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# Solidarity!

## **Time to Organize, Part One:** **MTI Advocating for the School Climates Our Students and Staff Deserve**

The **MMSD Board of Education** has heard numerous concerns from the school community (parents, staff, and students) relative to school climate, and will be considering policy changes to address school climate concerns in early May. The **MTI Board of Directors** met on April 10 to draft an educators' platform on the changes we believe are necessary to create the **School Climates Our Staff and Students Deserve**.

**We need to hear from our membership.** All MTI members were sent an e-mail last week asking for their agreement on the platform and to provide feedback by **Monday, April 16** (if you did not receive the e-mail please contact MTI for a survey link). After compiling member feedback, the platform will be finalized and shared with all MTI members, MMSD administration, and the Board of Education.

## **Time to Organize, Part Two:** **April 20 National Day of Action**

MTI has joined WEAC & NEA in supporting and encouraging local sites to organize around the **April 20 National Day of Action to Protect Students and Schools from Gun Violence**, calling on our communities to take action against gun violence.

At this time, MTI, WEAC, and NEA leadership have not endorsed any one particular action; rather members have been encouraged to plan participation in ways that are meaningful and empowering at their own worksites. We have shared this message and a resource list with Faculty Representatives and MTI members over the past month, and have heard back from a number of schools relative to their plans.

**What is happening at your school?** For sites still planning activities, suggestions are available on the MTI webpage under the School Safety tab ([www.madisonteachers.org](http://www.madisonteachers.org)). Sites that want support should contact Kerry Motoviloff at [kmotoviloff@madisonteachers.org](mailto:kmotoviloff@madisonteachers.org).

### **Continue Wearing Your MTI Red**

Wear your MTI red at school and in the community to make a positive statement about public education and educators. MTI has t-shirts, polos, button-downs, and sweatshirts for sale.

Show **SOLIDARITY** with your MTI sisters & brothers. Wear **MTI RED** on **MONDAYS** and **MTI lan-yards** every day!

## **Time to Organize, Part Three: Base-wage Bargaining to Commence May 2**

Bargaining will commence May 2 with the District for all bargaining units (Teachers, ESEA, and USO) over base-wage increases. 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. MTI Executive Director Doug Keillor attended the Board of Education (BOE) Operations Work Group meeting in March (and will again on Monday, April 16) to advise the Board that **MTI would be seeking the 2.13% cost-of-living increase for all MTI-represented employees** and that the BOE should consider that amount in their continued budget development. MTI members should watch for additional communications on actions they can take to support these efforts in the weeks ahead.

## **Sunday, May 6: Save the Date for MTI- WEAC Region 6 Gubernatorial Candidate Forum**

With the spring elections complete and the winds of change blowing across the country, come learn about the large field of candidates challenging Governor Scott Walker this fall. Members of MTI and WEAC-Region 6 are invited to a candidate forum on **Sunday, May 6**, from 6-8:00 p.m. to hear what nine (9) candidates for Governor have to say about public education issues. All MTI members will receive additional information, including location and how to RSVP, the week of April 16.

## ESEA-MTI Building Representative Election April 23-27

This year's ESEA-MTI Building Representative (BR) election will take place **April 23-27**. Article VI of the ESEA-MTI Bylaws provides that members in each work site elect a BR and an alternate BR for a term of one year. Information on the election procedures will be sent to current Building Reps at each school.

## MTI General Election April 23-27

Voting by members of MTI's Teacher bargaining unit for Officers and Bargaining/Handbook Committee will occur **April 23-27**. MTI Faculty Reps will provide members with information regarding balloting procedures and the voting location at each work site. Ballots must be turned in to MTI by **4:30 p.m., Monday, April 30**.

## Important Reminder! Teacher Contracts Issued Early May

Teacher contracts for the 2018-19 school year will be approved by the Board of Education at their April 23 meeting, and will be sent to teachers in early May. Signed contracts of all returning teachers must be received in Human Resources no later than **June 15**. **MTI strongly recommends that teachers return their signed contracts *AS SOON AS POSSIBLE*** to the District's office of Human Resources, in person, to assure that it is received on time. Take a copy with you, ask that it be stamped "received," and keep it for your personal records. **Failure to return a signed contract by June 15 results in the District accepting such as one's resignation.**

## Ready, Set, Go Compensation Deadline May 1

Pursuant to the Employee Handbook, elementary teachers who completed Ready, Set, Go (RSG) conferences, and whose request for compensatory time cannot be accommodated due to the unavailability of a substitute teacher, may, ***upon written notice to their principal by May 1***, choose among the following options: (1) request to be compensated for RSG conferences, travel time, and up to 15 minutes per conference for any reasonable administrative time associated with each conference; or (2) have said day(s) added to the teacher's Personal Sick Leave Account (PSLA) or, *if the teacher has the maximum amount in that account*, the day(s) may be added to the teacher's Retirement Insurance Account (RIA) [any such days accumulated to one's RIA from RSG services are not subject to the PSLA or RIA maximum]; or (3) carryover one (1) paid RSG leave day into the following school year; or (4) a combination of items 1-3 above. Questions? Contact MTI Assistant Director Eve Degen at: [degene@madisonteachers.org](mailto:degene@madisonteachers.org).



## How Do I Join MTI?

Click on the "JOIN" 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.

## **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](http://www.madisonteachers.org) or [www.weabenefits.com/mti](http://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.

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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 final session for the 2017-18 school year is May 9. Watch for the upcoming schedule for the 2018-19 school year.

### **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***

### **New Educators**

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

### **MTI Faculty Representative Council & Joint Fiscal Group**

April 17, 4:30 p.m., MTI

### **MTI-Retired**

April 18, 9:00 a.m., MTI

### **MTI Calendar Committee**

April 19, 4:15 p.m., MTI

### **Administrative Professionals Week**

April 23-27

### **MTI Voters Political Action Committee**

April 25, 4:15 p.m., MTI

### **USO-MTI General Membership**

April 26, 4:15 p.m., MTI

### **WEAC Representative Assembly**

April 28, LaCrosse

## ***Our Union Makes Us Strong!***

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MTI's web page - [www.madisonteachers.org](http://www.madisonteachers.org)

MTI's e-mail - [MTI@madisonteachers.org](mailto:MTI@madisonteachers.org)