



Solidarity!

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MTI Continues Work on Employee Handbook Review Process

The **Teacher Work Day** group met this past Tuesday (**January 16**) to continue discussions relative to teacher planning time and staff only days. After several lengthy meetings, the work group agreed to one slight modification codifying a current practice at the elementary level ensuring that teachers who agree to hold *collaborative team meetings* during the week can schedule individual planning time during Monday Early Release Time. There is no change to the required 4.5 hours of individual planning time at the elementary level.

The group was unable to reach agreement regarding middle and high school individual planning time or individual planning time on all-staff days. After discussions with the District representatives, MTI members of the group decided that the current Handbook language provided more protection for members than what was being offered. Both sides agree that adequate and protected autonomous preparation time is necessary and have agreed to continue working on the issue with the goal of developing specific language in the next iteration of the Handbook.

While the Employee Handbook discussions are wrapping up, MTI and MMSD are continuing to discuss potential recommended changes to the teacher salary schedule as part of the development of the 2018-19 MMSD budget. The next meeting of the MTI-MMSD **Teacher Compensation work group** has been scheduled for **January 23**. This work is expected to continue throughout the spring BOE budget process. E-mail updates will continue to be shared with all members of MTI as information becomes available. Handbook updates can be found on MTI's webpage (www.madisonteachers.org) and all members will be e-mailed additional updates as they become available.

DPI Proposing Rule Changes to Teacher Licensure; Concerns Over Expansion of Professional Misconduct to Include “Boundary Violations”

DPI has submitted proposed rule changes to teacher licensure which, among other things, include proposed changes to the rules related to “**Professional Misconduct**”. Most concerning with the proposed changes is the inclusion of certain “*boundary violations*” which could lead to DPI-imposed suspensions or revocations of teacher licensure. Included in the list of potential boundary violations are “having isolated, one-on-one interactions with a pupil for non-educational purposes”, “communicating privately with a pupil through electronic communications, including social media, for non-educational purposes”, “employing favoritism or giving gifts to a particular pupil”, and “treating a pupil as a peer”.

MTI-represented teachers were invited to learn more, ask questions, and provide feedback on the proposed licensure changes in a statewide tele-town hall conference call organized by WEAC last week (January 15) – in advance of DPI hearings this month. WEAC members from across the state participated in the call and shared their concerns and questions over the proposed changes. Primary concerns included the ambiguity surrounding “**boundary violations**” and how such changes could negatively impact appropriate and necessary educator-student relationships. WEAC will continue to work with DPI to recommend changes to the proposed rules to ensure that the rule changes support and advance the teaching profession. In addition, MTI legal counsel have shared concerns with DPI over due process issues with the proposed rules and is working to advocate for needed changes in this area as well. Additional information on this topic is available from WEAC and/or MTI via www.weac.org and www.madisonteachers.org.



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.

Important Deadlines

- **Salary Advancement Credit for passage over a salary barrier or for salary track advancement**, effective at the beginning of the second semester, are due in the office of Human Resources by 5:00 p.m., **February 1**.
- **Sabbatical Leave applications** for either the first semester of the 2018-19 school year or for the entire school year, are due in the MTI office by 5:00 p.m., **February 1**.
- **Teacher Retirement and Teacher Emeritus Retirement Program (TERP)** enrollment applications are due in the office of Human Resources by 5:00 p.m., **February 15**.
- **Temporary Reduction of Contract with Right to Return to Full-Time** requests due in the office of Human Resources by 5:00 p.m., **March 1**.

Express Your Ideas at MMSD Strategic Framework Listening Sessions

One way to help shape MMSD priorities for the next five years is to participate in one of the Superintendent's **Strategic Framework listening sessions** scheduled at schools around the MMSD over the next couple of months. With the Strategic Framework being reviewed and updated, this is an important opportunity to express your thoughts about what priorities the MMSD should focus on for the next 5 years. The Superintendent has sessions tentatively scheduled at **Elvehjem** (1/25); **Chavez** (1/26), and **LaFollette** (1/31). See your school secretary or principal for specific times and locations.

REMINDER

USO-MTI Membership Meeting with MMSD Special Guests Thursday, January 25, 2018 4:15 p.m., MTI

Meet with representatives from the MMSD substitute placement office and human resources at the USO-MTI monthly membership meeting.

- Tina Updike is an HR systems analyst who works with the Aesop (Absence Management) system, and will provide a brief overview of the system and answer questions about how to make it work best for you.
- Abby Brabec is the new employment manager and supervises the substitute placement office. She has worked in MMSD human resources office and was promoted to her current position last spring. Abby will provide updates to happenings within the substitute placement office.
- Following the above portion of the meeting, we will talk about Handbook discussions and the next phase of our USO-MTI membership drive.

Please **RSVP** at MTI@madisonteachers.org or call 257-0491. Light refreshments will be provided.

Staff Only Day February 9

There is no school for students on the February 9 "staff only" day (formerly known as PD days). The Employee Handbook, Section 4.06, provides that there will be one (1) full staff only day per quarter. ***"The structure of the day is to be determined collaboratively at the building level by the principal and SBLT. Such time shall include collaborative learning that supports and enhances the quality of teaching and is aligned to each school's SIP goals and strategies."*** **Educational Assistants and School Security Assistants have a mandatory workday on February 9.** Various professional development opportunities are available to specific groups within these bargaining units, at the District or individual school level.

MTI Delegates to SCFL

Nominations are being sought for members interested in serving as an MTI Delegate to the South Central Federation of Labor. Terms expire in March for **Susan Stern** (Shorewood) and **Cory Hayden** (LaFollette). Both are seeking re-election. Terms are for two years. Nominations can be emailed to MTI Executive Director Doug Keillor (keillord@madisonteachers.org), or made at the February 20 meeting of the MTI Faculty Representative Council. The election will be held at the March 21 meeting of the Council.

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. More information and sign-ups for both seminars and consultations can be found at www.madisonteachers.org or www.weabenefits.com/mti.

- Thursday, February 8—Saving for Your Future
- Thursday, March 15—Preparing for Retirement

In addition, **Steve Pike** (retired teacher and current WEA Member Benefits Consultant) is available for a **free 60-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.

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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 February 7. 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**.

Calendar of Events

- Monday, January 22, 4:00 p.m., MTI
MTI/MMSD Middle School Lesson Plans Meeting
- Monday, January 22, 5:00 p.m., Doyle (Rm. 103)
BOE Operations Work Group
- Tuesday, January 23, 4:30 p.m., MTI
MTI/MMSD Teacher Compensation Work Group
- Wednesday, January 24, 4:15 p.m., MTI
MTI VOTERS Political Action Committee
- Thursday, January 25, 4:15 p.m., MTI
USO-MTI General Membership
- Monday, January 29, 6:00 p.m., Doyle Auditorium
BOE Regular Meeting

**Save the Date! April 15, 2018
MTI Cares Bowl-A-Thon for
Food for Thought Initiative (F4TI)**

Our Union Makes Us Strong!

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