



# Solidarity!

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## Vote Now to Recertify and Confirm Your Vote to MTI

MTI's recertification election began on November 1 and is off to a great start- 100% turn-out is the goal. **MTI Member Organizers across the District are encouraging everyone represented by MTI to vote.** Both members and non-members in all MTI bargaining units are eligible and encouraged to vote in the recertification election. (MTI continues to represent all of those in all bargaining units on base wage issues, regardless of membership status). Once you have voted, please notify your MTI Faculty Representative, Member Organizer, or MTI Headquarters, and we will remove your name from our recertification election call lists.



Next week, MTI retirees and Member Organizers will begin calling those who have not verified that they have voted. **Phone banks are scheduled November 13-16, 4:30-7:00 p.m.,** at MTI Headquarters. Anyone wishing to assist with calls to their colleagues should contact MTI ([mti@madisonteachers.org](mailto:mti@madisonteachers.org)) or 257-0491).

**Why the big effort to turn out the vote?** Two reasons: In the bizarre world of Act 10 recertification elections, *a non-vote counts the same as a "no" vote.* Unlike any other election, Act 10 requires a YES vote by **51% of all eligible voters to recertify a union.** Second, **the larger the turnout, the stronger the message that MTI-represented employees continue to stand together to advocate for the needs of their students and their profession.**

*Together we are stronger. Stand together!*

### Voting Instructions:

- Call (toll-free) 1-866-458-9862 or log-on to [www.aaaelections.org/WERC](http://www.aaaelections.org/WERC)
- One may vote anytime 24 hours a day, 7 days a week, **between now and noon on November 16.**
- *When prompted,* enter the **first four letters** of your last name.
- *When prompted,* enter the **last four digits** of your Social Security number.
- *When prompted,* **VOTE YES** for MTI to continue as your Union representative.
- *When prompted,* **CONFIRM YOUR VOTE.** Do not log off until you see a message thanking you or acknowledging your vote.

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

### Employee Handbook Discussions Continue November 7

The MTI-MMSD **Teacher Compensation** work group met on **October 24** and is scheduled to meet again on **November 7** 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 8-track schedule to fewer tracks, while still maintaining a premium for Masters' degrees; 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 in order 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 in teacher compensation.

MTI-MMSD work groups are also continuing to discuss **EA Salary Schedule** improvements; **Teacher Work Day** issues, including planning time, Staff-Only days, and SBLT; **School Calendar**; **Special Education** issues; and potential solutions to the **Substitute Teacher** shortage. All MTI members will receive an e-mail update with more details on the status of the Employee Handbook discussions this week.

## New Professional Support Series

MTI CENTRS is hosting a series of evenings to welcome and support teachers in their first 2 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. The sessions are held at 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.

## How Cold Is *Too Cold*?

With the impending return of winter to our fair city, temperatures will start plunging to freezing levels. When schools and other large buildings experience several days of sub-zero temperatures, heating systems strain to keep rooms warm. Classrooms frequently feel too cold. What can be done? Wisconsin Administrative Code, Chapter 64, states that "[T]he heating system shall be designed to maintain a temperature of not less than ... *67 degrees Fahrenheit for classrooms and offices in schools and other places of instruction.*" **Staff who experience heating problems in District classrooms or offices should immediately contact their building administrator and custodian for assistance.**

Whether the heating systems are insufficient or simply old cannot excuse schools/offices being too cold. The cost of energy is of concern to us all, and MMSD, like every other school district in Wisconsin, is experiencing financial problems because of the state-imposed revenue controls. This impacts funds for heating fuel, so energy must be used wisely. However, students and staff are entitled to a proper learning and working environment. Members seeking the Union's assistance should contact Eve Degen at MTI ([degene@madisonteachers.org](mailto:degene@madisonteachers.org)).

## Showing Solidarity with Substitute Teachers

Remember to support and thank substitute teachers in your building each and every day. Things don't always go smoothly for substitute teachers and they could often use another staff member to help with any thorny issues that might come up before, during, or after an assignment. Some buildings are well-known for the way they treat substitute teachers, both good and bad, which often affects how many "unfilled" jobs a given school will have. The shortage of substitute teachers has an impact on the entire building when jobs are unfilled.

Additionally, we need teachers and educational support employees to **remind our substitute teachers that they should vote in the recertification election** which is underway through November 21. Since subs do not have permanent work sites or co-workers, let's show some solidarity and help them out! Substitute teaching is a difficult job and can be made even more difficult without support within the building.

## 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)

## 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, 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
- **November 13-16, 4:30 p.m., MTI Recertification Phone Banks**
- 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

**Reminder: Health Insurance  
Annual Choice/Open Enrollment/  
Flexible Spending Account  
Deadline November 15**