



Solidarity!

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

WELCOME to the 2017-18 SCHOOL YEAR!

To each and every one of the nearly 4,000 District employees who are represented by **MTI**, welcome to the 2017-18 school year! A special welcome to the over 300 new employees who will be joining us. **MTI** is the collective bargaining agent for all Teachers and non-supervisory professional staff who make up **MTI's Teacher** unit; all educational assistants, clerical/technical personnel, and school security assistants who make up the new consolidated **Educational Support Employees Association (ESEA-MTI)** bargaining unit; and the substitute teachers who make up **USO-MTI**.

Madison Teachers Inc., *is a member-led organization which advocates for its members and students in order to advance quality public education for all students.* As a member-led union, we need *your voice* and leadership to effectively advocate for your profession and for public education. All **MTI teacher members** should have received an e-mail communication last week listing the many opportunities for leadership positions available within your Union. See also your MTI Faculty Representative or ESEA Building Representative for leadership opportunities available at your work site.

While all the employees referenced above benefit from MTI's advocacy in the Employee Handbook discussions and base-wage bargaining, MTI representation, leadership opportunities, support and assistance in other areas are only available to those employees who choose to become **members of MTI**. For those who have yet to join MTI, membership continues to be via the RENEW link at www.madisonteachers.org. Please join over 3,000 of your colleagues as members of MTI.

The weekly **MTI Solidarity!** newsletter will provide both: 1) general information for all MTI-represented employees; and 2) specific information on seminars, services, and information available **only** to MTI members.

A Message from MTI President Andrew Waity

Welcome to the 2017-18 school year. I am excited to have the opportunity to serve as MTI President and am looking forward to working with all of you throughout the upcoming year. I begin my two-year term as a full-time release president and will be engaged in realizing the full potential that this position will provide for MTI. I have been meeting with Faculty Representatives from schools to hear the strengths and challenges that exist in the unique school communities around our district.

The start of school always brings out many feelings for educators as we prepare for the many changes and challenges that we face. Changes and challenges can be difficult, but they also represent opportunity. This is especially true here in Madison where we have a strong, member-led union that supports the efforts of all educators, including educational support employees (ESEA-MTI) and substitute teachers (USO-MTI). Working together we can identify solutions and act collectively to promote our profession and advocate for our students, our community, and public education.

Evidence of our strength was clearly demonstrated this summer as we *defended our Handbook process and insured that summer school employees received the compensation they had been promised.* This strength comes from an engaged membership supported by a high-quality staff and elected leadership. Elements that MTI has an abundance of and that is a consistent source of power for our union.

As the school year progresses keep an eye out for ways to get involved and don't hesitate to contact me (608-257-0491 or awaity@madisonteachers.org) to share ideas or find out other ways to be active in our Union.

“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.”

Welcome New Staff; MTI Leaders Greet New Hires

On August 23, members of the MTI Board of Directors, Faculty Representative Council, and Union staff greeted approximately 300 of the District's newly hired teachers as they entered New Teacher Orientation. 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 a Kindle Fire, generously donated by WEA Member Benefits; and every new teacher who signed up to become an MTI member received an MTI t-shirt. On August 24, **MTI President Andy Waity** and **MTI Executive Director Doug Keillor** addressed the new hires encouraging them to join the thousands before them who have made MTI the best Union possible. *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!



Nominations Due for MTI (Teacher) Elected Positions

MTI Teacher 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, member-led 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. 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 currently available** on the MTI Board of Directors, Finance Committee, Handbook/Bargaining Committee, Political Action Committee, Cabinet on Personnel, SCFL Delegate or MTI Cares. **All** MTI teacher unit members were sent an e-mail communication last week with information outlining the various opportunities that exist for Union leadership. Nominations for MTI leadership positions are due by **September 27** and can be called in to MTI Headquarters (257-0491) or made from the floor at the September Faculty Representative Council meeting by an MTI Faculty Representative. Pursuant to MTI Bylaws, the elections will be held at the October MTI Faculty Representative Council meeting.

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 made 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.

Sabbatical Leave Deadline October 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. Applications for the second semester of the 2017-18 school year are due at MTI headquarters by October 1, 2017. Applications for the 2018-19 school year or the first semester are due February 1, 2018. An application and the MTI/MMSD agreed upon policy can be obtained by visiting MTI's webpage: (www.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 be providing more opportunities to enhance the financial well-being of MTI members. Check the MTI website (www.madisonteachers.org) to sign-up for seminars. Invitations will also be sent via email to MTI members only.

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.

- **Saving for Your Future** —September 27, 4:30-5:30 p.m.
- **Retirement Planning 101**—October 26, 4:30-5:45 p.m.
- **Student Loan Forgiveness** —November 29, 4:30-5:30 p.m.

* * * * *

ESEA-MTI (Educational Support Employees Association) Building Reps Meeting and Employee Handbook Update, Tuesday, September 26, 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 27, 5:00-6:00 p.m. (invitation to be e-mailed to all MTI teacher members).

USO-MTI (Substitute Teachers) General Membership Meeting and Employee Handbook Update, Thursday, September 28, 4:15 p.m., MTI Headquarters.

MTI members in need of assistance: See your MTI Faculty Representative or contact MTI staff (608-257-0491 or mti@madisonteachers.org) should you have a question or need assistance with **any work-related matter**.

Calendar of Events

- Tuesday, September 5, Semester Begins
- Tuesday, September 12, 4:30 p.m., MTI Board of Directors
- Monday, September 25, 6:00 p.m., Doyle Auditorium BOE Regular Meeting
- Tuesday, September 26, 4:15 p.m., MTI ESEA-MTI Building Reps
- Wednesday, September 27, 4:15 p.m., MTI MTI Faculty Representative Council
- Thursday, September 28, 4:15 p.m., MTI USO-MTI General Membership

Our Union Makes Us Strong!

Volume 52, #1, September 5, 2017

MTI's web page - www.madisonteachers.org

MTI's email - MTI@madisonteachers.org