



# Solidarity!

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## We're Halfway There: Have You Voted to Recertify?



Today (Monday, November 13) marks the mid-point of the MTI recertification election and we will receive a report from the Wisconsin Employment Relations Commission (WERC) on how many votes have been cast in each bargaining unit (MTI-Teachers, ESEA-MTI, and USO-MTI). Each unit needs at least 51% of all eligible voters to vote in favor of recertification in order to maintain MTI as their certified representative. **The larger the turnout, the more powerful the message.**

In order to drive voter turnout, hundreds of MTI member organizers have been active across the District encouraging their co-workers to vote and, after they vote, contacting MTI staff to remove the voter's name for further contact lists. Phone banks will commence this week to contact those eligible employees who have yet to confirm that they have voted. If you can help with phone banking, please contact MTI (257-0491/[mti@madisonteachers.org](mailto:mti@madisonteachers.org)). Free pizza for phone bank volunteers.

Be sure you do your part. Vote today by calling 1-866-458-9862 and then confirm your vote with MTI so we can remove you from further contact lists.

### Still Need Reasons to Recertify? Consider these:

- Recertification determines whether MTI can continue to **bargain base wage increases** for all MTI-represented employees.
- Successful recertification elections send a message that employees support MTI and want MTI to continue to represent them. This **allows MTI the leverage to participate in the Employee Handbook discussions** to advocate for important issues that benefit all employees.
- Through MTI's Employee Handbook advocacy, **MTI has been able to maintain rights and benefits that many other Wisconsin school district employees have lost and to advocate for things employees need.**
- Since Act 10 prohibited collective bargaining in 2011, most teachers and other school employees in Wisconsin no longer have a **voice in determining benefits, working conditions, planning time, school calendar, work day, or evening requirements.** MTI-represented employees still have a voice via MTI's Employee Handbook advocacy.
- Through our political advocacy, **MTI can help pass needed school referenda; can work to elect pro-education and pro-worker state legislators; and can work to elect pro-education and pro-teacher school board members.** We can fight negative Handbook proposals at the Board of Education level and we can advocate for favorable legislation at the state level.

**Recertification Election ends at Noon, November 21.**

***Stand Together, Vote to Recertify your Union!***

### Employee Handbook Update

The **Teacher Compensation** work group met on **November 7** to continue to explore potential changes to the teacher salary schedule as part of the MTI-MMSD Employee Handbook Review process. Progress has also been made on **substitute teacher** issues and the **EA/SEA salary schedule**. Talks continue on the important issues of **teacher work day (which includes planning time, staff only days, and SBLT), special education, and school calendar.** All MTI members were sent an e-mail update last week with more information on the Employee Handbook discussions.

### American Education Week: November 13-17, 2017

American Education Week (AEW) presents all Americans with a wonderful opportunity to **celebrate public education and honor individuals who are making a difference in ensuring that every child receives a quality education.** Public schools are the cornerstone of our communities. We welcome students of all backgrounds, abilities and incomes, and each of us plays a role in ensuring our schools are open to all. This month, during AEW, it's time for us to show our public school pride to the world. Help demonstrate that our public schools are here for each and every student — help show that no matter the circumstance, everyone is welcome and all deserve the support, tools, and time to learn. To join in, just snap a picture that represents your pride in public schools and post it to your social channels using **#PublicSchoolsForAll**. Together, we can show what makes our public schools some of the best in the world: all of us, each of us. For more information and a list of AEW daily celebrations, including Educational Support Professionals Day (Nov. 15), go to: <http://www.nea.org/grants/19823.htm>

## Thinking Retirement? Attend an MTI/ MMSD Retirement Planning Session

All MMSD employees exploring retirement are invited to attend a Retirement Planning meeting. MTI Executive Director Doug Keillor, MMSD Benefits Manager Rachelle Hady, and a representative from the Wisconsin Retirement System (WRS) will be present to share information on retirement benefits available via the MMSD and WRS.

**December 5 or December 6, 2017**  
Doyle Administration Building Auditorium  
5:30 p.m. to 7:00 p.m.

General Information – all employees  
7:00-7:30 p.m. Teacher Early Retirement  
(teachers should attend both)

E-mail [chills@madison.k12.wi.us](mailto:chills@madison.k12.wi.us) or  
call Cindy Hills at 663-1697 to reserve your spot.  
*Space is limited, so register now.*

## January Paycheck

The January 1 paycheck is to be deposited on the first banking day in January. This year that will be Tuesday, January 2, given that Monday, January 1, 2018 is a Federal Reserve Bank holiday. A deposit on December 31 would cause one to have to pay taxes on those funds for 2017, *i.e.*, one would pay income tax on 13 months of wages in 2017. Paper direct deposit statements for teachers will be distributed at each person's work location on January 3, the day school resumes. For those who receive electronic direct deposit statements, e-mails will be sent to district e-mail addresses on December 28 with funds being deposited on January 2. For substitute teachers, direct deposit statements will be delivered by the USPS on or about January 4. Members of MTI's Educational Support Employees Association (ESEA-MTI) bargaining unit will have their paychecks directly deposited on December 22. Paper direct deposit statements will be distributed at each person's work location on January 3. For those who receive electronic direct deposit statements, e-mails will be sent to district e-mail addresses on December 20.

## Completing the Medicaid Administrative Claim Random Moment Time Study (RMTS)

The Federal government requires each district receiving monies from Medicaid to complete random moment time studies to determine the amount of time spent on Medicaid reimbursable activities. Payment to each school district is based on the number of completed time studies. The MMSD receives substantial reimbursements, hence the importance of maintaining a 100% time study completion rate. Throughout the school year, the RMTS is sent to randomly-selected staff via e-mail. The RMTS should be completed within 24 hours. It takes about 3 minutes to complete the 6-question time study. Staff selected will need access to a District computer to complete the RMTS during their work day. This includes special education assistants. Completing the time study is a requirement of employment in the Madison Metropolitan School District. Read more about completing the time study at:

<https://specialed.madison.k12.wi.us/SchoolBasedServices>.

## 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 **December 6**. 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

- **November 13-16, 4:30 p.m., MTI Recertification Phone Banks**
- Monday, November 13, 5:00 p.m., Doyle Room 103  
BOE Operations Work Group
- 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

- Monday, Nov. 27, 6:00 p.m., McDaniels Auditorium  
BOE Regular Meeting
- Tuesday, November 28, 4:15 p.m., MTI  
MTI Faculty Representative Council
- Wednesday, November 29, 9:00 a.m., MTI  
MTI-Retired

## Recertification Election November 1-21

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