave per child, and only for non-school age children. The employee will retain the right to return to her/his current position upon return from the leave.

All other unpaid leaves of absence, other than emergencies, must be submitted to the District at least 30 days prior to the beginning of the leave. The District has sole discretion in granting unpaid leaves, other than leaves for childrearing. Such leaves may not exceed one calendar year. The employee retains the right to return to his/her current position upon return from the leave.
The following meetings, seminars, and workshops are available to MTI members only:

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MTI/Region 6 National Board Certification Support Workshop November 9. For those working on NBC and interested in attending, contact MTI (608-257-0491 or mti@madisonteachers.org).

MTI/WEA Member Benefits Planning for Retirement. If you are within 10 years of retirement, this free seminar can help you understand the different retirement planning solutions available and the implications of the decisions you will make as you approach retirement. Wednesday, November 30, 6:00-8:00 p.m. (invitation emailed to eligible MTI members).

MTI Bylaw Amendments

MTI’s Bylaws enable proposed amendments to be submitted at the November meeting of the MTI Faculty Representative Council (this year November 15). Any proposals received are referred to the Union’s Constitution Committee for study and recommendation. The Committee’s recommendations will be presented at the Council’s February meeting, at which time the Council will act on the proposals. Proposed revisions to be considered will include those necessitated by legislated changes in the bargaining law.

No Sick Leave Bank Assessment in 2016-17

The Sick Leave Bank (SLB) is an innovative and progressive benefit negotiated by MTI in the teacher Collective Bargaining Agreement, and now continued for teachers in the Employee Handbook. The SLB was created decades ago with each member of MTI's teacher bargaining unit donating three sick days to fund the "Bank." The Bank acts as "short-term disability" for teachers needing to be off work for medical reasons or maternity leave and who have an insufficient number of personal sick leave days available. SLB benefits begin after a teacher has been absent eleven (11) consecutive work days and has exhausted his/her personal sick leave account. Without the SLB, teachers without sufficient sick leave to cover an extended illness or maternity leave would be forced to go without pay for an extended period of time.

Teacher recipients are not required to "repay" the Bank for days withdrawn; rather all teachers are assessed an additional day from their personal sick leave account when the balance of days in the SLB drops below the defined threshold of six (6) days per teacher. To help offset the need for assessment, MTI negotiated that 80% of the unused sick leave of those teachers who resign are transferred to the SLB. This has minimized the need for members of the bargaining unit to be assessed days to fund the Bank. BECAUSE THE BANK IS CURRENTLY ADEQUATELY FUNDED, NO ASSESSMENT WILL BE REQUIRED FOR THE 2016-17 SCHOOL YEAR.

MTI Membership Corner

MTI Membership Corner

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Calendar of Events

*VOTE—Tuesday, November 8*
- Recertification Phone Banks, 3-7 p.m., MTI November 9, 10, 14 & 15
- Tuesday, November 15, 4:15 p.m., SCFL MTI Faculty Representative Council
- Thursday, November 17, 4:15 p.m., MTI USO-MTI Board of Directors

*November 24 & 25, Thanksgiving Break*
MTI’s recertification elections began on October 27 and is off to a great start- 100% turn-out is the goal. **MTI Member Organizers across the District are encouraging everyone represented by MTI to vote.** Both members and non-members in all MTI bargaining units are eligible and encouraged to vote in the recertification elections. (MTI continues to represent all of those in all bargaining units on base-wage issues, regardless of membership status). Once you have voted, please notify your MTI Faculty Representative, Member Organizer or MTI Headquarters, and we will remove your name from our recertification election call lists.

MTI retirees and Member Organizers will begin calling those who have not verified that they have voted. Educational assistants will also be making calls to their fellow EAs on November 9 and 14. Anyone wishing to assist with calls to their colleagues should contact MTI (mti@madisonteachers.org) or 257-0491).

**Why the big effort to turn out the vote?** Two reasons: In the bizarre world of Act 10 recertification elections, a non-vote counts the same as a “no” vote. Unlike any other election, Act 10 requires a **YES** vote by 51% of all eligible voters to recertify a union. Second, the larger the turnout, the stronger the message that MTI-represented employees continue to stand together to advocate for the needs of their students and their profession. Anyone who has not voted is encouraged to vote today. **Together we are stronger, stand together!**

**Voting Instructions:**
- Call (toll-free) 1-866-458-9862 or log-on to www.aaaelections.org/WERC
- One may vote anytime 24 hours a day, 7 days a week, **between now and noon on November 16.**
- **When prompted,** enter the **first four letters** of your last name.
- **When prompted,** enter the **last four digits** of your social security number.
- **When prompted,** **VOTE YES** for MTI to continue as your Union representative.
- **When prompted,** **CONFIRM YOUR VOTE.** Do not log-off until you see a message thanking you or acknowledging your vote.

Recertification Election ends at Noon, November 16.  
**Stand Together, Vote to Recertify your Union!**

Get the Word Out! MMSD Operating Referendum on the BACK of the BALLOT

The District is conducting a $26 million dollar referendum on the November 8 ballot. This referendum, if successful, will increase the state-imposed revenue limit by $26 million over the next four years. This additional revenue is required just to maintain expected cost increases in the current budget. Failure to pass the referendum will likely require the District to make additional cuts to programming, staffing, and/or wages and benefits. Please speak with your family and friends in Madison and encourage them to VOTE “YES” for PÚBLIC SCHOOLS! This referendum is the only item on the BACK OF THE BALLOT. If you can volunteer any time between now and the election to drop literature or make phone calls to Madison residents, contact Jeff Knight at MTI (knightj@madisonteachers.org) or visit the MTI website under Elections – Fall 2016 for more information.
Parent-Teacher Conferences: Brochures in Several Languages

For parents of all elementary pupils, MTI will once again be distributing a brochure “Talking with Your Child’s Teacher.” This year, the brochures have been sent to MTI Faculty Representatives in schools where there are at least 20 students who speak a given language. Faculty Representatives can obtain from MTI brochures in any of the languages in which the family primarily speaks the language. The brochures will be distributed to elementary staff for distribution to all parents via backpack mail. Brochures for non-English speaking parents will be distributed via District Bilingual Resource Specialists.

Parent-Teacher Conferences:

Handbook Language

The terms and conditions of the Employee Handbook relative to Parent-Teacher Conferences provide that all teachers are required to attend at least two (2) evenings, totaling eight (8) hours, for parent teacher conferences per contract year. The structure of parent teacher conferences will be determined at the school level. Teachers participating in evening conferences will be provided a compensatory day off (this year November 23) as designed on the school calendar. The joint MTI/MMSD committee agreed that the best use of time is to distribute any forms and information at other times and through other means, so teachers can spend all conference time reviewing student progress.

Flexible Spending Account

Now is the time to act. MMSD allows for enrollment in Flexible Spending Accounts to set aside monies, pre-tax, to cover employee contributions toward co-pays, medical / dental / vision expenses, as well as dependent care expenses. One can set aside the maximum IRS allowance of $2,550 (per employee) for a Medical Flexible Spending Account and up to $5,000 (per family) for a Dependent Care Flexible Spending Account. Remember, however, that money set aside and not used during the plan year for such expenses is lost. Plan now to use the balance of funds set aside for 2016, before the end of the plan year (March 15, 2017). These can be used for unplanned expenses such as prescription glasses, hearing devices, prescription medications, or mental health therapy; and to adjust your deposit into your flexible spending account for next year. More information can be found on Employee Benefits Corporation’s website (www.ebcflex.com). The deadline for electing the Flexible Spending Accounts for 2017 is November 15.

Showing Solidarity with Substitute Teachers

Remember to support and thank substitute teachers in your building each and every day. Things don’t always go smoothly for substitute teachers and they could often use another staff member to help with any thorny issues that might come up before, during or after an assignment. Some buildings are well known for the way they treat substitute teachers, both good and bad, which often affects how many “unfilled” jobs a given school will have. The shortage of substitute teachers has an impact on the entire building when jobs are unfilled. Additionally, we need teachers and educational assistants to remind our substitute teachers that they should vote in the recertification election starting which is underway through November 16. Since they do not have permanent work sites or co-workers, let’s show some Solidarity and help them out! Substitute teaching is a difficult job and can be made even more difficult without support within the building.

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MTI/WEA Member Benefits Planning for Retirement. If you are within 10 years of retirement, this free seminar can help you understand the different retirement planning solutions available and the implications of the decisions you will make as you approach retirement. Wednesday, November 30, 6-8:00 p.m. (invitation emailed to MTI eligible MTI members).

Calendar of Events

- Wednesday, November 2, 4:30 p.m., MTI SEE-MTI Board of Directors
- Monday, November 7, 4:30 p.m., MTI MTI Board of Directors

VOTE—Tuesday, November 8

- Wednesday, November 9, 3-6:00 p.m., MTI EA-MTI Recertification Phone Bank
- Monday, November 14, 3-6:00 p.m., MTI EA-MTI Recertification Phone Bank
- Tuesday, November 15, 4:15 p.m., SCFL MTI Faculty Representative Council
- Thursday, November 17, 4:15 p.m., MTI USO-MTI Board of Directors

November 24 & 25, Thanksgiving Break

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Volume 51, #10, October 31, 2016
At its October 18 meeting, the MTI Faculty Representative Council elected to the MTI Board of Directors Andy Mayhall (Thoreau) for a one-year term; and elected Nichole Von Haden (Doyle) and Pete Opps (LaFollette) for two-year terms. The Board consists of the MTI President, President-Elect, Vice-President, Past-President, Secretary, Treasurer and four at-large positions. Officers are elected by the general membership each April, and two at-large positions by the MTI Faculty Representative Council each October. In other elections, the Council re-elected Holly Hansen (Lapham) and Cindy Ball (Jefferson) to the MTI Cabinet on Personnel. The Cabinet, which oversees MTI’s employment relationship with its staff, consists of four at-large positions elected by the Council, the MTI President and Treasurer, and the Presidents (or his/her designee) from MTI’s educational assistant, school security assistant, substitute teacher, and clerical/technical bargaining units.

MTI Faculty Representatives are distributing to all MTI-represented staff recertification information and a palm card with specific voting instructions. Information will also be posted in your workplace with directions for voting. All represented by MTI are eligible to vote. This includes:

- Union members and non-members;
- Employees on leave of absence;
- Employees in two bargaining units (vote in elections for both units);
- Teachers (and all non-supervisory professionals), BRS, Interpreters; Educational Assistants, Special Educational Assistants, Nurse’s Assistants; Clerical/Technical Employees; School Security Assistants; Substitute Teachers; Substitute SEAs; Substitute Clerical Employees; Coaches, and Non-Faculty Coaches; and anyone else represented by MTI.

Voting is very important and takes only a few minutes. Vote “YES” for recertification, and be sure your co-workers do the same. Remember to confirm your vote.

MTI Teacher Unit Election Results

Elected to the MTI Finance Committee were incumbents Bruce Bobb (Hoyt), Holly Hansen (Lapham), and Nichole Von Haden (Doyle). Terms are for one year.

Elected to the MTI Political Action Committee, MTI VOTERS, were incumbents Andy Mayhall (Thoreau), Karen Vieth (Sherman), and Kathryn Burns (Shorewood). Terms are for two years. In addition, due to vacancies on the Committee, the Council elected Susan Stern (Shorewood) and Anne Schoenemann (Cherokee). Terms are for one year.

Finally, two (2) vacancies existed on the MTI Handbook/Bargaining Committee. Elected as a middle school representative was Joe Bins (Jefferson). The term expires May, 2019. Another vacancy existed for a high school representative. John Howe (West) was elected. The term expires May, 2017.
Thinking Retirement? Attend an MTI/MMSD Retirement Planning Session

All MMSD employees exploring retirement are invited to attend a Retirement Planning meeting in early November. MTI Executive Director Doug Keillor, MMSD Benefits Manager Rachelle Hady, and a representative from the Wisconsin Retirement System (WRS) will be present to share information on retirement benefits available via the MMSD and WRS.

Tuesday, November 1, 2016 OR Thursday, November 3, 2016
Doyle Administration Building Auditorium
5:30 p.m. to 7:00 p.m.
General Information – all employees
7:00 p.m. to 7:30 p.m. Teacher Early Retirement
(teachers should attend both)

E-mail chills@madison.k12.wi.us or call Cindy Hills at 663-1697 before October 31, 2016 to reserve your spot.
Space is limited so register now.

Get the Word Out! MMSD Operating Referendum on the BACK of the BALLOT!

The District is conducting a $26 million dollar referendum on the November 8 ballot. This referendum, if successful, will increase the state-imposed revenue limit by $26 million over the next four years. This additional revenue is required just to maintain expected cost increases in the current budget. Failure to pass the referendum will likely require the District to make additional cuts to programming, staffing, and/or wages and benefits. Please speak with your family and friends in Madison and encourage them to VOTE “YES” for PUBLIC SCHOOLS! This referendum is the only item on the BACK OF THE BALLOT. If you can volunteer any time between now and election to drop literature or make phone calls to Madison residents, contact Jeff Knight at MTI (knightj@madisonteachers.org) or visit the MTI website under Elections – Fall 2016 for more information.

Keep Your Own "Personnel" Records

Record keeping by an employee is important. Don’t wait for trouble to start before you begin to compile your own personnel records. Having good records is also very important, should you become involved in a grievance over your Contract rights or benefits, or in a matter involving discipline or dismissal. To enable the Union to provide the best possible protection and representation, every employee should maintain his/her own "personnel" records. One’s file should contain such documents as: college transcripts, evaluations, accumulated sick leave and days used, direct deposit (-wage) records, records of student disciplinary referrals, Wisconsin Retirement System (DETF) records, personal leave, documentation of honors and awards, notes on student accidents and confrontations with parents or administrators, copies of all correspondence with supervisor(s) and administrators, and for teachers - individual teacher contracts for each year, licenses, and teaching assignments by year with subjects taught.

MTI Membership Corner

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

MTI/WEA Member Benefits Individual MTI Member Financial Consultations in November. See MTI’s webpage (www.madisonteachers.org) to sign-up for a free 30-minute financial consultation. Consultations are held at MTI Headquarters.

MTI/WEA Member Benefits New Professionals Night. Information on Employee Handbook highlights, how to read your paycheck, benefits and salary schedule overview, 403(b) and Wisconsin Retirement System info. Thursday, October 27, 4:00 p.m. (invitation emailed to MTI members in their first five years with the MMSD).

USO-MTI (Substitute Teachers) General Membership Meeting and Employee Handbook Update, Thursday, October 27, 4:30 p.m., Labor Temple (1602 S. Park St.).

MTI/WEA Member Benefits Planning for Retirement. If you are within 10 years of retirement, this free seminar can help you understand the different retirement planning solutions available and the implications of the decisions you will make as you approach retirement. Wednesday, November 30, 6-8:00 p.m. (invitation emailed to MTI eligible MTI members).

Wear Your MTI Red

Wear your MTI RED at school and in the community to make a positive statement about public education and educators. Show SOLIDARITY with your MTI sisters & brothers. Wear MTI RED on MONDAYS and MTI lanyards everyday!

Calendar of Events

- Monday, October 24, 6:00 p.m., Doyle McDaniels BOE Regular Meeting
- Tuesday, October 25, 4:15 p.m., Labor Temple MTI VOTERS Political Action Committee
- Thursday, October 27, 4:30p.m., Labor Temple USO-MTI General Membership Meeting
- Wednesday, November 2, 4:30 p.m., MTI SEE-MTI Board of Directors
- Monday, November 7, 4:30 p.m., MTI MTI Board of Directors

VOTE—Tuesday, November 8

Our Union Makes Us Strong!
MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org

Volume 51, #9, October 24, 2016
High Voter Turnout Necessary for MTI Recertification Elections

Getting Organized! MTI needs Member Organizers - teachers, educational assistants, clerical-technical employees, substitute teachers, and retired MTI members who are committed to helping the next generation maintain their Union. Member Organizers are volunteers who serve as point persons in their building/work location to help build awareness of and support for the recertification election of MTI’s five bargaining units. If you are willing to serve in this capacity, please contact MTI Headquarters at mti@madisonteachers.org.

Get-out-the-vote! In political elections, voter turnout is critical. Act 10 requires 51% “YES” votes to prevail, not just a simple majority as in most elections. Thus, in Union recertification elections, the number voting is even more critical than in any other election. The experiences of other Wisconsin public sector Unions show that when employees vote, they overwhelmingly vote Union YES! Where recertification elections have been lost, it is frequently because less than 51% of the eligible voters cast a ballot. Unlike political elections, in recertification elections a non-vote counts as a “NO” vote.

In MTI’s recertification election, ballots can be cast 24 hours per day, seven days per week, via phone, computer, or iPad. Voting begins at Noon, October 27, and continues through Noon, November 16. The process is quick and efficient and should take no more than a couple minutes. That said, there have been reported difficulties where votes were not counted, when the voter failed to accurately complete each step in the balloting process. For that reason, MTI will be providing all MTI-represented employees with detailed voting instructions on posters, flyers, and palm cards.

The MTI Recertification Election palm cards provide MTI-represented staff the phone number, web address, and voting instructions. On the reverse of the palm card, voters are asked to complete their name, work location, and bargaining unit; and give the completed card to their MTI Faculty Representative or Member Organizer. Some work locations will hold raffles using the completed palm cards. Additional information on MTI’s recertification elections is available at www.madisonteachers.org.

Get the Word Out!
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If you can volunteer any time between now and election to drop literature or make phone calls to Madison residents, please contact Jeff Knight at MTI (knightj@madisonteachers.org) or visit the MTI website under Elections – Fall 2016 for more information.

Beware! It’s Not Your Computer

When the District installed its computer system, management told staff, “Use it as your own!” Most District employees did so. However, MTI WARNS, USE IT AS YOUR OWN NO MORE! One must assume that District management will review everything one writes or accesses on a District-owned computer. The District has forensic software that enables District management to review every stroke one makes on a District computer, as well as every website visited, no matter how long ago, and no matter the time of day. This includes what you access on your home computer, if you access it using a District computer.

As a result of requests by the public, under Wisconsin’s Open Records Law, MMSD archives ALL emails and research (websites accessed) performed on District computers.
Thinking Retirement? Plan Ahead: Attend a Retirement Planning Session

MTI will again provide opportunities for those it represents to gain information to enable planning and preparation for retirement. MTI-represented employees have retirement benefits available through multiple sources. Understanding these benefits is essential to successfully planning for retirement. For that reason, those considering retirement sometime in the next few years are encouraged to attend one of the joint MTI, MMSD & WRS sessions noted below. Due to high demand, reservations should be made as soon as possible by calling the District’s benefits department at 663-1697 or email chills@madison.k12.wi.us.

Retirement Planning Meetings
November 1 & 3, 2016
5:30 –7:30 p.m.
McDaniels Auditorium, Doyle Building

Information Meeting on the Grow Our Own -Teacher Dual Certification Program

The Grow Our Own-Teacher Dual Certification Program is intended for general education teachers interested in cross categorical special education certification or cross categorical special education teachers interested in bilingual certification. Selected candidates can receive $1,000 per 3 credit courses taken each semester (fall, spring, and summer).

An informational meeting sponsored by MTI & MMSD will be held October 26, 4:00-5:00 p.m., at WEA Member Benefits (660 John Nolen Drive). To apply, please see the Student Services website: https://specialed.madison.k12.wi.us under Grow Our Own and read the participation agreement. The application deadline is November 18, 2016. If you have any questions about the program, contact Scott Zimmerman (slzimmerman@madison.k12.wi.us) or 663-8486.

Labor History Essay Contest

The Wisconsin Labor History Society has announced that its annual High School Essay Contest is now open to all Wisconsin high school students (grades 9-12). Students are invited to write 750 words on the following theme: “Unions have been important to my family and community because.....” Submissions must be postmarked on or before February 15, 2017. Cash prizes range from $100 to $500. For more information, go to the Wisconsin Labor History Society website at: www.wisconsinlaborhistory.org.

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MTI/WEA Member Benefits New Professionals Night. Information on Employee Handbook highlights, how to read your paycheck, benefits and salary schedule overview, 403(b) and Wisconsin Retirement System info. Thursday, October 27, 4:00 p.m. (invitation emailed to MTI members in their first five years with the MMSD).

USO-MTI (Substitute Teachers) General Membership Meeting and Employee Handbook Update, Thursday, October 27, 4:15 p.m., MTI Headquarters.

Attention EA-MTI Members: General Membership Meeting October 19

Members of MTI’s Educational Assistants bargaining unit (EA-MTI) are invited to a general membership meeting on Wednesday, October 19, at 4:15 p.m., at MTI Headquarters (821 Williamson Street). Socialize with your fellow EAs. Topics for discussion: Employee Handbook update, recertification election, & Union involvement.

Calendar of Events

- Monday, October 17, 5:00 p.m., Doyle Room 103 BOE Operations Work Group
- Tuesday, October 18, 4:15 p.m., SCFL MTI Faculty Representative Council
- Wednesday, October 19, 4:15 p.m., MTI EA-MTI General Membership Meeting
- Monday, October 24, 6:00 p.m., Doyle McDaniels BOE Regular Meeting
- Tuesday, October 25, 4:15 p.m., MTI MTI VOTERS Political Action Committee
- Thursday, October 27, 4:15p.m., MTI USO-MTI General Membership Meeting

Our Union Makes Us Strong!

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

Volume 51, #8, October 17, 2016
You Are the Union and Your Help Is Needed for MTI’s Recertification Election

As previously reported, Governor Walker’s Act 10 requires public sector Unions, except police & fire, to participate in an annual recertification election to enable Union members to retain representation by their Union. This year’s election by all MTI-represented District employees will be conducted between October 27 and November 16. Voting will be via telephone or on-line (details forthcoming).

Again this year, MTI Faculty Representatives, EA Building Representatives, and Member Organizers at every school/work location have been asked to assist in building awareness of the importance of the recertification election, and to assure that staff at their school/work location VOTE in the recertification elections. MTI Member Organizers are essential to successful recertification. MTI needs Member Organizers from every bargaining unit (MTI, SEE-MTI, EA-MTI, SSA-MTI & USO-MTI). Retired union members are also assisting in organizing. Assuring that each and every person votes is of great importance, because Act 10 requires that to win recertification, a Union must win 51% of all eligible voters, whether or not the voter is a Union member.

Health Insurance
Annual Choice/Open Enrollment
October 15-November 15

Between October 15 and November 15 each year, there is a choice to switch health insurance providers, among the three insurers - GHC, Unity (UW) and Dean Health Plan.

**ANNUAL CHOICE** is the period during which MTI-represented employees who are already covered under a District health insurance plan may choose, without having to prove insurability, an alternate plan among those available. Implementation of coverage is effective January 1, 2017.

**OPEN ENROLLMENT** is available as a result of gains made during MTI’s 1999 negotiations. Enrollment in health insurance is available to any employee who is benefit eligible (an assignment of 19 hours per week or a teacher contract of at least 50%). Those with health insurance who have an eligible dependent, who is not now covered, may enroll that dependent during this period. The effective date of coverage is January 1, 2017.

MMSD Carves Out Retirees for 30% Increase in Dental Insurance Premiums

Faced with an underfunded dental insurance plan, the District has made a decision to “carve-out” MMSD retirees from its group dental insurance plan and increase their premiums by 30% (while active employees will see their premiums increase by 9%). According to the District’s benefits manager, the MMSD has underfunded their dental plan in recent years and, since the District is self-funded, the District had to absorb $300,000 in dental expenses not covered by premiums last year. In order to fund the dental plan sufficiently this year, the District was faced with the choice of reducing dental benefits, increasing dental insurance premiums by 14% for everyone, or “differentiating” rates based on the utilization of different sub-groups (e.g., retirees). The District concluded to differentiate the dental premium increase as follows: Active employees, 9%; Retiree (district paid), 29%; Retiree (direct billed), 32%; and COBRA, 45%.

When MTI learned about the dental insurance increases from retirees who had received a bill, we requested that the District revisit this decision given the significant impact on retirees. MTI also expressed concern that should the District pursue a similar “carve-out” for health insurance premiums, such could have a devastating impact on retiree finances. The District responded that they were not willing to reconsider modifications to the dental rates, but assured MTI that they would not be suggesting or making a similar change for differentiating health insurance premiums. MTI will be seeking modifications to the Employee Handbook to provide that assurance. MTI is working to bring together a group of MTI retirees to organize around this and other issues that impact retirees. Interested retired MTI members should contact MTI at mti@madisonteachers.org.

Our Union Makes Us Strong!
MTI’s web page - www.madisonteachers.org
MTI’s email - mti@madisonteachers.org

Volume 51, #7, October 10, 2016
Courage to Teach 2016-17 Professional Renewal Series

It’s not too late to apply for the 2016-17 Courage to Teach retreat series. Earn up to four graduate credits for taking time to slow down and reflect on your work as an educator in a beautiful natural setting, with home-cooked meals. Apply for the 2016-17 Courage to Teach retreat series (Nov. 11-13, 2016; Jan. 13-15, April 28-30, and June 23-25, 2017) which will be held at Bethel Horizons, near Governor Dodge State Park. This year-long series of four sessions (Friday evening through Sunday afternoon) is based on the work of noted educator, writer, and activist, UW Professor Parker Palmer.

Local educators pay $890 (in three installments) for the four weekends, which represents about 30% of the total cost of eight night’s lodging, 24 meals, facilitation, and materials. The remainder comes from a community match provided by local organizations and individuals. Participants can apply for a maximum of four hours of graduate credit from Edgewood College, at an additional cost of $175 per credit.

Further information and an application form are available at http://www.courage renewal.org/events/courage toteach-series-2016-17-wi/. Contact Barb (bhummel@chorus.net) or Bonnie (bktrudell@juno.com) with questions.

Fragrances Can Cause or Trigger Asthma

Recent articles from Occupational Health Watch and Reuters Health advise that perfumes and fragrances used in personal care products, cleaning products, and air fresheners in the workplace can cause or trigger asthma. Such manufactured products are made up of many different chemicals, including those known to cause asthma or other breathing difficulties, even in people who have not previously had these health conditions. Glass cleaner and air fresheners have been shown to exacerbate asthma in some people who have repeated exposures, reducing lung function for hours after an exposure, and in some cases, worsening over time. Test results support the importance of developing workplace health and safety practices designed to limit exposures.

They also suggest that employees should take care to avoid using perfumes, sprays, air fresheners and the like in classrooms and other common areas in schools and work sites. With cooler weather coming, there will be less fresh air coming in through open windows, so be aware that people around you may have not just an aversion to various chemicals and chemical scents; they may have health-related concerns.

2016 MMSD-MTI Combined Campaign

The 2016 Combined Campaign will begin on October 17 and run through November 18. This is the annual workplace fundraising campaign for which one can make donations to local, national and international umbrella organizations. Working together, these organizations represent more than 200 worthy non-profit agencies. Donors can choose which agencies will receive their donations. One can make a contribution, at any level, through payroll deduction. Donations can also be made online. Everyone is encouraged to give to a cause of their choice. All of us, working together, can make our local, national, and global community a better place in which to live.

MTI Membership Corner

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MTI/WEA Member Benefits New Professionals Night. Information on Employee Handbook highlights, how to read your paycheck, benefits and salary schedule overview, 403(b) and Wisconsin Retirement System info. Thursday, October 27, 4:00 p.m. (invitation emailed to MTI members in their first five years with the MMSD).

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Attention EA-MTI Members: General Membership Meeting October 19

Members of MTI’s Educational Assistants bargaining unit (EA-MTI) are invited to a general membership meeting on Wednesday, October 19, at 4:15 p.m., at MTI Headquarters (821 Williamson Street). Socialize with your fellow EAs. Topics for discussion: Employee Handbook update, recertification election, & Union involvement.

MTI Wear on Sale

Members are encouraged to wear MTI wear in the community to make a positive statement about education and educators. The following prices apply: t-shirt ($10); polo-shirt ($12); oxford button-down shirt ($15); and sweatshirt ($35).

Calendar of Events

- Monday, October 10, 5:00 p.m., Doyle Room 103
  BOE Instruction Work Group
- Tuesday, October 11, 4:30 p.m., MTI
  MTI Board of Directors
- Monday, October 17, 5:00 p.m., Doyle Room 103
  BOE Operations Work Group
- Tuesday, October 18, 4:15 p.m., SCFL
  MTI Faculty Representative Council
- Wednesday, October 19, 4:15 p.m., MTI
  EA-MTI General Membership Meeting
- Monday, October 24, 6:00 p.m., Doyle McDaniels
  BOE Regular Meeting
Governor Walker’s Act 10 requires public sector unions, except police & fire, to engage in annual recertification elections to retain their status as the certified representative of the employees who elected the union to represent them. And unlike political elections in which the candidate with the most votes wins, Act 10 further requires that to win recertification, the union must win 51% of all eligible voters. Those who do not vote are counted against recertification. Therefore, it is critical that all eligible employees cast a ballot. MTI has undergone such elections in each of the past two school years and has been recertified overwhelmingly each time. This year’s elections by all MTI-represented employees will be conducted between October 27 and November 16 via telephone or on-line balloting (more detailed information will be forthcoming).

Why is Recertification Important? The recertification election will determine whether MTI continues to be the legally recognized “certified representative” for District employees in MTI’s five bargaining units. This status allows MTI to bargain base-wage increases and to represent MTI members on employment matters. Just as important, when one votes to recertify MTI, that individual is also voting to “stand together” to support his/her profession and his/her colleagues. A YES vote sends a message to policymakers that employee groups stand together on important issues that affect their profession, schools, and students. Standing together gives us a stronger voice than we have as individual employees.

How can you help? Over the next two weeks MTI will be seeking Member Organizers who are willing to engage and inform their co-workers of the importance and need to recertify. It is these individuals who produced our success in past elections. Please contact MTI and mti@madisonteachers.org if you are willing to serve in this capacity.

Reminder for MTI Members: Teacher contracted staff and Substitute Teachers will have their first MTI dues transfer on Monday, October 3. EAs, SSAs, and teacher hourly employees will see their first dues transfer on Monday, October 17. SEE-MTI represented employees experienced their first dues transfer on Monday, September 19.

Employee Health Insurance Contributions and One-Time Stipend

All MMSD employees began to pay an employee premium contribution towards health insurance this fall. Teachers and clerical-technical employees paid a 3% premium contribution with their first deduction on their 9/30/16 check. Educational assistants and security assistants paid a 1.25% premium contribution, which was split evenly between their two monthly checks, with the first deduction occurring with their 9/16/16 check.

Many employees have or will receive an annual “step” increase, which will offset the amount of the premium contribution. These “step increases” were previously negotiated by MTI in the various Collective Bargaining Agreements and continue to be provided in the Employee Handbook. To mitigate the financial impact of the premium contribution on those employees not scheduled to receive a step increase this year, the BOE agreed to provide those employees with a one-time “no-harm” stipend payment. MTI met with District administration last week to discuss how the District planned to calculate the stipend. According to the District data, 2,240 MMSD employees are scheduled to receive step increases this year and, therefore, will not receive the stipend.

Approximately 1,317 District employees are not scheduled to receive a step increase and will receive a one-time stipend to cover their increased cost of insurance (i.e., an attempt to assure that District employees do not take home less pay than last year). The stipends will range from $34 to $815 depending on the amount of the premium contribution.

Each employee who is scheduled to receive a stipend will receive an individual letter from the District in November explaining the amount and how it was calculated. Payments will then be made in December. The District will send out additional information in the coming weeks.

Employee Handbook Recommendations Advancing to BOE

Representatives from the MTI/MMSD Oversight Group completed their work on the Employee Handbook review process and will be advancing their recommended changes to the Board of Education. MTI is pleased to report that, assuming the BOE approves the recommendations of the Oversight Group, salary schedules, retirement sick leave payments, and TERP (for teachers) will continue for the 2016-17 and 2017-18 school years (these were three areas highlighted for potential changes in the District’s compensation study last spring). All MTI members (only) will be sent an e-mail with a detailed summary of all of the recommended changes this week.
Nominations Finalized for MTI Elected Positions

At the September 20 meeting of the MTI Faculty Representative Council, nominations were finalized for a number of MTI (teacher unit) leadership positions. MTI Bylaws call for nominations to be finalized at the September meeting of the Council and the election at the October meeting.

Nominated for three (3) at-large positions on the MTI Board of Directors were Andy Mayhall (Thoreau) for a position vacated due to Karen Vieth (Sherman) being elected Vice President. The term is for one year. A second vacancy existed due to Kerry Motoviloff (Doyle) being elected President-Elect. The term is two years. Nichole Von Haden (Doyle) was nominated for that vacancy. A third vacancy existed due to the retirement of Lauren Mikol. The term is two years. Pete Opps (LaFollette) was nominated for that vacancy.

Nominated for two (2) positions on the Cabinet on Personnel were incumbents Holly Hansen (Lapham) and Cindy Ball (Jefferson). Terms are for two years.

Nominated for three (3) positions on the MTI Finance Committee were incumbents Bruce Bobb (Hoyt), Holly Hansen (Lapham), and Nichole Von Haden (Doyle). Terms are for one year.

Nominations for five (5) positions on the MTI Political Action Committee, MTI VOTERS, were incumbents Andy Mayhall (Thoreau), Karen Vieth (Sherman), and Kathryn Burns (Shorewood) for three of the positions. Terms are for two years. Two (2) vacancies existed due to the retirement of Lauren Mikol and Carlene Bechen. Terms are for one year. Susan Stern (Shorewood) and Anne Schoenemann (Cherokee) were nominated.

In addition, two (2) vacancies existed on the MTI Handbook/Bargaining Committee. One vacancy is for a middle school representative. Nominated were Cari Hauge (Badger Rock) and Joe Bins (Jefferson). The term expires May, 2019. Another vacancy existed for a high school representative due to the retirement of Art Camosy. The term expires May, 2017. John Howe (West) was nominated.

Wellness Committee Fall Campaign - The 30 Day Challenge

The Joint Employee Wellness Committee consists of representatives from MMSD administration, MTI, Food Services, and the Building Trades. One of the charges of this committee is to help research, organize, and communicate wellness programs to help us improve our overall health, both physical and mental. Last spring, over 500 MMSD employees participated in the “Strive for Five” campaign. This fall, the committee is launching the next fitness campaign, The 30 Day Challenge. The 30 Day Challenge is an independent challenge for all employees that will run from October 17th through November 15th. Sign up for this challenge by October 12th at the MMSD Employee Wellness website: https://hr.madison.k12.wi.us/30-day-challenge.

Participants will select one exercise: crunches, push-ups, planks, or squats to work on throughout the 30-day campaign. Select a workout plan based on your ability level and follow the plan for 30 days. Participants who complete the challenge successfully will be entered into a prize drawing. Check out the Employee Wellness website at: https://hr.madison.k12.wi.us/employee-wellness for additional information related to the committee and other wellness benefits.

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  MTI Board of Directors
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  MTI Faculty Representative Council
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  EA-MTI General Membership Meeting
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  BOE Regular Meeting

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MTI’s email - MTI@madisonteachers.org

Volume 51, #6, October 3, 2016
Employee Health Insurance Contributions, Bio-Screens, and HRAs

All MMSD employees will begin to pay an employee premium contribution towards health insurance this fall. MTI-represented teachers and clerical-technical employees will pay a 3% premium contribution with their first deduction on their 9/30/16 check. MTI-represented educational assistants and security assistants will pay a 1.25% premium contribution and will see their deduction split evenly between their two monthly checks with the first deduction occurring last week on their 9/16/16 check.

Many MTI-represented employees will receive an annual “step” increase, which will more than offset the amount of the premium contribution. These “step increases” were previously negotiated by MTI in the various Collective Bargaining Agreements and continue to be provided in the Employee Handbook. To mitigate the financial impact of the premium contribution on those employees not scheduled to receive a step increase this year, the BOE agreed to provide those employees with a one-time “no-harm” stipend payment. MTI is meeting with District Administration to discuss exactly how the stipend will work and will communicate more information once it becomes available.

MTI worked with District administration and the health insurance carriers to: 1) minimize the premium increase; 2) minimize the employee contribution; and 3) ensure that those employees who make the most, pay the most (e.g., Administrators pay a 10% contribution, EAs pay 1.25%). While the contributions are new to MTI-represented employees, they have become common practice elsewhere, with most public employees in Wisconsin being forced to pay 12 to 14% of premiums as public employers have used the Governor’s Act 10 “tools” to transfer increased costs onto the backs of their employees. So far, working with the District administration and the BOE, we have avoided such extremes in the MMSD. MTI will continue to work with the District this school year to continue to identify ways of minimizing increases in health care costs while maintaining comprehensive health care plans.

Wellness Incentive: Bio-screens and HRAs. In addition to the premium contributions referenced above, employees who elect not to participate in biometric screenings and Health Risk Assessments (HRA) this fall will face an additional 5% premium contribution effective January 1 (making the total contribution 8% for teachers/clerical-technical employees, and 6.25% for EAs and SSAs). Employees can avoid that additional contribution by electing to complete both the bio-screen and HRA. All affected employees should have received an e-mail from the District announcing another round of biometric screenings and Health Risk Assessments (HRA) this fall for those who carry District health insurance in their name. Substitute teachers who qualify for the District health insurance effective January, 2017, will also need to participate in the biometric screening and HRA or face a 5% premium increase.

Biometric Screenings and HRAs will start September 27th and must be completed by December 14th in order to avoid the additional premium contribution. More information on the screenings and HRAs can be found at the MMSD Employee Wellness web page at: www.mmsd.org/employee-wellness. The screenings are encouraged by the District’s three health insurance carriers as a means to lower premium increases, the rationale being that periodic screenings can help identify medical conditions early and, with advice from a physician, lead to appropriate treatment or healthier lifestyle choices. MTI also encourages participation as a means to avoid the additional premium contribution.

Results of one’s biometric screening can be obtained through your personal medical provider’s office, as long as they were obtained after June 30, 2016. The District will also be hosting on-site clinics for the biometric screening. To sign up for a biometric screening, to obtain the HRA form, or the bio-screen forms to take to your physician, visit the Interra Dashboard accessible via the MMSD Employee Wellness web page: www.mmsd.org/employee-wellness.

The MTI-MMSD Joint Wellness Committee will continue meeting to discuss the benefits of annual screenings, as well as initiatives to help address employee wellness. To provide feedback to this Committee via MTI, please reply to mti@madisonteachers.org with “Wellness Committee Feedback” in the subject line. The Joint Committee consists of members appointed by administration and the various employee Unions. MTI has five members on the Wellness Committee and is interested in bringing your feedback into the Wellness discussion.

SEE-MTI General Membership Meeting Wednesday, September 28

Members of MTI’s Supportive Educational Employees bargaining unit (SEE-MTI) are urged to attend the General Membership Meeting on Wednesday, September 28, at 4:30 p.m., at the Labor Temple (1602 S. Park St). This is an important meeting to discuss the Employee Handbook, the pending recertification election, and the future of your Union. Parking is plentiful, snacks will be provided, and strength comes in numbers.
Teachers: Give Yourself a Raise Credits for Salary Advancement October 1 Deadline

The Employee Handbook (Addendum A, Section 1.04, Movement on the Salary Schedule) requires that teachers earn 6 credits to cross from salary level 8 to 9, and 12 to 13. These are termed “Improvement Levels.” Credits are granted upon hire if one is initially placed near one of these Improvement Levels. After level 15, the requirement becomes 3 credits each 2 years to move to the next level which continues for the remainder of one’s career. These are termed “Incentive Levels.” Each year, the number of credits needed to move to the next improvement or Incentive Level is provided on the individual teaching contract issued by the District.

Those who have not earned enough credits to move are considered “frozen.” This means that you are no longer advancing for years of experience and that you are likely forgoing wages. MTI gained a provision in the Collective Bargaining Agreement, now in the Handbook, that allows a teacher whose salary had been “frozen” to advance to their proper placement upon the submission of required credits. If a member’s salary has been frozen in error and/or in violation of the Handbook, MTI can seek retroactive payment. Teachers can BANK credits which are in excess of those needed to cross improvement and incentive levels. Members are advised to check payroll deposit receipts to confirm salary schedule movement and proper compensation.

Either academic credits earned at an accredited university or professional advancement credits (PAC) can be used to pass an Improvement or Incentive Level. Professional Advancement Credits, under the Handbook, are granted by the District and/or the joint MTI-MMSD PAC Committee for in-service courses, independent study, committee work, conference/convention attendance, and professional writing/research, pursuant to Addendum A, Section 1.06 (Professional Advancement Credits) of the Handbook.

PAC credits can also be used to move horizontally from one track on the salary schedule to another, except for tracks 4, 7 and 8, which require all academic credit. Track movement increases one’s salary an additional 2.5%.

Credits submitted to the Department of Human Resources by July 1 will result in any wage increases occurring on the first pay period check. However, if credits are submitted to HR by October 1st, wage increases, including any retroactive compensation due, will occur beginning November 1. Credits submitted by February 1 will cause a retroactive wage adjustment effective with the beginning of the second semester. MTI recommends delivering transcripts or professional advancement credits to the Department of Human Resources in person, and that you request a “stamped received” copy for your records to ensure proof of receipt, in the case of lost or misplaced documents.

MTI Membership Corner

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

MTI National Board Certification Workshop for Teachers. Learn about the benefits of National Board Certification and the supports available for you to achieve it. Wednesday, September 28, 4:30 p.m. (invitation emailed to all MTI teacher members).

SEE-MTI (Clerical and Technical Employees) General Membership Meeting and Employee Handbook Update, Wednesday, September 28, 4:30 p.m., Madison Labor Temple.

MTI/WEA Member Financial Planning Seminar: 7 Mistakes Members Make with their Money, Thursday, September 29, 4:30 p.m. (invitation emailed to all MTI members).

EA-MTI (Educational Assistants) General Membership Meeting and Employee Handbook Update, Wednesday, October 19, 4:15 p.m., MTI Headquarters.

MTI/WEA Member Benefits New Professionals Night. Information on Employee Handbook highlights, how to read your paycheck, benefits and salary schedule overview, 403(b) and Wisconsin Retirement System info. Thursday, October 27, 4:00 p.m. (invitation emailed to MTI members in their first five years with the MMSD).

Calendar of Events

- Monday, September 26, 6:00 p.m., Doyle McDaniels BOE Regular Meeting
- Tuesday, September 27, 4:15 p.m., MTI VOTERS Political Action Committee
- Wednesday, September 28, 4:30 p.m., SCFL SEE-MTI General Membership
- Monday, October 10, 5:00 p.m., Doyle Room 103 BOE Instruction Work Group
- Tuesday, October 11, 4:30 p.m., MTI MTI Board of Directors
- Monday, October 17, 5:00 p.m., Doyle Room 103 BOE Operations Work Group
- Tuesday, October 18, 4:15 p.m., SCFL MTI Faculty Representative Council
- Wednesday, October 19, 4:15 p.m., MTI EA-MTI General Membership Meeting
- Monday, October 24, 6:00 p.m., Doyle McDaniels BOE Regular Meeting

Our Union Makes Us Strong!

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

Volume 51, #5, September 26, 2016
MTI filed an action in Dane County Circuit Court last year challenging the Wisconsin Employment Relations Commissions (WERC) refusal to release voter lists during annual Union certification elections. Last Monday, Judge Peter Anderson ruled in favor of MTI and held that the WERC was required to produce the certification voter lists requested by the Union under the Public Records Law during the election period. Nothing in the decision allows the union to see “how” employees voted (that is rightfully kept confidential), but only whether an employee has voted. This is critical, because in order for a union to retain its standing as certified labor representative, at least 51% of all eligible employees need to annually vote in favor for the Union to be recertified. Those who do not vote are essentially counted as voting against recertification (unlike political elections in which the majority of votes cast determines the winner). In the past, the information on who voted was provided to the union only after the election was over. The decision will now allow unions to request this data during the election, allowing them to more efficiently focus the union’s get-out-the-vote activities on those eligible employees yet to cast a vote.

Why does this matter? While MTI has won recertification elections by large numbers in the past, such was the result of a great deal of effort and resources by MTI staff and hundreds of member organizers. Receiving the voter lists during the election will allow us to more efficiently conduct a campaign. Secondly, while MTI members have voted to recertify by large margins, such has not always been the case for other unions and the high threshold (51% of all eligible) can result in bizarre outcomes. In the 2013 certification elections, support staff in the Riverdale School District voted 26 to 0 to recertify their union, but lost the certification election due to the fact that they received less than 51% of the 53 employees eligible to vote. If one more employee had cast a ballot, the threshold would have been achieved and the union recertified. Had the WERC been required to release a voter list to the Riverdale support union during the 2013 certification election, union members could have more easily identified those yet to vote and remind them of the importance of doing so.

The WERC has indicated that they plan to appeal this decision. This year’s recertification election will be held between October 27 and November 16.

Mixing Work and Social Media

It is important for all to review the District’s social media policy before using electronic media to interact with families, students, colleagues and/or the general public. The District policy permits communication with parents and students via District-sanctioned electronic media and accounts, and cautions against interacting on your personal social media accounts or cell phones. Comments you make on Facebook, Twitter or other social media accounts that can be tracked to your work as a teacher or educational support staff can become problematic if they reflect poorly on the District or use unauthorized copies of students’ work, pictures or comments. The policy contains the following phrase: Be advised that failure to adhere to these guidelines may result in disciplinary action. MTI strongly encourages members to review the policy and contact MTI with any questions or concerns.

MTI/WEA Member Benefits Seminar
September 29: 7 Mistakes Members Make with their Money

Making wise financial choices early in your career can have a significant impact on your future financial security. This seminar will help MTI members understand the benefits and consequences of important financial decisions. You will:

- Find out how to avoid the seven most common financial mistakes.
- Learn how having a written budget can give you permission to spend.
- Learn how paying yourself first can improve your financial future.

WHEN: Thursday, September 29
TIME: 4:30-5:30 p.m.
WHERE: WEA Member Benefits

MTI members only. Register on MTI’s webpage.

www.madison.k12.wi.us/social-media-guidelines
MTI & WEA Member Benefits Partnership & Financial Services for MTI Members

MTI and WEA Member Benefits have partnered to enhance the financial well-being of MTI members. Throughout the year, MTI members only will be invited to attend various group financial educational offerings which will be noticed in the MTI Solidarity newsletter and via e-mail. In addition to these group offerings, MTI members will also have access to individual appointments with Steve Pike, a retired MTI teacher and current Member Benefits Consultant for WEA Member Benefits, who is available to meet with MTI members at MTI headquarters. Steve will be offering two types of meetings.

**Individual Financial Consultations:** See MTI’s webpage (www.madisonteachers.org) to sign-up 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. Because the consultations are held at MTI, it’s a convenient way to meet with someone face-to-face to get some general help or guidance. Steve can answer your specific questions on a wide range of financial topics such as:

* Reasons to start a 403(b) or IRA savings account and how to enroll
* Wisconsin Retirement System basics (Bring your WRS statement)
* Retirement Savings strategies
* Pre-tax vs. Roth, 403(b) vs. IRA
* Investment/Account Fees
* Budgeting
* Tips for purchasing personal insurance

**Individual Retirement Planning Consultations:** For those exploring retirement in the next few years, Steve is available to provide individual retirement planning meetings. These meetings will include a discussion about your WRS retirement benefits, social security benefits, retirement sick leave/post-retirement insurance payments and (for those eligible) Teacher Emeritus Retirement Plan (TERP) benefits. Call MTI (257-0491) to schedule a retirement planning meeting with Steve.

Sabbatical Leave Applications Due October 1 (Note Extended Deadline)

Under the terms of the Employee Handbook (Section 10, page 130), the Board of Education budgets $45,000 for sabbatical leaves for members of MTI’s "teacher" bargaining unit. Such is for the purpose of advanced study and/or research. Either a one-year leave at half pay or a one-semester leave at full pay may be granted. The recipient of a sabbatical leave must agree to return to work at the same level of pay. A teacher who receives a sabbatical leave will be permitted to return to the position s/he held at the time the leave was granted.

Applications for the second semester of the 2016-17 school year are due at MTI headquarters by **October 1**. Applications for the 2017-18 school year or the first semester are due **February 1, 2017**. An application and the MTI/MMSD agreed-upon policy can be obtained by visiting MTI’s webpage: www.madisonteachers.org.

MTI Membership Corner

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

**EA-MTI (Educational Assistants) Board & Building Rep Meeting**, Wednesday, September 21, 4:15 p.m., MTI.

**USO-MTI (Substitute Teachers) General Membership Meeting and Employee Handbook Update**, Thursday, September 22, 4:15 p.m., MTI Headquarters.

**MTI National Board Certification Workshop for Teachers.** Learn about the benefits of National Board Certification and the supports available for you to achieve it. Wednesday, September 28, 4:30 p.m. (e-mail invite sent to all MTI teacher members).

**SEE-MTI (Clerical and Technical Employees) General Membership Meeting and Employee Handbook Update**, Wednesday, September 28, 4:30 p.m., Labor Temple.

**MTI/WEA Member Financial Planning Seminar: 7 Mistakes Members Make with their Money**, Thursday, September 29, 4:30 p.m. (e-mail invite sent to all MTI members).

**EA-MTI (Educational Assistants) General Membership Meeting and Employee Handbook Update**, Wednesday, October 19, 4:15 p.m., MTI Headquarters.

**MTI/WEA Member Benefits New Professionals Night.** Information on Employee Handbook highlights, how to read your paycheck, benefits and salary schedule overview, 403(b) and Wisconsin Retirement System info. Thursday, October 27, 4:00 p.m. (invitation to be e-mailed to MTI members in their first five years with the MMSD).

Calendar of Events

- **Monday, September 19**, 5:00 p.m., Doyle Room 103
  - BOE Operations Work Group
- **Tuesday, September 20**, 6:15 p.m., SCFL
  - MTI Faculty Representative Council
- **Wednesday, September 21**, 4:15 p.m., MTI
  - EA-MTI Board & Building Reps
  - USO-MTI General Membership
- **Thursday, September 22**, 4:15 p.m., MTI
  - SEE-MTI General Membership
- **Monday, September 26**, 6:00 p.m., Doyle McDaniels
  - BOE Regular Meeting
- **Wednesday, September 28**, 4:30 p.m., SCFL
  - SEE-MTI General Membership

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

Volume 51, #4, September 19, 2016
Educational Resource Officers in MMSD High Schools in Jeopardy

MTI supports the continuation of the contract between the City of Madison and the Madison Metropolitan School District to provide Educational Resource Officers (EROs) in MMSD high schools. MTI members work with these officers regularly and have first-hand experience of the contributions these officers make to the safety and security of our high schools. From feedback we have received from our members:

- The presence of EROs and School Security Assistants (SSAs) are viewed by staff as critical to maintaining safe schools.
- The ERO program is community policing at its best, with emphasis on relationship-building, education, and prevention.
- It is much better to have a police officer who is known to, and trusted by, students in the building whenever police are needed.
- Numerous teachers incorporate the ERO into class discussions about rights, police shootings, and other issues. Those events have been successful because students know and feel comfortable asking questions and taking advice from an officer they know as part of their school community. Without a trusted officer in schools, educational experiences like these discussions would not happen in the same way and would have far less impact.

When the contract came up for renewal last spring, MTI communicated our support for these positions to the Board of Education and to the Superintendent. When we heard that the contract remained unresolved in early August, we reiterated our support for the ERO positions to the BOE and Superintendent, and also shared our concerns with the Mayor, urging all parties to resolve their contractual differences in order to continue these important positions. As of this writing, the contract has yet to be renewed, but it has been extended by forty-five (45) days by MMSD and the City. MTI urges members to contact their representatives on the Board of Education and the City Council, as well as the Superintendent and Mayor, to request prompt resolution of the contract to assure the continuation of these important positions.

Biometric Screening and Health Risk Assessments This Fall

This fall, the District’s health insurance carriers are conducting biometric screenings and Health Risk Assessments (HRA) for all MMSD employees who carry the District insurance. Participation is voluntary; however, those who complete both activities will avoid an additional 5% health insurance premium charge, starting January 1. The 5% premium charge for not participating will be in addition to the 1.25% or 3.00% premium charge for all MTI-represented employees, taking effect on October 1. All employees should have received an email from the District HR Officer regarding this initiative. Note that the Joint MTI/MMSD Employee Wellness Committee did not recommend or initiate the biometric screenings and HRA, as the communication appeared to indicate.

The Employee Wellness program was first initiated in the spring of 2014, and has been instrumental in helping MTI and the District keep insurance premiums down. The rationale is that periodic screenings can help identify medical conditions early and, with advice from a physician, lead to appropriate treatment or healthier lifestyle choices. MTI appointees on the committee will continue to request data supporting frequent screenings, and will provide feedback to the District from members.

Biometric Screenings and HRAs will start September 27th and must be completed by December 14th in order to avoid the additional premium contribution. Screenings can be scheduled at an MMSD work site or can be completed at your medical provider’s office. The HRA is a questionnaire provided by your insurance carrier. To schedule an appointment at your work site, and to obtain forms for your provider to complete the screening and the appropriate HRA questionnaire, you must visit the MMSD Employee Wellness web page at: www.mmsd.org/employee-wellness.

Take the link to “Sign-up for the Biometric Screening” to log-in to the Interra Health Dashboard, where this information is located. Interra Health is the provider overseeing the biometric screenings on behalf of MMSD’s three insurance providers. All personally identifiable information collected is kept strictly confidential and is not shared with the District or any third party agency. Aggregate data is used to help guide the Wellness Committee to offer programs and incentives to encourage healthy lifestyle choices. Visit the Employee Wellness website to review additional information and the frequently asked questions on biometric screenings and HRAs: (www.mmsd.org/employee-wellness). Contact MTI or MMSD benefits with additional questions or concerns.

Willy Street Fair September 18

MTI will once again participate in the Willy Street Fair! MTI will host an information table in front of the MTI building and is seeking members to help with face painting for kids and marching together in the (in)famous Willy Street Fair parade. This event takes place on Sunday, September 18, from 11:00 a.m. to 7:00 p.m. Members who wish to march in the parade should be at MTI by 10:30 a.m. Remember to wear your MTI Red! MTI is also looking for volunteers to staff the information table between noon and 4:00 p.m. Contact Jeff Knight (knightj@madisonteachers.org/257-0491) to volunteer or review a list of volunteer needs on MTI’s website: www.madisonteachers.org/MTI Cares.

Our Union Makes Us Strong!

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

Volume 51, #3, September 12, 2016
Religious Holidays/Observances

MTI encourages District employees not to schedule school events on the evening before or day of religious holidays and/or observances. Similarly, teachers are requested not to schedule major exams or field trips on such days, inasmuch as some students may not be able to attend school on that day. Under the Employee Handbook (Section 8, page 80), the District will allow absence from work for the purpose of observing religious holidays. The employee may elect to utilize any paid leave time available (sick leave, vacation, floating holidays, or accumulated compensatory time). A request for absence must be in writing to the Director of Human Resources at least ten (10) work days prior to the requested absence, except for religious holidays that are celebrated between the first day of school and September 15, when seven (7) work days’ notice is required.

Teachers and Involuntary Transfer

Should the District determine to reduce staff at a given school by involuntarily transferring a teacher due to a “substantial change in the school’s enrollment or substantial program change,” they may do so within the first 25 days of school under the Employee Handbook (Section 3, page 104). The Handbook provides that such transfer “shall be the least senior teacher in the grade level (unit, grade or grade combination, e.g., 1-2) and/or department or subject (whichever is appropriate) from which the transfer must be made.” The Handbook also provides that “any teacher so transferred shall be provided five (5) school days’ notice of the transfer unless the teacher waives the notice or a portion thereof in writing, and shall be afforded at least two (2) school days in the school to which he/she is transferred to prepare lesson plans prior to assuming the new assignment.”

Christina Stafslien Charity Golf Outing September 23

Teachers at La Follette High School have organized the 13th Annual Christina Stafslien Charity Golf Outing to honor the memory of their colleague and former LaFollette math teacher. The event will be held at the Monona Municipal Golf Course on Friday, September 23, at 4:00 p.m. Proceeds from the tournament will go to the Christina Stafslien Scholarship Fund which is awarded to a deserving La Follette student. Details and an application form can be obtained from MTI's website (www.madisonteachers.org) or by contacting La Follette teacher Ted Ryan (tryan@madison.k12.wi.us / 204-3574).

“Back to School” Night

Pursuant to Section 4.04 (page 114) of the Employee Handbook, “Teachers will be expected to attend one family school-wide event that occurs after the normal workday. Whenever possible, teachers shall be given no less than thirty (30) calendar days notice of such events. Teachers who have a co-curricular conflict or have pre-approved course work to attend may be excused at the discretion of the Principal/administrator. Such conflict should be communicated to the applicable administrator as soon as possible before the date of the school event. To further promote family, youth and community engagement, teachers are encouraged to attend other school-wide events throughout the school year.”

PAC Rebates

MTI VOTERS’ Political Action Committee is funded to assist in promoting political causes of interest and benefit to MTI members via an assessment of 5% of one’s annual Union dues. Deductions are made from each member's monthly wage. Funds are used exclusively to support Committee-approved pro-education candidates and pro-education causes. Any member who does not wish to participate in the Union’s political efforts must deliver WRITTEN NOTICE of their intent to MTI Headquarters by October 1. Advance refund of the school year’s PAC deductions will be issued for such requests. Payment will be made by November 30. MTI VOTERS endorses candidates who pledge to support education and educators.

MTI Membership Corner

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

USO-MTI (Substitute Teachers) General Membership Meeting and Employee Handbook Update, Thursday, September 22, 4:15 p.m., MTI Headquarters.

MTI National Board Certification Workshop for Teachers. Learn about the benefits of National Board Certification and the supports available for you to achieve it. Wednesday, September 28, 4:30 p.m. (invitation to be e-mailed to all MTI teacher members).

SEE-MTI (Clerical and Technical Employees) General Membership Meeting and Employee Handbook Update, Wednesday, September 28, 4:30 p.m., Madison Labor Temple.

MTI/WEA Member Financial Planning Seminar: 7 Mistakes Members Make with their Money, Thursday, September 29, 4:30 p.m. (invitation to be e-mailed to all MTI members).

Calendar of Events

- Monday, September 12, 5:00 p.m., Doyle Room 103
  BOE Instruction Work Group
- Tuesday, September 13, 4:30 p.m., MTI
  MTI Board of Directors
- Saturday, September 17, 9:00 a.m., Breese Stevens Field
  Fighting Bob Fest 2016
- Sunday, September 18, 11:00 a.m.
  Willy Street Fair
- Monday, September 19, 5:00 p.m., Doyle Room 103
  BOE Operations Work Group
- Tuesday, September 20, 4:15 p.m., SCFL
  MTI Faculty Representative Council
- Wednesday, September 21, 4:15 p.m., MTI
  EA-MTI Board & Building Reps
- Thursday, September 22, 4:15 p.m., MTI
  USO-MTI General Membership
MTI Members and Union Representation:
Note Changes & Protect Your Rights - Contact MTI

What should you do? An administrator or supervisor requires your attendance at a meeting about your performance or about an allegation made against you. Or, perhaps the supervisor schedules a meeting with you without telling you what the meeting is about. If you are an MTI member you should follow the advice on the back of your MTI membership card, which states, “If this discussion could in any way lead to my being disciplined or terminated, I request that my MTI representative be present at this meeting.”

If an issue arises in any meeting with an administrator or supervisor, or if a meeting “becomes disciplinary,” or even if you have reason to believe the purpose of the meeting may be disciplinary, MTI members should call MTI for representation. Under such circumstances, MTI members have a right to Union representation and may refuse to meet or continue a meeting until an MTI representative is present. That is your legal right and one of the critical aspects of Union membership!

New this year:
In previous years, District administration would contact MTI staff in advance to schedule meetings with represented employees relative to performance concerns or discipline. This assured that represented employees received the Union representation to which they were entitled. However, given the changes mandated by Act 10, now only MTI members are entitled to MTI representation on such issues. Therefore, District administration will no longer contact MTI staff in advance of said meetings, and it is now incumbent upon MTI members to explicitly request Union representation if they desire representation at such meetings.

Employees who are not members of MTI do not have a right to MTI representation at such meetings.

Have Ideas on Improving Your Profession and Advocating for Your Students?
Consider Becoming an MTI Leader
Nominations Due for MTI (Teacher) Elected Positions

MTI Members: Do you have ideas on how to improve your profession or better advocate for your students? Consider applying your ideas, energy and efforts as an elected leader of MTI. MTI is a democratic Union with nearly two hundred (200) teachers currently serving in an elected or appointed leadership capacity. Serving as an MTI Faculty Representative is the most common point of entry to Union leadership. The MTI Faculty Rep Council meets monthly and provides Reps an opportunity to learn more about MTI and issues across the District. If you are interested in serving as an MTI Faculty Rep at your work location, see your senior MTI Faculty Rep or contact MTI staff. For those ready to take the next step in MTI leadership, positions are regularly available on the MTI Board of Directors, Finance Committee, Handbook/Bargaining Committee, Political Action Committee, or Cabinet on Personnel.

Nominations will be received at the September 20 meeting of the MTI Faculty Representative Council to fill MTI Board At-Large positions and Committee vacancies caused by retirement, and for terms that are expiring. Terms expire in October for positions on the MTI Board of Directors, the Cabinet on Personnel, the Finance Committee, and the Political Action Committee. Due to retirements, vacancies also exist on the MTI Bargaining Committee and Political Action Committee. Nominations for any of the positions described in this article can be called in to MTI Headquarters (257-0491) prior to the September Council meeting, or made from the floor at the September Council meeting by an MTI Faculty Representative. Pursuant to MTI Bylaws, the election for all referenced positions will be held at the October Council meeting.

MTI Board of Directors. Three At-Large vacancies exist. One vacancy exists due to Karen Vieth (Sherman) being elected Vice President. The remainder of her term is one year. A second vacancy exists due to Kerry Motoviloff (Doyle) being elected President-Elect. The term is two years. A third vacancy exists due to the retirement of Lauren Mikol. The term is two years.

The MTI Board of Directors consists of ten (10) members. Six (6) Officers are elected by the general membership and four (4) At-Large positions are elected by the MTI Faculty Representative Council. Officers are elected for a one-year term and At-Large members for two-year terms. The President serves on the Board for three (3) years, one year as President-Elect, one year as President, and one year as Past President. Officers are elected in April’s MTI general election. Meetings of the MTI Board are held on the second Tuesday of the month, at 4:30 p.m., at MTI Headquarters.
Nominations (cont.)

Finance Committee terms expire for Bruce Bobb (Hovt), Holly Hansen (Lapham), and Nichole Von Haden (Doyle). All are seeking re-election. Terms for all positions are for one year. The Finance Committee prepares the annual MTI Budget for consideration by the MTI Joint Fiscal Group. The latter consists of MTI teacher bargaining unit Faculty Representatives, and proportionate representation from MTI’s other four (4) bargaining units (SEE-MTI, EA-MTI, USO-MTI, and SSA-MTI). The MTI Finance Committee meets each year and generally completes its business in February, given that under MTI’s Bylaws the Budget is presented at the March meeting of the MTI Joint Fiscal Group and is voted upon at the April meeting.

Cabinet on Personnel terms expire for Holly Hansen (Lapham) and Cindy Ball (Jefferson). Both are seeking re-election. The Cabinet on Personnel oversees MTI’s employment relations with its staff. The Cabinet meets on an as-needed basis.

Political Action Committee (MTI VOTERS) terms expire for Andy Mayhall (Thoreau), Karen Vieth (Sherman) and Kathryn Burns (Shorewood). Mayhall & Vieth are seeking re-election. Terms are for two years. Three (3) vacancies exist due to the retirement of Lauren Mikol and Carlene Bechen, and Kathryn Burns’ decision not to run again. Two of three terms are for one year; the third for two years. MTI’s Political Action Committee usually meets once per month, and additionally as necessary to interview candidates for election in Wisconsin’s primary and general elections. The Committee recommends endorsements for consideration by MTI members.

Handbook/Bargaining Committee: One vacancy exists for a high school representative due to the retirement of Art Camosy. The term expires May, 2017. In addition, another vacancy exists for a middle school representative. The term expires May, 2019.

Sabbatical Leave Applications Due October 1 (Note Extended Deadline)

Under the terms of the Employee Handbook (Section 10, page 130), the Board of Education budgets $45,000 for sabbatical leaves for members of MTI’s “teacher” bargaining unit. Such is for the purpose of advanced study and/or research. Either a one-year leave at half pay or a one-semester leave at full pay may be granted. The recipient of a sabbatical leave must agree to return to the Madison District for at least two years of service following the sabbatical leave, or repay the compensation received for the leave. A teachers who receives a sabbatical leave will be permitted to return to the position s/he held at the time the leave was granted.

Applications for the second semester of the 2016-17 school year are due at MTI headquarters by October 1. Applications for the 2017-18 school year or the first semester are due February 1, 2017. An application and the MTI/MMSD agreed-upon policy can be obtained by visiting MTI’s webpage: www.madisonteachers.org.
To each and every one of the nearly 4,000 District employees who are represented by MTI, welcome, as the 2016-17 school year begins! MTI is the collective bargaining agent for all teachers and non-supervisory professional staff, educational assistants (EA-MTI), clerical/technical personnel (SEE-MTI), substitute teachers (USO-MTI), and school security assistants (SSA-MTI) employed by the Madison Metropolitan School District. It has been the Union’s mission to negotiate the best possible Collective Bargaining Agreements over the last 50 years and now, given the bargaining restrictions of Act 10, to work in concert with the District to create the best possible Employee Handbook. That is critical to our efforts in making the Madison Metropolitan School District the best possible place to work, and to enable the District to attract and retain the best staff.

**New this school year:** While all the employees referenced above benefit from MTI’s advocacy in the Employee Handbook discussions and base-wage bargaining, MTI representation, support and assistance in other areas will only be available to those employees who join MTI as members (this was another change mandated by Act 10). Given this change, this and future issues of MTI Solidarity! will provide both: 1) general information for all represented employees; and 2) specific information on seminars, services, and information available only to MTI members. For those who have yet to join MTI, membership continues to be available to any employee listed above, via the RENEW link at www.madisonteachers.org.

A Message from MTI President Andrew Waity

Welcome to the 2016-17 school year. In some ways this year may appear very different. We will be working under a Handbook for the first time in decades. We will also face the ongoing challenges put in place by a state government that has been consistently hostile towards public education.

Yet these changes and challenges are only one part of the picture. What remains consistent is the high quality staff of MMSD and our commitment to collectively advocate for ourselves, our students, our community, and our public schools through the power of MTI. MTI is still here and still strong as we begin our 51st year representing the employees of MMSD.

We will continue to grow and adapt as a Union. MTI staff and elected leaders will continue our work as representatives of the strongest Union in the state. There are also many opportunities for every member of MTI to actively engage in promoting our profession and to be a powerful voice for public education in Wisconsin. Keep an eye out for ways to get involved and don’t hesitate to contact me (awaity10@gmail.com) or MTI (mti@madisonteachers.org) to share ideas or find out other ways to be active in our Union.

Welcome New MMSD Staff; MTI Leaders Greet New Hires

Members of the MTI Board of Directors, Faculty Representative Council, and Union staff greeted approximately 175 of the District’s newly hired teachers as they entered New Teacher Orientation on August 23. Superintendent Cheatham also invited MTI President Andy Waity and MTI Executive Director Doug Keillor to address the new hires immediately after the Superintendent’s message that morning. At the end of the day, MTI hosted a New Educator Social, where the new hires mingled with other new educators and MTI leadership and staff. At the Social, one new teacher won an iPad mini, generously donated by WEA Member Benefits; and every new teacher who signed up to become an MTI member received an MTI t-shirt or sweatshirt. Newly hired staff are encouraged to join the thousands before you who have made MTI the best Union possible.

MTI will be scheduling a similar New Hire Social for MTI-represented educational assistants, clerical-technical employees, school security assistants, and substitute teachers early this fall. Keep an eye on the MTI Solidarity! newsletter for further details.

Please reach out and welcome any new faces in your work location to express your solidarity with your colleagues.

Continue Wearing Your MTI Red

Wear your MTI RED at school and in the community to make a positive statement about public education and educators. MTI has t-shirts, polos, button-downs and sweatshirts for sale. Show SOLIDARITY with your MTI sisters & brothers. Wear MTI RED on MONDAYS and MTI lanyards everyday!

Our Union Makes Us Strong!

MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
**Sabbatical Leave Deadline 9/1**

Under the terms of the Employee Handbook (Section 10, page 130), the Board of Education budgets $45,000 for sabbatical leaves for members of MTI’s "teacher" bargaining unit. Such is for the purpose of advanced study and/or research. **Either a one-year leave at half pay or a one-semester leave at full pay may be granted.** The recipient of a sabbatical leave must agree to return to the Madison District for at least two years of service following the sabbatical leave, or repay the compensation received for the leave. A teachers who receives a sabbatical leave will be permitted to return to the position s/he held at the time the leave was granted.

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**Labor Fest 2016**

**Monday, Sept. 5, Noon to 5:30 p.m.**

**Madison Labor Temple**

1602 S. Park Street

Mark your calendars! This year’s LaborFest promises great live music, good eats, and family fun for all ages. Everyone is welcome. The South Central Federation of Labor’s annual Labor Day celebration features live music by People Brothers Band and Red Hot Horn Dawgs. On the menu: corn on the cob, brats, hotdogs, soda and beer. **Family entertainment includes face painting, balloons, a bounce house, and other special attractions to please all ages.**

There will also be a special Labor Day collection to help students who are homeless in the MMSD Transition Education Program. We are collecting deodorant, small bottles of laundry detergent, liquid body wash, shampoo, toothpaste, toothbrushes, hand/body lotion, and food gift cards.

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**Willy Street Fair September 18**

MTI will once again participate in the Willy Street Fair! MTI will host an information table in front of the MTI building and is seeking members to help with face painting for kids, a “cupcake walk,” and marching together in the (infamous) Willy Street Fair parade. This event takes place on **Sunday, September 18**, from 11:00 a.m. to 7:00 p.m. Members who wish to march in the parade should be at MTI by 10:30 a.m. **Remember to wear your MTI Red!**

MTI is also looking for volunteers to staff the information table, make cupcakes (or brownies/cookies) for the old-fashioned “cupcake walk,” among other things, between noon and 4:00 p.m. Contact Jeff Knight (knightj@madisonteachers.org / 257-0491) with questions or to volunteer!

To review a list of volunteer needs, see MTI’s website, www.madisonteachers.org/MTI_Cares

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**MTI Membership Corner**

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

- **USO-MTI (Substitute Teachers) General Membership Meeting and Employee Handbook Update.** Thursday, September 22, 4:15 p.m., MTI Headquarters.
- **MTI National Board Certification Workshop for Teachers.** Learn about the benefits of National Board Certification and the supports available for you to achieve it. Wednesday, September 28, 4:30 p.m (invitation to be e-mailed to all MTI teacher members).
- **SEE-MTI ( Clerical and Technical Employees) General Membership Meeting and Employee Handbook Update.** Wednesday, September 28, 4:30 p.m., Madison Labor Temple.
- **MTI/WEA Member Financial Planning Seminar: 7 Mistakes Members Make with their Money.** Thursday, September 29, 4:30 p.m. (invitation will also be e-mailed to all MTI members).
- **EA-MTI (Educational Assistants) General Membership Meeting and Employee Handbook Update.** Wednesday, October 19, 4:15 p.m., MTI Headquarters.
- **MTI/WEA Member Benefits New Professionals Night.** Information on Employee Handbook highlights, how to read your paycheck, benefits and salary schedule overview, 403(b) and Wisconsin Retirement System info. Thursday, October 27, 4:00 p.m. (invitation to be e-mailed to MTI members in their first five years with the MMSD).

**MTI members in need of assistance:** See your MTI Faculty Representative or contact MTI staff (257-0491 or www.madisonteachers.org) should you have a question or need assistance with any work-related matter.

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**Calendar of Events**

- September 1 - Semester Begins
- Monday, September 6, LABOR DAY Labor Fest, SCFL
- Monday, September 12, 5:00 p.m., Doyle Room 103
  BOE Instruction Work Group
- Tuesday, September 13, 4:30 p.m., MTI
  MTI Board of Directors
- Saturday, September 17, 9:00 a.m., Breese Stevens Field
  Fighting Bob Fest 2016
- Monday, September 19, 5:00 p.m., Doyle Room 103
  BOE Operations Work Group
- Tuesday, September 20, 4:15 p.m., SCFL
  MTI Faculty Representative Council
- Wednesday, September 21, 4:15 p.m., MTI
  EA-MTI Board & Building Reps

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