



Solidarity!

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Appreciation for A Job Well Done

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.*

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.

3,266 Years of Service

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).

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).

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 (knightj@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.

Important Reminder! Teacher Contract Deadline—June 15

Teachers 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.*

Want to Contribute to MTI Video?

Want to be in "the movies?" Want to help new teachers learn about MTI? The MTI Retiree Group is making an informational video for new teachers on the benefits of joining MTI. We need interested members to give a very brief "testimonial" on camera about why they support our Union or about a specific issue for which they needed Union support. We will tape during early summer and it will take only minutes. Contact MTI retired member Joan Jacobson (jjacobson@sbcglobal.net).

Mallards Game June 22

MTI goes to the Duck Pond on June 22. 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. Contact Jeff Knight (knightj@madisonteachers.org) or call MTI at 257-0491 to sign-up and get your tickets!

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.

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!

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