



Solidarity!

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

State Budget Update: The Good, the Bad, and the Ugly

As this newsletter went to print, Governor Walker was scheduled to sign the 2017-19 state budget and announce his vetoes. Notably *absent* from the final version of the budget was the Governor's proposal to mandate that school districts require a 12% employee premium contribution for health insurance benefits. That is good news for the 4,000 MMSD employees who, had the mandate been passed, could have experienced a reduction in take-home pay this fall. MTI, MMSD, and numerous school districts had objected to this proposed mandate as unnecessary interference in local decision-making and it appears that those concerns were eventually heard on this issue as the budget was finalized. Other good news is an increase in state support for public education of approximately \$639 million over two years.

While state aid for schools increases, the state budget does not include a similar increase in the revenue limits, meaning that the additional state aid may be applied to property tax reduction rather than increased revenue to support programs for students.

Other *negatives* in the state budget include an expansion of voucher funds that divert public money away from public schools to unaccountable private schools; an expansion of charter school authorizers who are not accountable to the public; a threatened takeover of the Racine School District; and changes to teacher licensing which insult the teaching profession and teacher education programs and erode teacher quality. More information on the budget will be provided as further analysis becomes available.

Standing Up to Support our Immigrant Brothers and Sisters

A group of MTI members and leaders met on September 16 to identify additional ways the Union can defend DACA and support our immigrant brothers and sisters. An update was shared with all MTI members via e-mail following that meeting and is also available on the MTI website: www.madisonteachers.org. Additional actions and supports are being explored and will be added to the webpage as they are developed. MTI members with ideas to assist in this organizing effort, or any MTI member concerned over how they could be impacted by DACA, should contact MTI at mti@madisonteachers.org.

New School Year; New Union ESEA-MTI Social September 26:

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* on **Tuesday, September 26, 4:15 p.m., at MTI Headquarters**. An abbreviated ESEA Building Rep meeting will follow.



MTI New Teacher Social September 27

All new teachers are invited to attend an *MTI Welcome* on **Wednesday, September 27, from 4:00 to 4:45 p.m., at MTI Headquarters**. This event will be held immediately prior to the MTI Faculty Rep Council meeting and will include a cook out and opportunity for new hires to learn more about MTI. All MTI Faculty Reps are encouraged to invite the new teachers in their building to this event.



How Do I Join MTI?

Click on the "RENEW" icon/link on the MTI webpage (www.madisonteachers.org) for step-by-step directions. When you join your colleagues as an MTI member, you are making a decision to *stand together in solidarity on important issues that impact your profession, our schools, and our students*. MTI provides you with a voice in the workplace with the School Board, and at the State Capitol. Our opponents are highly organized. We need to be as well.

Your Input Needed on MTI Website Redesign

MTI is starting the process of redesigning the MTI website (www.madisonteachers.org) to increase its effectiveness as a communication tool and information hub for both members and the general public. As part of that process, we are looking for MTI members interested in serving on a focus group to provide feedback on the redesign. Please contact MTI at mti@madisonteachers.org if you are interested in assisting with this effort. This work is expected to be completed this fall/winter.

MTI-Retired: A New Unit within MTI

At its September 11 General Membership meeting, MTI retired members voted to approve a Constitution and By-laws. In doing so, they officially became a unit (MTI-Retired). The next step is to elect a Board of Directors. To nominate yourself or another retiree, please contact Sara Bringman (sbringman@sbcglobal.net) or Vicky Bernards (bernardsv@madisonteachers.org) before noon on October 2. The next meeting of MTI-R is on October 4, where Board members will be elected. The meeting begins at 9:00 a.m., at MTI. MTI-R is looking forward to supporting MTI members, both present and retired. If you see a need we can possibly fill, please contact Sara. We hope to be actively involved in political action, MTI CARES, supporting teachers inside and outside the classroom, and letting our community know what is happening in our schools.

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 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 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.

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. Either academic credits earned at an accredited university or professional advancement credits (PAC) can be used to pass an Improvement or Incentive Level. 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 payroll 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 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 for the following seminars are available on the MTI website (www.madisonteachers.org):

- **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 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.

MTI Faculty Representative Council and New Teacher Social, Wednesday, September 27, at 4:00 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 25, 6:00 p.m., Doyle Auditorium
BOE Regular Meeting
- Tuesday, September 26, 4:15 p.m., MTI
ESEA-MTI Social & Building Reps
- Wednesday, September 27, 4:00 p.m., MTI
MTI New Teacher Social & Faculty Rep Council
- Thursday, September 28, 4:15 p.m., MTI
USO-MTI General Membership
- Wednesday, October 4, 9:00 a.m., MTI
MTI -Retired
- Tuesday, October 10, 4:30 p.m., MTI
MTI Board of Directors

Our Union Makes Us Strong!

Volume 52, #4, September 25, 2017
MTI's web page - www.madisonteachers.org
MTI's email - MTI@madisonteachers.org