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# Solidarity!

## Recertification Elections Complete, MTI Advocacy Work Continues

Buoyed by the resounding results of the MTI recertification election, we continue our work this month to advocate for the schools our staff and our community deserve. One essential component to building successful schools is constructing real opportunities for shared leadership and genuine collaboration between those managing the work and those doing the work. Employees need to have a legitimate voice in their workplace, as well as a voice in District policy. MTI's involvement in the Collaborative Problem Solving Process (CPS) between MTI Faculty Reps and building principals addresses a voice in the workplace. MTI's advocacy in the Employee Handbook is an opportunity to address workplace rules and policies.

### **Collaborative Problem Solving (CPS).**

Previously known as the Memorial Project, CPS is a problem-solving practice that is based on the belief that most building-based problems can be solved at the school level and that everyone benefits when concerns are resolved locally. It is founded on a presumed partnership between the **building principal** and the **MTI Faculty Rep** (*who represents the community of professionals in the school*), who meet regularly to discuss various concerns shared by staff. The CPS process is built over time, based on trusting relationships and honoring the shared commitment of all professionals to student success. The project is supported and led by MTI and MMSD. Last year, all principals and MTI Faculty Reps participated in a CPS training jointly delivered by MTI and the District.

This month, we will provide CPS training to all schools with new principals and/or new MTI Faculty Reps.

**Do you have an issue at work?** The CPS process may be the first place to go. See your MTI Faculty Representative for details.

**Employee Handbook.** While the CPS process is intended to bring employee voice into resolution of workplace issues, MTI's work on the Employee Handbook brings your voice into discussions of employment policies, salaries, benefits, and working conditions. The joint MTI-MMSD Employee Handbook Review Committee is working on the annual review and revision of the 2018-19 Employee Handbook and has formed multiple work groups to work on specific topics.

The MTI-MMSD **School Calendar Committee** is scheduled to meet on **December 12** to discuss the 2018-19 school calendar. MTI is advocating for a return to a two-week winter break and distributing the Staff Only days over various week days throughout the year.

Work also continues on **teacher compensation, substitute teacher concerns, EA salary schedule, teacher work day, and special education.** All MTI members will continue to receive e-mail updates with more information as Handbook work progresses.



## How Do I Join MTI?

Click on the "RENEW" icon/link on the MTI webpage ([www.madisonteachers.org](http://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.

## Sabbatical Leave Deadline February 1

Under the terms of the Employee Handbook (Section 10, page 130), the Board of Education budgets \$45,000 for **sabbatical leaves** for members of MTI's "teacher" bargaining unit. Such is for the purpose of advanced study and/or research. **Either a one-year leave at half pay or a one-semester leave at full pay may be granted.** The recipient of a sabbatical leave must agree to return to MMSD for at least two years of service following the sabbatical leave or repay the compensation received for the leave. A teacher who receives a sabbatical leave will be permitted to return to the position s/he held at the time the leave was granted. Applications for the 2018-19 school year or the first semester are due **February 1, 2018.** An application and the MTI/MMSD agreed upon policy can be obtained by visiting MTI's website: [www.madisonteachers.org](http://www.madisonteachers.org).

## Workplace Bullying

Board of Education Policy 4502A outlines the District's classroom code of conduct for students and parents. Under the policy regarding pupils, it states in part, "Schools must be places where effective learning can occur...students are prohibited from engaging in behaviors which are illegal, life or health threatening, or which impede the orderly operation of the classroom or school."

The BOE also approved a policy on workplace bullying several years ago, which is found under the section on personnel. Policy 8013 states in part, "The Madison Metropolitan School District is committed to providing a safe and healthful environment for all employees to work. Realizing that workplace bullying can have a detrimental impact on individuals (i.e., mental anguish, physical illness, undue stress) and the organization as a whole (i.e., lost employee time, poor workplace morale, decreased productivity), the DISTRICT is committed to acknowledging and addressing workplace bullying."

Section 8013.8 provides that, "Beginning in the 2011-12 school year, and every other year thereafter, the DIRECTOR or his/her designee shall provide training to all faculty and staff regarding workplace bullying, which shall minimally include information on recognizing workplace bullying and the reporting process set forth in this Policy."

## Credits for Salary Advancement February 1 Deadline

The Employee Handbook (Addendum A, Section 1.04, Movement on the Salary Schedule) requires that teachers earn 6 credits to cross from salary level 8 to 9, and 12 to 13. These are termed "Improvement Levels." Credits are granted upon hire if one is initially placed near one of these Improvement Levels. After level 15, the requirement becomes 3 credits each 2 years to move to the next level which continues for the remainder of one's career. These are termed "Incentive Levels." Each year, the number of credits needed to move to the next Improvement or Incentive Level is provided on the individual teaching contract issued by the District. Either academic credits earned at an accredited university or professional advancement credits (PAC) can be used to pass an Improvement or Incentive Level. PAC credits can also be used to move **horizontally** from one track on the salary schedule to another, except for tracks 4, 7 and 8, which require all academic credit. **Track movement increases one's salary an additional 2.5%.**

Credits submitted to the Department of Human Resources by July 1 will result in any wage increases occurring on the first payroll check. **However, if credits are submitted to HR by October 1st**, wage increases, including any retroactive compensation due, will occur **beginning November 1**. Credits submitted by **February 1** will cause a retroactive wage adjustment **effective with the beginning of the second semester**. MTI recommends delivering transcripts or professional advancement credits to the Department of Human Resources in person, and that you request a "stamped received" copy for your records to ensure proof of receipt, in the case of lost or misplaced documents.

## 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 will be providing more opportunities to enhance the financial well-being of MTI members. Sign-up links and information for the seminars will be posted on the MTI website ([www.madisonteachers.org](http://www.madisonteachers.org)).

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**.

## MTI Building and After Hours Entry

While MTI has settled into our new location at 33 Nob Hill Road, we are still getting used to the building security system which locks exterior doors at 4:30 p.m. **Members arriving at MTI after 4:30 p.m. should:**

- Enter the foyer (first set of doors at the front door entrance) and **press the red button** (on the right side of the inner doors) to alert MTI of your presence and to allow you access into the building. We can then buzz you into the building.

**Thank you for your patience in getting used to the new building protocols.**

## Calendar of Events

- Tuesday, December 5, 4:00 p.m., MTI  
MTI Special Education Sub-Committee
- Tuesday, December 5, 4:30 p.m., MTI  
MTI Board of Directors
- December 5 and 6, 5:30-7:30 p.m., Doyle Auditorium  
MMSD/MTI Retirement Sessions
- Wednesday, December 13, 4:15 p.m., MTI  
MTI Voters Political Action Committee

**December 22-January 2, Winter Break**