



# Solidarity!

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## MTI Recertification Election Starts Wednesday!



Balloting by all District staff who are represented by MTI begins Wednesday, **November 1, at noon**. MTI Faculty Representatives are distributing to all MTI-represented staff recertification information and a palm card with specific voting instructions. Information will also be posted in your workplace with directions for voting. **All represented by MTI are eligible to vote.** This includes:

- Union members and non-members;
- Employees on leave of absence;
- Employees in two bargaining units (vote in elections for both units);
- Teachers (and all non-supervisory professionals), BRS, Interpreters; Educational Assistants, Special Education Assistants, Nurse's Assistants; Clerical/Technical Employees; School Security Assistants; Substitute Teachers; Substitute SEAs; Substitute Clerical Employees; Coaches, and Non-Faculty Coaches; and anyone else represented by MTI.

Voting is very important and takes only a few minutes. **Vote "YES" for recertification,** and be sure your co-workers do the same. **Remember to confirm your vote.**

**Recertification Election begins at Noon, November 1, and ends at Noon, November 21. Stand Together, Vote to Recertify your Union!**

### Employee Handbook Discussions Take Up EA/SEA and Teacher Salary Schedules

The MTI-MMSD EA Salary Schedule work group met on October 4 to explore improvements to the EA/SEA salary schedule made necessary due to the achievement of a \$15 per hour entry wage. Those discussions included a consideration for modifying the EA/SEA wage schedule to provide one pay rate for both EA and SEA work hours (currently paid at two separate rates). 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 MTI-MMSD Teacher Compensation work group met on October 24 to discuss potential modifications to the teacher salary schedule. Those considerations include: potential modifications to the number of tracks on the salary schedule, possibly collapsing the current eight track schedule to fewer tracks, while

still maintaining a premium for a Master's degree; adjusting the salary curve to accelerate advancement in order to provide teachers "professional salaries" earlier in their career; adding salary incentives for hard-to-staff bilingual and cross-categorical teaching positions to attract and retain certified staff; exploring incentives for other "high needs" areas; potential modifications to incentivize professional development; and identifying opportunities and compensation incentives for career ladder opportunities such as teacher leadership positions or administrator development. All of these considerations would involve increased investment by the District in teacher compensation. The work group is scheduled to meet again on November 7.

All MTI members will receive regular e-mail updates with additional information on these matters and other Employee Handbook discussions.

### Parent-Teacher Conferences Handbook Language

The terms and conditions of the Employee Handbook relative to Parent-Teacher Conferences provide that **all teachers are required to attend at least two (2) evenings, totaling eight (8) hours, for parent teacher conferences per contract year.** The structure of parent teacher conferences will be determined at the school level. Teachers participating in evening conferences will be provided a compensatory day off (this year November 22) as designed on the school calendar. The joint MTI/MMSD committee *agreed that the best use of time is to distribute any forms and information at other times and through other means, so teachers can spend all conference time reviewing student progress.*

## 2017 MMSD-MTI Combined Campaign

The 2017 Combined Campaign began on October 15 and runs through November 17. This is the annual workplace fundraising campaign for which one can make donations to local, national and international umbrella organizations. Working together, these organizations represent more than 200 worthy non-profit agencies. Donors can choose which agencies will receive their donations. One can make a contribution, at any level, through payroll deduction. Donations can also be made online. Everyone is encouraged to give to a cause of their choice. *All of us, working together, can make our local, national, and global community a better place in which to live.*

### 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.**

### Flexible Spending Account

**Now is the time to act.** MMSD allows for enrollment in Flexible Spending Accounts to set aside monies, pre-tax, to cover employee contributions toward co-pays, medical / dental / vision expenses, as well as dependent care expenses. One can set aside **the maximum IRS allowance of \$2,550 (per employee) for a Medical Flexible Spending Account and up to \$5,000 (per family) for a Dependent Care Flexible Spending Account.** Remember, however, that money set aside and not used during the plan year for such expenses is lost. **Plan now to use the balance of funds set aside for 2017, before the end of the plan year (March 15, 2018).** These can be used for unplanned expenses such as prescription glasses, hearing devices, prescription medications, or mental health therapy; and to adjust your deposit into your flexible spending account for next year. More information can be found on Employee Benefits Corporation's website ([www.ebcflex.com](http://www.ebcflex.com)). The deadline for electing the Flexible Spending Accounts for 2018 is **November 15.**

### New Professional Support Series

MTI CENTRS is hosting a series of evenings to welcome and support teachers in their first 3 years in MMSD. *These events are open to members and non-members.* **BONUS** - attend 3 or more and get a \$25 reward! Limited to 35 participants (in years 1-3). WEAC/MTI Building 4:15-6:00 p.m. Snacks provided. **The next meeting is Wednesday, November 8 - Your Handbook, Your Rights, Your Voice.** Save future dates: January 10, February 7, March 7, and April 11. Topics TBD. Use the "New Professionals" link on the MTI webpage [www.madisonteachers.org](http://www.madisonteachers.org) to sign up.

## 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](http://www.madisonteachers.org)).

- **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 November 8. Contact MTI to register.

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

## Calendar of Events

- Monday, October 30, 6:00 p.m., Doyle Auditorium  
BOE Regular Meeting
- Monday, November 6, 4:15 p.m., MTI  
Special Education Sub-Committee
- Tuesday, November 7, 5:00 p.m., MTI  
Teacher Compensation Work Group
- Wednesday, November 8, 5:30 p.m., MTI  
National Board Certification Training
- Tuesday, November 14, 4:30 p.m., MTI  
MTI Board of Directors
- Wednesday, November 15, 4:30 p.m., MTI  
USO-MTI Board of Directors
- Tuesday, November 22, Parent/Teacher Comp Day
- November 23-24, Thanksgiving Break
- Tuesday, November 28, 4:15 p.m., MTI  
MTI Faculty Representative Council
- Wednesday, November 29, 4:15p.m., MTI  
MTI VOTERS Political Action Committee

### Recertification Election November 1-21

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## Our Union Makes Us Strong!

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MTI's web page - [www.madisonteachers.org](http://www.madisonteachers.org)  
MTI's email - [MTI@madisonteachers.org](mailto:MTI@madisonteachers.org)