



Solidarity!

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Bargaining Update: MTI Still Fighting for 2.13% Cost-of-living Increase

Negotiators for MMSD, MTI, and the Building Trades unions met on May 9 to commence bargaining over base-wage increases. Act 10 provides for collective bargaining over base-wage increases only, and further 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 has been budgeting for **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.**

Highlights of the bargain:

- MTI still seeks a **2.13%** cost-of-living base-wage increase for all employees.
- While initially offering a **0.5%** base-wage increase, the District offered a proposal to increase that to a **1.26%** base-wage increase, using money previously budgeted for targeted pay increases, as well as other repurposed funds.
- The District also offered one variation of their **1.26%** proposal, which would modify the structure of the salary schedule by distributing the **1.26%** base-wage increase in such a fashion as to apply a lesser percentage to that portion of the salary schedule where less experienced educators are moving through the schedule steps, and a greater percentage to that part of the schedule where more experienced educators do not receive annual step increases.
- MTI respectfully declined the District's offer stating:

*"Our team felt that the District's proposal to provide a greater base increase to experienced teachers than those less experienced teachers still moving through the schedule was inequitable and divisive, and would not result in a positive outcome. We continue to believe that all MTI-represented employees deserve a **2.13%** cost-of-living base-wage increase and will continue to advocate for same. Cost-of-living base-wage increases are essential to maintain the value of the salary schedule and ensure that all employees maintain their standard of living. Step and longevity increases are critical to reward and retain continuing employees and to allow new educators to advance to professional salaries and living wages. Both are necessary and not interchangeable."*

MTI Members and Allies are Encouraged to:

- Familiarize yourselves with the bargaining issues.
- E-mail the BOE (board@madison.k12.wi.us) to share your story and advocate for a cost-of-living base-wage increase.
- Wear red and attend the Regular Board of Education meeting on **Monday, May 21, at 6:00 p.m.**, in the Auditorium of the Doyle Building.

MTI Listening Session—May 23 Schools Our Students Deserve

Have you ever wanted to gather with colleagues and develop a plan to better serve and support our students and families? As educators, you see first hand the needs of our students and families everyday. As such, your Union believes you are the best people to articulate a vision or strategy on how schools can best address and support these needs. MTI Community Schools Task Force is holding an open listening and visioning session. Join us on **Wednesday, May 23rd, from 4:15-5:45 p.m., in the MTI Lounge.** Come hear what is making a difference across the nation. Come share what you want to happen here in Madison. Come hope. Come dream. Come lead. RSVP to Kerry Motoviloff at: kmotoviloff@madisonteachers.org.

Important Reminder! Teacher Contract Deadline June 15

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.**

ESEA-MTI Board Election Results

At the March 21 general membership meeting members of MTI's Educational Support Employees Association (ESEA-MTI) collective bargaining unit re-elected **Judy Ferwerda** (Memorial) as President; re-elected **Anne Hernandez** (Hawthorne) as Vice-President; re-elected Secretary **Nancee Killoran** (Hawthorne); re-elected **Donna Braun** (Shorewood), **Ada Davis** (Hamilton) and **Michelle Erschen** (Veteran's Hospital) as At-Large Representatives; and elected **Tom Crawford** (Lincoln) as an At-Large Representative. Per the ESEA-MTI Bylaws, there are up to 10 positions on the ESEA Board of Directors. ESEA-MTI members interested in serving on the Board should contact Eve Degen (degene@madisonteachers.org) at MTI.

ESEA-MTI End-of-Year Appreciation Picnic—May 31

You've worked hard all year, now it's time to get together and celebrate the end of the year! Please join us for a cookout and short ESEA-MTI membership meeting. If you are inclined to bring a non-member with you, feel free; we can show them what the UNION is all about! **Thursday, May 31, 4:15–6:15 p.m., at MTI** (33 Nob Hill Rd., Madison).

Child Rearing Leave Deadline May 27

Pursuant to Handbook language at Section 14.02.A, employees "...shall make written application for an unpaid child rearing leave to the Benefits Department **at least 90 days in advance** unless the employee is unable to provide such notice due to medical reasons, or in the case of an adoption, the employee is unable to provide such advance notice due to the placement requirements of the adoption process." Because the 2018-19 contract year begins on August 27, 90 days' notice will be no later than May 27 this year. For employees who begin earlier than August 27, e.g., BRS, the deadline to apply for such leave will be earlier. Employees need to complete the District's leave request form and turn it in to the HR office in order to be considered for a child rearing leave. Important: Section 14.2.B of the Handbook provides further, "**The maximum length of the leave shall be twelve (12) consecutive months. An employee shall be granted one child rearing leave per child. Child rearing leave shall only be granted for non-school aged children.**" If you have questions or need assistance in filling out the request form, contact Eve Degen at: (degene@madisonteachers.org).

#WearOrange—June 1 and 2 MTI Joins Moms Demand Action for Gun Violence Awareness & Safety Day

We wear orange on **Friday, June 1**, to honor the more than 96 Americans shot and killed every day and the hundreds more wounded. The **Wear Orange** campaign invites everyone who agrees we can do more to save American lives from gun violence to do one simple thing: **#WearOrange** – a color that symbolizes the value of human life – on June 1, 2018, National Gun Violence Awareness Day and to attend the **Wear Orange** gathering on **June 2**. Orange expresses our collective hope as a nation – a hope for a future free from gun violence. For further information, see MTI's webpage: www.madisonteachers.org.

Order your orange **ENOUGH T-Shirts** (a fundraiser for Wisconsin Anti-violence Effort). Call MTI or e-mail knotoviloff@madisonteachers.org. Make \$12 checks payable to MTI.

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 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**.

National Board Certification Information Session May 24

MTI and WEAC Region 6 are partnering to provide information on National Board Certification and the support your Union can provide to National Board candidates. The next information session is May 24, 5-6:00 p.m., at MTI. An e-mail with a signup link was sent to all MTI teacher unit members.

Calendar of Events

MTI/MMSD Safety Committee
May 14, 4:30 p.m., Doyle, Room 124A

MTI Faculty Representative Council
May 15, 4:15 p.m., MTI

MTI Voters PAC—Candidate Interviews
May 22 and 23, 4:15 p.m., MTI

SCFL "Bean Feed"
May 23, 6:00 p.m., SCFL (1602 S. Park St.)

USO-MTI End-of-year Social & Picnic
May 24, 4:00 p.m., MTI

Memorial Day—May 28

ESEA-MTI End-of-year Appreciation Picnic
May 31, 4:15 p.m., MTI

Semester Ends—June 8

Staff Only Day—June 11

Our Union Makes Us Strong!

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MTI's web page - www.madisonteachers.org

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