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Solidarity!

MTI Handbook Work Groups Continue to Meet on Employee Handbook Recommendations

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 **Handbook Review Group** is scheduled to meet again on **December 12**. The consensus recommendations of the various Committees will be discussed by the Handbook Review Committee and shared with the Superintendent to forward to the Board of Education for consideration.

The **Teacher Work Day group** is scheduled to meet on **December 11** to discuss issues related to teacher planning time, staff only days, and SBLT. MTI appointees have suggested revisions to define sufficient planning time, especially for middle and high school teachers, with no explicit planning time referenced in the Handbook; staff only day schedules to limit PD on such days; and provide time for the professional planning and preparation needs of educators.

The **School Calendar group** 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.

The **EA/SEA Salary group** is scheduled to meet on **December 13** to further discuss recommended changes to the EA salary schedule. Recent improvements were made to increase the starting pay to \$15.00 per hour. While these increases were necessary for the MMSD to provide "living wage" jobs, we need salary increases to reward and retain current staff.

Work also continues on **teacher compensation, substitute teacher concerns, 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) 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.

Our Union Makes Us Strong!

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MTI's web page - www.madisonteachers.org
MTI's email - MTI@madisonteachers.org



Reminder—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.

Discount Tickets to *Les Miserable*—April 8

All work and no play? No way! Join your MTI Union family for a night out on the town. MTI has reserved \$50 tickets for the **Sunday, April 8, 6:30 p.m.** show to *Les Miserables* at the Overture. These are circle level seats that are usually priced at \$100. This year, we were offered group discounts AND additional discounts as educators. We have reserved 60 tickets for MTI Members and MTI-R and their family/friends. Theater tickets make a great holiday gift! First come, first serve. Make checks payable to MTI. Add Overture in the notes. Payment must be received in order to have tickets held. Questions? Contact Kerry (kmotoviloff@madisonteachers.org).

New Professionals Support Night - Seven Mistakes Members Make With Their Money & Budgeting Basics

January 10, 4:15-6:00 p.m.
MTI Headquarters (WEAC Bldg.)
33 Nob Hill Rd

Making wise financial choices early in your career can have a significant impact on your future financial security and give you peace of mind. A budget gives you control over your finances. It empowers you to set and reach financial goals, helps you manage day-to-day finances and prepare for the unexpected. A budget also gives you permission to spend and allows you to set the course for your financial future. This seminar will help you understand the benefits and consequences of both budgeting and important financial decisions.

Your MTI family is hosting a series of evenings to welcome and support you in your transition into the profession. Stay informed. Connect with other teachers. Get support with questions and needs. *These events are open to members and non-members.* **BONUS-** attend 3 or more and get a \$25 reward! Limited to participants in years 1-3 in MMSD. Use the sign-up link on the MTI's webpage (www.madisonteachers.org). Questions? Contact Kerry at kmotoviloff@madisonteachers.org.

Keep Your Own "Personnel" Records

Recordkeeping by an employee is important. **Don't wait for trouble to start before you begin to compile your own personnel records.** Having good records is also very important should you become involved in a grievance over your Handbook rights or benefits, or in a matter involving discipline or dismissal. To enable the Union to provide the best possible protection and representation, every employee should **maintain his/her own "personnel" records. One's file should contain such documents as:** college transcripts, evaluations, accumulated sick leave and days used, direct deposit (wage) records, records of student disciplinary referrals, Wisconsin Retirement System (DTRF) records, personal leave, documentation of honors and awards, notes on student accidents and confrontations with parents or administrators, copies of all correspondence with supervisors and administrators; and for teachers: individual teaching contracts for each year, licenses, and teaching assignments by year with subjects taught.

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).

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 (www.madisonteachers.org).

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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 January 17. 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*.

Keep MTI Updated on Changes

Please call, write, or email MTI if you have a change in name, home address, home email address, telephone number, work location, certification, percent of contract, or hours of work. Having this information allows MTI to serve you better.

Calendar of Events

- Monday, December 11, 12:00 p.m., MTI
MTI/MMSD Handbook Work Day Committee
- Monday, December 11, 5:00 p.m., Doyle, Room 103
BOE Operations Work Group
- Tuesday, December 12, 7:30 a.m., MTI
MTI/MMSD Handbook Review Committee
- Tuesday, December 12, 5:00 p.m., MTI
MTI/MMSD Handbook Calendar Committee
- Wednesday, December 13, 4:00 p.m., MTI
MTI/MMSD Handbook ESEA Salary Committee
- Wednesday, December 13, 4:15 p.m., MTI
MTI Voters Political Action Committee
- Monday, December 18, 6:00 p.m., Doyle Auditorium
BOE Regular Meeting

December 22-January 2, Winter Break