



Solidarity!

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

You Are the Union and Your Help Is Needed for MTI's Recertification Election (November 1-21)

As previously reported, Governor Walker's Act 10 requires public sector unions, except police & fire, to participate in an annual **recertification election** in order for the union to continue as the certified representative. ***This year's recertification election will be conducted between November 1-21.*** *Voting will be via telephone or on-line* (voting details will be provided the week of October 23).

MTI Faculty Representatives, ESEA Building Representatives, and Member Organizers at every school/work location have been asked to assist in building awareness of the importance of the recertification election, and to assure that staff at their school/work location **VOTE** in the recertification elections. All MTI-represented employees, both members and non-members, benefit from MTI's continued advocacy and all MTI-represented employees, both members and non-members, are eligible to vote in recertification elections. In fact, it is critical that all eligible voters cast a ballot since the law requires a union to win **51% of all eligible votes** in order to win recertification.

MTI Member Organizers are essential to successful recertification. MTI needs Member Organizers from all three bargaining units (**MTI, ESEA-MTI, & USO-MTI**) to help raise awareness and turn out the vote. Retired union members will also be assisting. See your MTI Faculty Representative or ESEA Building Representative to find out how you can assist in this effort at your work location.

Employee Handbook Update: Big Changes Being Considered for EA/SEA and Teacher Salary Schedules

Representatives from MTI and the MMSD continue to meet to discuss potential revisions to the Employee Handbook. Included in those discussions are two work groups focusing on potential changes to the EA/SEA wage schedules, as well as the teacher salary schedule.

The **EA Salary Schedule** Work Group is exploring improvements to the EA/SEA salary schedule made necessary due to the achievement of a \$15 per hour entry wage. Those discussions include a consideration for modifying the EA/SEA wage schedule to increase the regular EA wage rate to that of the SEA, providing one uniform pay rate for both EA and SEA work hours. This school year, a number of SEAs witnessed some of their hours being reclassified to "Regular EA" hours at a lower pay rate, even with no substantive change in assignment. Changing to one uniform pay rate for all EA/SEA hours would help address those concerns. The Work Group is also looking at modifications to the EA/SEA wage schedule in order to provide for annual pay increases for *all steps* on the EA/SEA wage schedules (beyond the base wage increase) as a result of the compression caused by the \$15 starting wage. The District is recommending that any wage improvements become effective with the

2018-19 school year, and MTI is advocating that wage increases be effective in the current school year, as soon as possible.

The **Teacher Compensation** Work Group is currently scheduling a meeting for later this month to review potential modifications to the teacher salary schedule made necessary due to the achievement of the \$41,096 hiring rate (and resulting salary schedule compression); stagnant wage growth since the passage of Act 10; increasingly hard-to-fill bilingual and CC teaching positions; and increasing teacher attrition. MTI Executive Director Doug Keillor met with Superintendent Cheatham and HR staff last week to preview and discuss potential concepts for such teacher salary schedule changes, in advance of the meeting of the Teacher Compensation Work Group later this month. The work MTI did last year on the successful MMSD referendum, a booming Madison economy, and the need for long-overdue improvements in teacher compensation provide a unique opportunity to make these investments. All MTI members will be provided an update on the specifics of what is being proposed after the next meeting of the MTI-MMSD Teacher Compensation Work Group.



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.

Wear 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 and brothers. Wear **MTI RED** on **MONDAYS** and **MTI lanyards** everyday!

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 plans.

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.**

NEA Representative Delegates Wanted

Opportunities are available to run to be a WEAC-sponsored delegate to the NEA Representative Assembly. This is the annual meeting, similar to our Faculty Representative Council, where delegates from across the United States gather to discuss issues and provide guidance for the Union's work in the following year. The 2018 Assembly will be held from June 30-July 5, in Minneapolis. The 2019 event will be held July 2-7, in Houston, Texas.

Candidates are elected in a statewide ballot held in February 2018 and are elected for a two-year term. If you are interested in seeking election, you are required to file your declaration of candidacy no later than December 1, 2017. You can get forms and information on election procedures on the WEAC website, or you can contact President Waity (awaity@madisonteachers.org) at MTI.

WEAC President Ron Martin sent a communication to members advising that NEA Bylaw 3.1(g) encourages state associations to elect a number of minority delegates to the NEA Representative Assembly. Each state's goal is based on the percentage of minorities in the total state population. If you choose to run for a delegate position, please let MTI President Andy Waity know so that MTI can promote your candidacy.

EMMC 21st Annual Bowl-A-Thon to Support Youth Minority Achievement

The East Madison Community Center will be holding its 21st annual Bowl-A-Thon at Dream Lanes on Saturday, November 4, 12-3:00 p.m. The proceeds from the event support EMMC's Youth Minority Achievement Program which has seen youth from the truax housing area not only attending college, but also graduating from college, which has become the "new norm." EMCC provides 90 minutes each weekday and an hour on Saturday for its minority learning center. The program has a tremendous impact on the community. It is staffed primarily by tutors from diverse ethnic backgrounds, some of whom are EMCC staff, plus many are volunteers from the UW Masters Education program, and students from Madison and Edgewood College. For information about the programs at the East Madison Community Center and bowl-a-thon sign up, go to: www.eastmadisoncc.org/bowl-a-thon/.

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.

* * * * *

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 November 8. 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 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

Our Union Makes Us Strong!

Volume 52, #7, October 16, 2017
MTI's web page - www.madisonteachers.org
MTI's email - MTI@madisonteachers.org