



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

Solidarity!

Base-wage Bargaining to Commence May 2 for All MTI Units

On May 2, MTI will 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). This year's cost-of-living increase has been determined to be **2.13%**. District administration is currently only budgeting for a **0.5%** base-wage increase for 2018-19, along with annual step, lane, and longevity increases. MTI has been advising District administration and BOE since February that **MTI will be seeking the 2.13% cost-of-living base-wage increase for all MTI represented employees.**

What's the difference between "base-wage" and "step" increases?

A "base-wage" increase is a pay increase that increases the salary schedule, providing a pay increase to **all employees**, regardless of their location on the salary schedule. Increasing base wages by the cost-of-living maintains the relative value of the salary schedule and ensures that all employees receive a cost-of-living increase.

A "step" (or longevity) increase **does not increase the salary schedule**, but rather provides a pay increase for **only those**

employees scheduled to receive a step increase due to their movement on the schedule (i.e., not all employees receive a step increase). The District estimates that step increases provide an average annual pay increase for continuing employees of between 1-2%. ***MTI's advocacy in the Employee Handbook process has successfully continued the salary schedules, which provide for the step increases.***

Base-wage increases are essential to preserve the economic value of the salary schedule and provide ***all employees*** a pay increase. **Step increases** are critical to retaining and rewarding staff and allowing them to achieve living wages and professional compensation.

More information related to base-wage bargaining can be found via the MTI website (www.madisonteachers.org) under the "bargaining" tab.

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.**

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. Information is also available on MTI's website (www.madisonteachers.org).



MTI Budget for 2018-19 Reduces MTI Dues with Proceeds from MTI Building Sale

The 2018-19 MTI budget, developed by the MTI Finance Committee and approved by the MTI Joint Fiscal Group, is designed to maintain MTI's current level of services and programs while utilizing some of the assets from the 2017 sale of MTI's Williamson Street building **to fund a reduction in MTI membership dues levels** for the 2018-19 fiscal year. Funds from the building sale have also been approved to support "transition staff" to ensure continuity of MTI staff support. All MTI members will receive a letter identifying the lower 2018-19 dues levels within the next few weeks. The Joint Fiscal Group is comprised of the members of MTI's Faculty Representative Council and proportionate representation from MTI's ESEA and USO affiliates.

Teacher Appreciation Week May 7-11

Teachers give us so much. A boost of confidence when we really need one. Extra help when we're having trouble. A welcoming presence when everything else seems out of control. And though we know we can't ever thank them enough, we can take a moment during National Teacher Appreciation Week to share our appreciation for the special educators in our lives. Join NEA in saying "Thank You" by sharing a message on social media during Teacher Appreciation Week, May 7-11. Go to: <http://www.nea.org/grants/teacherday.html>. MTI staff appreciates the dedication and passion that our educators put forth for students, their families, and our community. ***Our heartfelt thanks and Happy Teacher Appreciation Week!***

Art Show & Conversation: Ending Gun Violence—May 10

The East Side Progressives invite you to "*An Art Show and Conversation with Our Students: Ending Gun Violence*," which will showcase the artwork of students from East High and O'Keeffe Middle Schools. The event will be held at Café Zoma (2326 Atwood Ave.) on May 10, from 5:00-8:00 p.m. A short program begins at 6:00 p.m., including a student speaker from each of the schools. Light refreshments will be available. Come, join East Side Progressives, and celebrate our students and their great teachers, Lori Merriam and April Sopkin!

Take Kids Fishing Day June 2

The 4th annual Madison area *Take Kids Fishing Day* is June 2, from 9-11:30 a.m., at Tenney Park (300 N. Thornton Ave.). This event is sponsored by the Building & Construction Trades Council of South Central Wisconsin. Dust off your fishing poles and get the kids outside for an exciting morning of catching bluegill and bass. This is the perfect opportunity to introduce youngsters to the benefits of fishing and the abundance of public access opportunities available in our community. Each registered kid will receive a fishing pole that is his or hers to keep, so register, grab your camera, and get ready for a fun day at Tenney Park. Be sure to join us after the event for a picnic-style lunch. The event is free and open to the public, but it is limited to the first 150 kids. All participants must be accompanied by a parent, guardian or chaperon. Please pre-register by Friday, May 18. To register, volunteer, sponsor, or provide door prizes, call Dave Branson at (608-256-3161).

12 Paycheck Option for 2018-19

Enrollment for the 12 paycheck option is **open through July 31, 2018 for the 2018-19 school year.** This must be done **each year**, or the 10-month pay option will automatically default.

Per the Handbook: For teachers electing the twelve (12)-month pay plan, checks #11 and #12 will be directly deposited to their financial institution on the last day of June.

What are your options?

- Receive 10 paychecks per year – *No further action required.*
- Receive 12 paychecks per year – **Complete the 12-Pay Election Form on the HR website:**

<https://hr.madison.k12.wi.us/teacher-pay-checks>.

What do you need to know about electing to receive 12 paychecks?

- Enrollment is open through **July 31, 2018** for current teaching staff (New hire teachers will have a separate opportunity to enroll).
- **No late enrollments will be accepted.**
- You must annually file an election to receive 12 paychecks.

Questions? Contact Kim Callies Bleiler at:
kcalliesblei@madison.k12.wi.us

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/MMSD Safety Committee

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

Board of Education

April 30, 6:00 p.m., Doyle Auditorium

Base-Wage Bargaining

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

Membership Training

May 5, 9:30-noon, MTI

MTI Special Education Sub-Committee

May 7, 4:00 p.m., MTI

MTI Board of Directors

May 8, 4:30 p.m., MTI

National Board Certification Training

May 9, 5:30-7:30 p.m., MTI

MTI Faculty Representative Council

May 15, 4:15 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