



Solidarity!

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

Last Chance to Vote to Recertify; Election ends at Noon, Tuesday, November 21.

The election to recertify MTI ends at 12:00 noon, Tuesday, November 21. As of November 13, the mid-point of the election period, the Wisconsin Employment Relations Commission (WERC) advised that **73%** of MTI-represented teachers had cast ballots; **55%** of the Educational Support Employees Association (ESEA-MTI) had cast ballots; and **49%** of Substitute Teachers (USO-MTI) had cast ballots. 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.



That number has increased substantially in the last week, as over 100 MTI Member Organizers, MTI Faculty Reps, and EA Building Reps continued their efforts to engage their colleagues and remind them to vote. Phone banks were held last week to contact those remaining eligible employees who had yet to confirm that they had voted. 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. **The larger the turnout, the more powerful the message.**

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

Student Loan Forgiveness/Financial Planning—November 29

MTI members are invited to learn about the federal loan forgiveness programs that are available to teachers and public employees, find out how to start the application process, and get tips on what you need to do to ensure that your application is ready for submission. Join your colleague and fellow MTI member Ben Senson to hear about his loan forgiveness journey and his recommendations. You will also have an opportunity to hear WEA Member Benefits discuss the programs and services available to you and your family to help you achieve your financial goals. Join us on Wednesday, **November 29, from 4:30-5:30 p.m.** See the link on MTI's website www.madisonteachers.org to sign up.

Still Time to Share Your Holidays

"It's simple, when children grow up without the right amount and kinds of food, they struggle. Hunger during the early years can have a major impact on a child's development, health and behavior." - Second Harvest

One in five Dane county children grow up experiencing food scarcity. 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.

Staff can participate by sending non-perishable food and self-care items (NO GLASS) or checks payable to Second Harvest. Don't forget to include a note about the drive in your class or school newsletter. You can also make donations on the **Share Your Holidays Food Drive** site under [DONATE](#). Please note in your donation -**MTI Cares. LET'S FILL UP THOSE BARRELS BROTHERS AND SISTERS!**

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 or
call Cindy Hills at 663-1697 to reserve your spot.

Employee Handbook: Leaves of Absence

Pursuant to the Employee Handbook, the right to an **unpaid childrearing leave of absence** is available to **all** employees, with an application deadline of at least 90 days in advance (*with some exceptions*). The maximum duration of a childrearing leave is 12 months; there is no minimum duration of this type of leave. Also, an employee is granted **only one childrearing leave per child**, and **only for non-school age children**. The employee will retain the right to return to her/his current position upon return from the leave.

All other unpaid leaves of absence, other than emergencies, must be submitted to the District at least 30 days prior to the beginning of the leave. The District has **sole discretion** in granting unpaid leaves, other than leaves for childrearing. Such leaves may not exceed one calendar year. The employee retains the right to return to his/her current position upon return from the leave.

Grow Our Own - Teacher Dual Certification Program

The Grow Our Own - Teacher Dual Certification Program is intended for general education teachers interested in cross categorical special education certification OR cross categorical special education teachers interested in bilingual certification. Selected candidates can receive a \$1,000 per 3 credit course taken, there is no limit on the number of courses that can be taken each semester. For more information or to apply online, see the Student Services website: <https://specialed.madison.k12.wi.us/> under Grow Our Own and read the Participation Agreement. If you have any questions about the program, please contact Scott Zimmerman at: 663-8486 or slzimmerman@madison.k12.wi.us.

Mixing Work and Social Media

It is **important** for all to review the District's **social media policy** before using electronic media to interact with families, students, colleagues, and/or the general public. The District policy permits communication with parents and students via District-sanctioned electronic media and accounts, and cautions against interacting on your personal social media accounts or cell phones. Comments you make on Facebook, Twitter, or other social media accounts that can be tracked to your work as a teacher or educational support staff can become problematic if they reflect poorly on the District or use unauthorized copies of students' work, pictures, or comments. The policy contains the following phrase: **Be advised that failure to adhere to these guidelines may result in disciplinary action.** *MTI strongly encourages members to review the policy and contact MTI with any questions or concerns.*

www.madison.k12.wi.us/social-media-guidelines

Continue Wearing 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 & brothers. Wear **MTI RED** on **MONDAYS** and **MTI lanyards** every day!

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).

- **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 **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) should you have a question or need *assistance with any work-related matter*.

ESEA-MTI 2017-18 Holiday Schedule

Members of MTI's Educational Support Employees Association (ESEA-MTI) receive paid holidays on **December 22, 25, 29, 2017; and January 1, 2018**. This includes clerical/technical employees, special education assistants, educational assistants, nurse's assistants, and security assistants.

Calendar of Events

- 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
- Tuesday, December 5, 4:30 p.m., MTI
MTI Board of Directors
- Wednesday, December 13, 4:15 p.m., MTI
MTI Voters Political Action Committee

December 22-January 2, Winter Break

Our Union Makes Us Strong!

Volume 52, #12, November 20, 2017

MTI's web page - www.madisonteachers.org

MTI's email - MTI@madisonteachers.org