



Solidarity!

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It's That Time of the Year: MTI Recertification Elections Scheduled for November 1-21

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 **November 1-21** 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 three (3) 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 few 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.

MTI/MMSD Employee Handbook Review Process Continues

Representatives from MTI and MMSD continue to meet to review and discuss potential changes to employment policies covered by the Employee Handbook.

- The joint Employee Handbook Review Committee met in August and agreed to form multiple work groups to work on specific topics and report back their recommendations in late October.
- The work group on **Substitute Teacher** issues met on September 25 to discuss ways to attract, retain, and reward substitute teachers.
- The work group on **EA Salary Schedule** met on October 4 to explore improvements to the EA/SEA salary schedule made necessary due to the achievement of a \$15 per hour starting wage.
- The **Teacher Compensation** work group is currently scheduling a meeting for later this month to review potential changes to the teacher salary schedule made necessary, in part, by the increase in the starting teacher salary to \$41,096.
- Other MTI/MMSD work groups on **Teacher Work Day, Special Education, and School Calendar** are also working to schedule meetings over the next few weeks in hopes of finalizing recommendations for the Handbook Review Committee to consider by the end of the month.

All MTI members will receive an e-mail update with more information on the work group discussions this week.

MTI Appointees Needed for Class Size Committee

MTI is seeking three (3) teacher members to serve on the MTI-MMSD Class Size Committee. MTI members interested in being considered for appointment to this committee should contact MTI by October 13, at: mti@madisonteachers.org.

The charge of the Class Size Committee is contained in the Employee Handbook, Addendum A, Section 15.06, as follows: "For Board Policy regarding class size recommendations/limitations go to: <https://board.madison.k12.wi.us/policies/3450>."

Concerns regarding violations of the class size limitations may be called to the attention of a committee which shall consist of six (6) members, three (3) appointed by the Superintendent or his/her designee and three (3) by the teachers' employee group, previously referred to as "bargaining unit." Alleged violations shall be sent to the Superintendent or his/her designee. The committee shall then meet within five (5) days from the receipt of the alleged violation(s). If the committee is able to reach a mutually acceptable solution, the Superintendent will implement the solution. The five (5) day limit may be extended by agreement of the parties. Should the committee fail to reach agreement, the issue may be addressed under the grievance procedure."

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 - GHC 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 between those available.* Implementation of coverage is effective **January 1, 2018.**

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, 2018.**

MTI Cares - Share Your Holidays Food Drive

MTI Cares, MMSD, and AFSCME are joining together with Madison families to support the *Second Harvest and NBC15 Share Your Holidays Food Drive.* This year's drive will run the entire month of November. Participating sites are asked to identify at least one contact person to promote the food drive within the school community and manage logistics for drop-off and pick up of food barrels. Second Harvest will provide food barrels and handle transportation.

- **Barrel Drop Off: Oct 30 or 31**
- **Barrel Pick Up: Nov. 28 or 29**

If your school or worksite is interested in participating, sign-up information is available on MTI's webpage (www.madisonteachers.org). The deadline to sign up is **Thursday, October 12.** Faculty Reps need to get permission from their building administrator prior to enrollment.



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.

Our Union Makes Us Strong!

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).

- **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.

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MTI National Board Certification Training Workshops for 2017-18. MTI members pursuing National Board Certification are invited to participate in monthly NBC support workshops. The next session is October 11. Contact MTI to register.

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, October 10, 4:30 p.m., MTI
MTI Board of Directors
- Tuesday, October 17, 4:15 p.m., MTI
MTI Faculty Representative Council
- Wednesday, October 18, 4:15 p.m., MTI
ESEA-MTI Board of Directors
- Monday, October 23, 5:00 p.m., Doyle Room 103
BOE Operations Work Group
- Wednesday, October 25, 4:15p.m., MTI
MTI VOTERS Political Action Committee
- Wednesday, October 25, 5:00 p.m., Doyle Room 103
BOE ERO ad hoc Committee
- Thursday, October 26, 4:15 p.m., MTI
USO-MTI General Membership
- Monday, October 30, 6:00 p.m., Doyle Auditorium
BOE Regular Meeting

Recertification Election November 1-21

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