



# Solidarity!

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## Employee Handbook Review Process Wrapping Up

Most of the Employee Handbook review discussions have now been completed and ***all MTI members will receive a detailed update on the Handbook review work this week.*** While MTI and MMSD representatives have reached consensus recommendations on substitute teacher health insurance, EA/SEA wage schedule improvements, school calendar, and other matters, consensus was not reached on a number of other high priority items. The **Teacher Work Day** group met **January 16**, during which MTI representatives continued to advocate for stronger Handbook protections to ensure sufficient professional (i.e., self-directed) planning time for teachers, including some level of professional planning time on Staff Only days. While the Work Day group was unfortunately unable to agree on consensus recommendations in this area, both parties have agreed to continue working on this critically important issue.

With the 2017-18 Employee Handbook review process nearing completion, the MTI-MMSD Handbook Review Committee is scheduled to meet **February 6** to finalize consensus recommendations to share with the Superintendent to forward to the Board of Education for action later in February. ***MTI is one of the only teacher unions in the state to have maintained a strong employee voice in matters covered by the Employee Handbook.***

**Teacher Compensation Work Group.** 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 MTI-MMSD Teacher Compensation Work group met January 23 and is scheduled to meet again on **February 7**, with the goal of having draft recommendations ready for teacher feedback by the end of February. Again, all MTI members will receive an e-mail update this week with an Employee Handbook update, including additional details on the teacher salary schedule modifications under consideration. Past Handbook updates can be found on MTI's webpage ([www.madisonteachers.org](http://www.madisonteachers.org)).

### 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.**

### Middle School Lesson Plans & Redesign

This year, middle schools have been an area of focus in MMSD. MTI has been working with MTI Faculty Representatives and members at each middle school to ***ensure staff voice is heard in meaningful ways.*** Initially, this work focused on the new lesson plan requirements that were put in place across MMSD middle schools. MTI Faculty Reps and President Andy Waity have shared the concerns of members with administration and are currently developing next steps. In addition, ***member voice is being represented in discussions*** around ideas for redesigning our middle schools. MTI Faculty Reps will be receiving information about proposed models and ideas, and we will be sharing this information with staff in February. MTI Faculty Reps are scheduled to meet with administration on February 28, where they will share input from members about this process. Members should keep an eye out for ways to ***make your voice heard*** in shaping the future of MMSD's middle schools.



### 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.

### Madison East Teacher Named DPI's Global Educator of the Year

MTI member **Claudine Clark**, a world language teacher at Madison East High School, was awarded the **Global Educator of the Year** award by DPI last week. According to the DPI press release, Ms. Clark "***found innovative ways to bring the world into her classroom,***" earning her the third annual Global Educator of the Year Award. State Superintendent Tony Evers presented the award during the general session of the Wisconsin State Education Convention in Milwaukee.

## MTI-Voters Interviews BOE Candidates and Recommends Endorsements

Last week, MTI Voters (MTI's political action committee) interviewed candidates for MMSD Board of Education, Dane County Circuit Court Judge, and the Wisconsin Supreme Court. Following the interviews, the MTI-Voters Committee concluded to recommend endorsements for both BOE races. **All members of MTI-Voters were sent an e-mail ballot last week asking for their vote on the BOE endorsement recommendations by Friday, February 2. Endorsement decisions are not finalized until that balloting is concluded.**

**Board of Education:** Incumbent **Anna Moffit** is being challenged by **Gloria Reyes** for Seat 1. After conducting candidate interviews and reviewing candidate questionnaires, MTI-Voters is recommending the endorsement of **Anna Moffit**. Incumbent **Mary Burke** is facing no opponent for Seat 2. MTI-Voters is also recommending the endorsement of **Mary Burke**. Again, MTI-Voters endorsement recommendations are not final until voted on by members of MTI-Voters.

All candidate responses to the MTI-Voters candidate questionnaire are available on the MTI website under the top menu, **Elections-Spring 2018**.

## MTI Dues and Taxes

If you file a form 1040 and itemize your 2017 deductions on Schedule A, your local, state, and national dues may be tax deductible (*with the exception of that which is used to support the Union's political action program*).

Calculating individual Union dues payments can be particularly complicated. Dues amounts paid by an individual can vary based on enrollment date, bargaining unit, percent of contract/work hours, leave status, and the timing and regularity of electronic dues transfers.

If you are unsure of the number of dues deductions you had, or are a new member, and would like to receive documentation of union dues payments for 2017, you can call MTI (608-257-0491) or e-mail Jen Nichols, MTI Membership Coordinator ([nicholsj@madisonteachers.org](mailto:nicholsj@madisonteachers.org)). Please remember to give us your name and B number. Premiums paid for health/dental insurance for 2017 are listed on each employee's last payroll check stub in 2017.

## MTI Delegate to SCFL Vacancy

Last week's **Solidarity!** newsletter advised that nominations are being sought for members interested in serving as an MTI Delegate to the South Central Federation of Labor. A vacancy now exists given that Susan Stern is not seeking reelection. Anyone interested in serving as an MTI Delegate can email MTI Executive Director Doug Keillor ([keillord@madisonteachers.org](mailto:keillord@madisonteachers.org)). Nominations can also be made at the February 20 meeting of the MTI Faculty Representative Council. The election will be held at the March 20 meeting of the Council.

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

## 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](http://www.madisonteachers.org) or [www.weabenefits.com/mti](http://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](mailto:mti@madisonteachers.org)) should you have a question or need **assistance with any work-related matter**.

## Calendar of Events

- Monday, January 29, 6:00 p.m., Doyle Auditorium  
BOE Regular Meeting
- Tuesday, February 6, 4:15 p.m., MTI  
Special Education Sub-Committee
- Wednesday, February 7, 5:30 p.m., MTI  
National Board Certification Training
- Thursday, February 8, 4:15 p.m., MTI  
MTI VOTERS Political Action Committee
- Tuesday, February 13, 4:30 p.m., MTI  
MTI Board of Directors
- Tuesday, February 20, 4:15 p.m., MTI  
MTI Faculty Representative Council
- Wednesday, February 21, 4:15 p.m., MTI  
MTI VOTERS Political Action Committee
- Thursday, February 22, 4:15 p.m., MTI  
USO-MTI General Membership
- Monday, February 26, 6:00 p.m., Doyle Auditorium  
BOE Regular Meeting
- Tuesday, February 27, 4:15 p.m., MTI  
ESEA-MTI Building Representatives

## **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)