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 a member of MTI, 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!

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 members of MTI 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.

MTI Members and Union Representation: Protect Your Rights - Contact MTI

ESEA-MTI Social
Sept. 26: New Union, Renewed Solidarity!

Last spring, MTI-represented Educational Assistants (EA-MTI), Clerical/Technical employees (SEE-MTI) and School Security Assistants (SSA-MTI) voted to merge into one big Union, the Educational Support Employees Association (ESEA-MTI). In recognition of the new Union, all members of ESEA, and particularly any newly hired ESEA-represented employees, are invited to attend an ESEA Social and Employee Handbook update on Tuesday, September 26, 4:15 p.m., at MTI Headquarters. An abbreviated ESEA Building Rep meeting will follow.

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. 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 have been sent an e-mail communication 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 Rep Council meeting.

Biometric Screening and Health Risk Assessments Again This Fall

This fall, the District’s health insurance carriers are once again 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 7% health insurance premium charge. This 7% premium charge for not participating will be in addition to the 1.25% or 3.00% premium charge for all MTI-represented employees and will go into effect January 1, 2018. All employees should have received an e-mail from the District regarding this initiative. Biometric screenings at MMSD work sites will start September 18th and must be completed by November 30, 2017, with all paperwork properly submitted no later than December 7, in order to avoid the additional premium contribution. Screenings can be scheduled at an MMSD work site or results can be obtained at your medical provider’s office and submitted to Interra Health on a specific form that is downloadable from the MMSD Employee Wellness webpage. The HRA is a questionnaire provided by your specific 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. Please contact the Benefits Office (663-5930) with any questions about this process, and contact MTI if you experience difficulty getting your questions answered.

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 will continue to review data from this initiative to understand how annual frequent screenings are related to employee well-being.
Calling all MTI Members! Join MTI Cares for the Willy Street Fair on Sunday, September 17. MTI members should plan to gather at 10:30 at Plan B to march together in the famous Willy Street Parade, which starts at 11:00 a.m. This is MTI’s 5th consecutive year participating in this event. All Willy Street Fair proceeds help support the Wil-Mar Community Center and you can help just by showing up, spending a little money, and having a good time! The Parade is an absolute blast … we hand out MTI pencils and balloons while welcoming families back to school and hearing our community welcome us back too! When we march, we are showered with love, cheers, and thanks. It’s a great way to start the year! RSVP to MTI@madisonteachers.org.

Christina Stafslien Charity Golf Outing September 29

Teachers at LaFollette 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 29, at 4:00 p.m. Proceeds from the tournament will go to the Christina Stafslien Scholarship Fund which is awarded to a deserving LaFollette student. Details and sign-up can be obtained from MTI’s website (www.madisonteachers.org) or by contacting event organizer and LaFollette teacher Ted Ryan (tryan@madison.k12.wi.us/204-3574).

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.”

PAC Rebates

The 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. 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 by November 30. MTI VOTERS endorses candidates who pledge to support education and educators.

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 are providing more opportunities to enhance the financial well-being of MTI members. Sign-up links and information are now available on the MTI website (www.madisonteachers.org) for the following seminars:

- 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.

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. Sign-up is also available on MTI’s website.

* * * * * * *

ESEA-MTI (Educational Support Employees Association) Social and Employee Handbook Update, Tuesday, September 26, 4:15 p.m., MTI Headquarters (33 Nob Hill Rd.).

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).

MTI Faculty Representative Council and Employee Handbook Update, Wednesday, September 27, at 4:15 p.m., at MTI Headquarters (33 Nob Hill Rd.).

USO-MTI (Substitute Teachers) General Membership Meeting and Employee Handbook Update, Thursday, September 28, 4:15 p.m., MTI Headquarters (33 Nob Hill Rd.).

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

- Monday, September 11, 5:00 p.m., Doyle Room 103
  BOE Instruction Work Group
- Tuesday, September 12, 4:30 p.m., MTI
  MTI Board of Directors
- Monday, September 18, 5:20 p.m., Doyle Room 103
  BOE Operations Work Group
- 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