



Solidarity!

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Wear Red and Attend the April 30 Board of Education Meeting to Show Your Support for Cost-of-living Pay Increases and the School Climate Our Students and Staff Deserve

MTI members are encouraged to attend the regular Board of Education meeting on Monday, April 30, at 6:00 p.m., in the auditorium of the Doyle Administration Building to show support for **cost-of-living base-wage** increases and MTI's platform to **Create the Schools Our Students and Staff Deserve**.

Bargaining over base-wage increases is scheduled to begin on May 2. While the Board of Education is still considering 2018-19 budget recommendations, District administration has currently included funding for a mere ½% pay increase. Act 10 allows MTI to bargain for base-wage increases equal to the cost-of-living (2.13%). MTI Executive Director Doug Keillor has attended BOE meetings over the past six weeks to advise the Board of the upcoming negotiations and MTI's expectation to bargain a wage increase equal to the cost-of-living.

Creating the School Climate Our Students and Staff Deserve. The MTI Board of Directors, with the input and support of MTI's membership, has drafted and shared the following agenda for change with District administration and the Board of Education:

Relationships are key to improving school safety and climate. This includes relationships between students and staff, but also between our staff members. Kids need to trust the adults in our schools. The adults in our schools need to be able to trust school and District leadership. In order to do this we need:

1. Smaller class sizes and more co-teaching structures that support building strong relationships and meeting the needs of students in the classroom.

2. Identify a menu of specific interventions that can be used by schools for repeated tier 1 and tier 2 behaviors that address the function of their behavior.
3. Ensure authentic shared leadership in buildings by developing a staff-elected SBLT, collaboratively-developed agendas, shared decision making on use of staff Professional Development days, and an opportunity for all staff to vote on the plans developed by the SBLT before implementation.
4. Allocate the funding for strategic priorities to schools to support behavior education and supporting systems in schools. Democratically-elected SBLT will direct and prioritize. Use of the funding should be determined by individual schools, based on the needs of the school by the staff-elected SBLT.
5. Committed time, space, and structures to provide training and support for all staff, based on needs identified by the school-based SBLT. This includes team-based problem solving and school-wide systems.
6. Establish a process to review progress, ensure integrity in data collection strategies, success, ongoing issues, and address stakeholder concerns that respects staff as trained professionals.
7. Develop a joint survey of District staff to identify areas of improvement on the relationship between staff and the District.

While MMSD administration has indicated initial support for some of this platform, we encourage MTI members to attend the April 30 Board of Education meeting to show their support and commitment to seek meaningful improvements to school climates.

Extending Appreciation on Administrative Professionals Day April 25

Wednesday, **April 25**, is **Administrative Professionals Day** which recognizes and celebrates the work of secretaries, administrative assistants, and other office professionals for their growing and diverse contributions to the workplace. Administrative Professionals Week was formerly "National Secretaries Week." In 2000, the Professional Secretaries International changed its name to the "International Association of Administrative Professionals" to reflect the expanding role of office staff.

MTI represents approximately 200 MMSD Administrative Clerks, Secretaries, and other administrative support personnel in our **Educational Support Employees Association (ESEA-MTI)** bargaining unit. These individuals provide critical and often unrecognized support to District employees, students, and families in school offices and central administration. **Please take time on April 25 to reach out and extend thanks** to the administrative professionals that you interact with who perform this important role and take care of so many of the needs of students and staff in your workplace and across the District. **Solidarity!**

MTI-Voters/WEAC Region 6 Gubernatorial Candidate Forum—Sunday, May 6

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., at Memorial High School to hear what nine (9) candidates for Governor have to say about public education issues. An e-mail invite was sent to all MTI members.

Member Organizer Skill Training 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 are currently engaging in a focused membership campaign. 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. For more information, contact MTI President Andy Waity at: awaity@madisonteachers.org.

The MTI Cares 5th Annual Bowl-A-Thon and Silent Auction is a HUGE success!

Thanks to everyone who participated in the Bowl-A-Thon at Dream Lanes last Sunday. Whether you bowled, donated to a team or the Silent Auction, or volunteered to help, **your collective efforts raised over \$12,000 for the Food for Thought Initiative.** These funds will help address hunger among our students and their families. Food for Thought currently runs food pantries in three MMSD schools. While it is unfortunate that they are so necessary, it is inspiring to work with organizations like the Food for Thought Initiative that are dedicated to helping the most vulnerable kids in our community. Special thanks go out to MTI Cares Chair and Bowl-A-Thon organizer, Lora Schmid-Dolan, our event Emcee Karlton Porter, Dream Lanes and all of the organizational sponsors and volunteers who helped make this event a huge success. **Thank you MTI, together we can make great things happen!**

Nonrenewal of Contract

The Employee Handbook, Section 8.01 (p. 124) sets forth the procedures that principals are required to use when management notifies a teacher that he/she is being considered for non-renewal of contract. The District is obligated to advise a teacher **before May 1, if they are considering non-renewal.** Under Wisconsin State Statutes, such a notice must be delivered to the teacher on or before **May 15. It is extremely important for any member receiving such a notice to immediately contact MTI. MTI professional staff should be present at any and all meetings** between the teacher and any administrator regarding the issue of non-renewal, given that the meeting may indeed affect the teacher's continued employment status. The teacher has the legal right to MTI representation and does not have to begin or continue a meeting without representation. *See the reverse side of your MTI membership card.* **For probationary teachers,** a request for a hearing before the Board of Education must be submitted within five (5) days of the teacher's receipt of the notice that the Board of Education is considering non-renewal of the teacher's contract. **For non-probationary staff,** a request for arbitration must be made within fifteen (15) days of a non-renewal notice.

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.

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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) should you have a question or need *assistance with any work-related matter.*

Calendar of Events

MTI General Election

April 23-27

MTI Faculty Rep & Building Rep Elections

April 23- 27

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

MTI/MMSD Safety Committee

April 30, 4:00 p.m., MTI

Base-Wage Bargaining

May 2, 4:30 p.m., MTI

Our Union Makes Us Strong!

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MTI's web page - www.madisonteachers.org

MTI's e-mail - MTI@madisonteachers.org