



Solidarity!

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

“Pay Increases for All” **Teacher Compensation Discussions and Base-wage Bargaining**

Teacher Compensation Committee: At the March 15 MTI-MMSD Teacher Compensation Committee, participants reviewed the analysis of the results of the MTI Teacher Compensation Member Survey completed by over 550 MTI members. The survey results showed some support for the Bilingual and Cross Categorical stipends being considered to help address the high turnover and shortage of certified teachers in these areas. However, survey comments also reinforced feedback received from MTI’s Compensation Committee appointees that ***MTI members want to see salary increases for ALL employees.*** Last year, MTI supported major changes to health insurance options that largely funded increased starting pay for new teachers and long-overdue increases to summer school teacher pay. This year, teachers want to see compensation dollars distributed to ALL staff. Therefore, the MTI appointees to the Compensation Committee will be recommending that further discussions over any targeted stipends be delayed until after MTI and the District bargain base-wage increases for all employees. ***Only after across-the-board pay increases for ALL have been established should targeted stipends be considered.***

Base-wage Bargaining for All MTI units: MTI will soon commence bargaining with the District for all bargaining units (Teachers, ESEA, and USO). Act 10 provides for collective bargaining over base-wage increases but restricts such increases to no more than the cost-of-living (without going to referendum for greater authority). The cost-of-living increase for Contracts commencing July 1, 2018 has been determined by the Department of Revenue to be **2.13%**. In 2016, the cost-of-living increase was **0.12%** and in 2017 it was **1.26%**. District Administration is currently budgeting for only a **0.5%** base-wage increase for 2018-19, along with annual step, lane, and longevity increases. On March 12, MTI Executive Director Doug Keillor attended the Board of Education (BOE) Operations Work Group meeting to advise the Board that, while base-wage bargaining had yet to commence, ***MTI will be seeking the 2.13% cost-of-living increase for all MTI-represented employees*** and that the BOE should consider that in their continued budget development. MTI has also advised the District that we wish to commence bargaining as soon as possible, and expect bargaining to commence in early May.

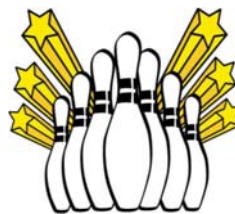
Nominations Finalized for MTI Officers and Bargaining/ Handbook Committee

At the March 20 meeting of the MTI Faculty Representative Council, nominations were finalized for MTI officers, as well as for the MTI Bargaining/Handbook Committee relative to vacancies caused by terms ending in May, 2018. Current President **Andy Waity** (Crestwood) will continue to serve as President for the 2018-19 school year. **Michael Jones** (Black Hawk) was nominated for Vice-President; incumbent **Cari Falk** (Badger Rock) for Secretary; and incumbent **Andy Mayhall** (Thoreau) for Treasurer.

Nominated for the **MTI Bargaining/Handbook Committee** were: High School Representative - **Steve Somerson** (incumbent-East); Middle School Representative - **Michael Hay-Chapman** (incumbent-Spring Harbor); Elementary School Representative—**Lora Schmid-Dolan** (Lincoln); At-Large Representative - **Stephanie Biese Patton** (Elvehjem) and **Cari Falk** (Badger Rock); and Student Services Representative - **Karyn Chacon** (incumbent-East). The Bargaining/Handbook Committee is the body responsible for MTI’s Teacher Contract negotiations and consists of 15 members, of which five are elected each year. MTI’s general election will be held April 23-25.

Exercise Your Political Rights: Remember to Vote April 3

Make a plan to vote tomorrow, Tuesday, April 3. There are critical elections for Madison Board of Education, County Board, Circuit Court, and Supreme Court, as well as a Constitutional referendum to eliminate the office of the State Treasurer. See MTI’s webpage (www.madisonteachers.org) for endorsed candidates and information about voter registration on Election Day.



MTI Cares Bowl-A-Thon Sunday, April 15 Food for Thought Initiative

It’s not too late to sign up a team or donate to the Silent Auction For additional information, see the MTI Cares Bowl-A-Thon website at: www.madisonteachers.org/bowl-a-thon2018.

Attention! Mega Teacher Vacancy Postings on April 6

The first vacant teaching positions for the 2018-19 school year will be posted starting Friday, April 6, on the Human Resources website: <https://hr.madison.k12.wi.us/>. Those interested in applying for transfer should do so as soon as possible and **review the information available under the Teach Madison** section of the MMSD HR Website (behind the "Careers" icon). Directions for applying and the deadline for applying are on the posting, as well as the District's Employment website. Vacant positions in the ESEA-MTI bargaining unit will be posted as they occur.

Member Organizer Skill Training April 14 and May 5

MTI has historically been a powerful presence in MMSD and this remains true even in these challenging times. Our strong membership is the cornerstone of this success. As we look to the future, it is important that we organize and connect with new hires, veteran staff, and other potential members. Member Organizers across the District will be engaged in a focused membership campaign now that spring break is over. It's not too late to sign up to be a part of this critical work. MTI needs teams of members willing to have conversations with non-members about the importance of having a voice in your workplace. As a part of this effort you will receive training and support. You will also work with colleagues and build your own leadership skills, while strengthening MTI. There are two cohorts, one beginning on April 14th and the second on May 5th. For more information, contact MTI President Andy Waity at: awaity@madisonteachers.org.

National Day of Action April 20

MTI, WEAC, the NEA, and others have joined a call for a **National Day of Action** on **April 20**. As we plan for action, MTI site-based leaders and members are asked to meet and plan with a purposeful eye toward impactful, age-appropriate activities, and conversations around the Day of Action. See the "School Safety" tab on MTI's webpage for ideas and ways to contribute ideas for action. Actions continue to be planned.

South Central Federation of Labor Scholarship Application Deadline June 29

Members and children of members who belong to any SCFL-affiliated Union, have not received a post-secondary degree, and have not previously been awarded a SCFL scholarship are eligible to apply for the 2018 SCFL student scholarship. Four \$1,000 scholarships, by lottery drawing from among the eligible applications, are awarded. The application deadline is **June 29**. Results will be posted by July 13. Scholarship rules and application forms are available at www.scfl.org.

Our Union Makes Us Strong!

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

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.

* * * * *

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 April 11. 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

April 3—Election Day—VOTE!

MTI Special Education Sub-Committee
April 9, 4:00 p.m., MTI

MTI Board of Directors
April 10, 4:30 p.m., MTI

New Professionals
April 11, 4:00-6:00 p.m., MTI

National Board Certification
April 11, 5:30-7:30 p.m., MTI

Member Organizer Skill Training
April 14, 9:30-12:30 p.m., MTI

New Educators
April 16, 4:00-7:00 p.m., MTI

MTI Faculty Representative Council & Joint Fiscal Group
April 17, 4:15 p.m., MTI

MTI Voters Political Action Committee
April 25, 4:15 p.m., MTI

Volume 52, #29, April 2, 2018

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