All 2017-18 Issues

This .pdf contains all Solidarity! Issues for the 2017-18 school year. Click the date to jump to the Issue you'd like to view. Use Ctrl+F to search for a term or phrase across all Issues.

Date of Issue

<table>
<thead>
<tr>
<th>Date</th>
<th>Date</th>
<th>Date</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>10/2/2017</td>
<td>10/9/2017</td>
<td>10/16/2017</td>
<td>10/23/2017</td>
</tr>
<tr>
<td>10/30/2017</td>
<td>11/6/2017</td>
<td>11/13/2017</td>
<td>11/20/2017</td>
</tr>
<tr>
<td>1/3/2018</td>
<td>1/8/2018</td>
<td>1/16/2018</td>
<td>1/22/2018</td>
</tr>
<tr>
<td>1/29/2018</td>
<td>2/5/2018</td>
<td>2/12/2018</td>
<td>2/19/2018</td>
</tr>
<tr>
<td>4/30/2018</td>
<td>5/7/2018</td>
<td>5/14/2018</td>
<td>5/21/2018</td>
</tr>
<tr>
<td>5/29/2018</td>
<td>6/4/2018</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
As the 2017-18 school year comes to an end, MTI wishes to extend our appreciation to all MTI-represented employees for your countless contributions to Madison’s children. To the EAs who care for and support our most vulnerable students; to the classroom teachers and substitute teachers who stand and deliver every day; to the school secretaries and administrative support staff who keep school operations running; to the school security assistants who build critical relationships while providing safety; to the student support and health services staff who treat emotional and physical wounds; to the central office support staff who provide technical support, instructional support, and administrative support to 4,000 employees across 50+ work sites; to our brothers and sisters in the building trades who construct and paint and plumb; to our brothers and support staff who provide technical support, instructional support, and administrative support to 4,000 employees across 50+ work sites; to our brothers and sisters in the building trades who construct and paint and plumb; and repair. It truly does take a village to educate a child and you are all a part of that village.

In my role as a release-time president, I was able to experience first-hand what I’ve always known, the staff of MMSD is the cornerstone of our public education system. The level of compassion, knowledge, and professionalism that is displayed by MTI members on a daily basis is truly incredible. Much will be made of student data and various metrics, but we all know that the most significant accomplishments that staff and students experience are largely immeasurable. As I work with staff across the District, it is clear that together we are stronger and that collectively we make positive change happen for our students, our schools, and our community.

Some of you will find a much-needed respite this summer to re-engage with family, pursue professional development, or simply breathe. Some of you will continue your work this summer for the District or a second (or third) job. Others still will be retiring or resigning and moving on to other chapters in life. Thanks to each and every one of you for the difference you have made every day.

Andy Waity, MTI President

Required Meetings or Training During Non-Contract Days

It’s that time of year when administrators send e-mails, memos, and letters outlining “required” trainings, professional development, and other meetings during the summer months. Often, staff are encouraged to attend meetings and trainings wherein administrators use language that does not clearly indicate that any attendance during the summer or the voluntary day for returning staff is entirely voluntary. Addendum A, Section 15.11 of the Handbook is clear and provides that attendance at any District-offered staff development opportunities during the summer recess be compensated, either with Professional Advancement Credit (PAC), extended employment salary, or payment for graduate credits (if such is offered). The Handbook language also states that such communications “clearly convey the fact that teachers will not be penalized or suffer harm for choosing not to volunteer.”

Anyone with concerns or questions about attendance on non-contract or voluntary days should contact Jeff Knight (knightj@madisonteachers.org) at MTI. MTI does not discourage voluntary participation; however, it is out of respect for MTI-represented individuals that the Handbook is clear and direct regarding one’s participation or lack thereof.

For the 2018-19 School Year:
- New Teacher Days: August 22, 23 & 24
- August 27, 28, 29 & 30: required workdays for all members of the teacher unit
- August 31: voluntary day for all staff
- September 4: first day of school with students

Educational Assistants are required to work August 27 (All Staff Day). EAs are also required to work two (2) out of the remaining three (3) days between August 28-30, which days will be determined by the principal at each school or work site. EAs will be notified, by work site, by June 8, which two (2) days are required. All EAs are also required to attend all inservice and professional development (PD) days.

Bargaining Mediation Update; Second Mediation Session Scheduled for June 5

A five-hour mediation session was conducted on May 30 with representatives from MTI, MMSD, and Mediator Bill Houlihan. With the Mediator’s assistance, both parties exchanged proposals to bring them closer to agreement on the base-wage increase. MTI continues to seek a cost-of-living 2.13% base-wage increase for all employees, and the parties discussed and exchanged ideas on how such an increase could be funded, as well as the potential impact on the District’s 2018-19 budget. District negotiators will be meeting with the Board of Education in Executive (closed) Session on Monday, June 4, to update them on the mediation discussions and to seek BOE guidance and authorization on potential settlement proposals. A second mediation session has been scheduled for Tuesday, June 5, in an attempt to reach agreement. All MTI members will be updated on the progress following the June 5 mediation session.

Again, no agreement was reached on May 30, and the parties will meet again on June 5. Should the parties reach tentative agreement on June 5, MTI will most likely schedule an MTI membership ratification meeting on June 12 and/or 13. Should the parties fail to reach a tentative agreement on June 5, MTI leadership will meet to discuss next steps needed in order to bring this bargain to resolution.
Packing and Moving - Reminder!

For many years, MTI’s representation assisted teachers in receiving additional compensation when they had to pack, move, and unpack their classrooms, due to construction or other physical necessity in their schools. However, because the District became increasingly intransigent when it came to fairly compensating teachers for doing this work, MTI negotiated specific terms which are now part of the Employee Handbook.

Under Addendum A (Section 15.04) of the Handbook, teachers are NOT REQUIRED to pack/move, and/or unpack, teaching materials, either during the school year or during a school recess period due to [major] cleaning (defined as cleaning not regularly associated with annual and/or routine classroom cleaning), construction projects, repairs, electrical upgrades, etc.; due to their classroom being moved at management’s request; OR when the District deems it necessary to utilize the teacher’s classroom for classes or other activities during a school recess period. The District will arrange for the teachers’ materials to be moved to his/her newly assigned location. If materials are relocated during a period when school is in recess, they will be returned by the District when school resumes.

Teachers may, at their option, use contract time to complete packing and/or unpacking, related to routine classroom cleaning. Teachers who are asked by their principal to pack, and/or unpack, teaching materials as set forth in paragraph 2 above, are to complete a form available from the principal to be submitted to and approved by the District Director of Human Resources (or his/her designee) prior to commencing said packing or unpacking. The District will, upon receipt of such form and verification of said work falling within the parameters of paragraph 2, inform the teacher that he/she will not be required to perform the work.

Other than to accommodate employees under the Americans with Disabilities Act (ADA) or Wisconsin Fair Employment Act (WFEA) where their disability prohibits them from packing, unpacking and moving their materials, teachers who request to move from one classroom to another in the same school may be required move their own teaching materials.

Important Reminder!
Teacher Contract Deadline—June 15

Teachers contracts for 2018-19 school year must be received in the District’s HR office no later than June 15. Failure to return a signed contract by June 15 results in the District accepting such as one’s resignation.

Specials Scheduling Reminder

Addendum A, Section 4.01 (p. 112) of the Employee Handbook contains the following language regarding scheduling of “specials” teachers: “The District shall make every reasonable effort to schedule elementary specials teachers in such a manner as to cluster the assignment of sections by similar grade level (i.e., first grades scheduled consecutively, second grades scheduled consecutively, etc.), and to ensure that no specials teacher is assigned more than two (2) consecutive hours without a planning period, duty-free lunch, or at least ten (10) minutes of non-student contact time.” Please ensure that principals and scheduling staff take this into consideration when determining schedules for next school year.

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. During the summer months, Steve will be available on June 18-20, July 16-19, August 13-15, and August 20-23. Consultations are held at MTI.

National Board Certification: Jump Start Training July 30-Aug. 1

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. Another opportunity is WEAC’s Jump Start training, July 30-August 1. Jump Start is an intensive seminar geared for teachers pursuing National Board Certification who intend to submit components in the 2018-19 school year. This professional development opportunity has been designed by NEA members who are Nationally Board Certified Teachers (NBCTs). Union members who are just beginning their National Board journey, can register by going to: tinyurl.com/NBCJumpStart.

Summer Updates for MTI Members

Communication is one of the most important functions of a Union. There is no “collectively we decide” or “united we act” without communication. During the school year, MTI-represented employees receive the weekly MTI Solidarity! newsletter with timely and important information. However, when such print publications are suspended over the summer months, MTI members instead receive Solidarity! e-mail updates throughout the summer, updating them on many important matters. Watch your in-box!

MTI Office Summer Hours

MTI staff wish all Union members a safe and enjoyable summer. MTI’s office remains open during the summer to serve its members. Summer hours are 7:30 a.m. - 5:00 p.m. (Monday through Thursday) and 7:30 a.m. - noon on Fridays. Note: The MTI office will be closed July 4 & 5 for the July 4 holiday.

Calendar of Events

MTI/MMSSD Safety Committee
June 4, 4:30 p.m., MTI
Semester Ends—June 8, 2018
Staff Only Day—June 11, 2018
July 4 & 5—MTI Office Closed

Our Union Makes Us Strong!

Volume 51, #38, June 4, 2018
MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
Hundreds of members of MTI, Local 60, and the Building Trades Unions packed the Board of Education meeting last week for the second consecutive month in support of cost-of-living pay increases for all District employees. 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%. Bargaining commenced on May 9, with the District administration initially offering a 0.5% base-wage increase for 2018-19, before increasing their offer to 1.26%. MTI continues to push the District to provide a cost-of-living base-wage increase (2.13%) for all MTI-represented employees. Negotiators for MMSD and MTI have agreed to request the services of a mediator to assist them in resolution of base-wage negotiations, and have tentatively scheduled a mediation session on May 30. All MTI members will receive an update after the mediation session relative to our progress and next steps (if needed). Members are encouraged to continue to contact members of the Board of Education to urge their support of a cost-of-living pay increase (board@madison.wi.k12.us).

MTI and MMSD Announce Improvements to Wellness Programing and Life Insurance

MTI and the MMSD have been in discussions about potential improvements to the Districts Wellness Program as well as Life Insurance benefits. The Wellness discussions have focused on shifting the program away from the annual bio-screen requirement and punitive premium payment differential to a more holistic approach that actually encourages and supports employee wellness. The Life Insurance discussions have involved expanding life insurance coverage by moving from a voluntary plan with employee premium contributions to a mandatory plan in which all benefit eligible employees would be covered at no cost to the employee, i.e., the District will pay the entire premium. These changes have now been approved and information on both of these changes, as well as other benefit updates, will be mailed to all MMSD employees in the next couple of weeks. The changes to the Wellness Program and Life Insurance benefits are summarized below:

**Wellness Programming**
During the past three years, MMSD’s Wellness Program included mindfulness practices, annual wellness fair, semi-annual wellness challenges/campaigns, monthly wellness newsletters, and the annual wellness assessment. The District has listened and heard feedback about the Wellness Program, and will be changing the program for the 2018-19 school year. Changes include:
- The Wellness Program will mirror the District Wellness Policy, ensuring District employees are healthy, safe, engaged, supported, and well-balanced.
- Monthly themes will include topics relating to health education, physical activity, nutrition education, mindfulness practices, mental health support, and financial education.
- To support a holistic approach to total wellness, MMSD will no longer focus on providing the annual wellness assessment. Beginning with the 2018-19 school year, employees will be encouraged to visit their personal physician for their healthcare needs and insurance premiums will no longer be tied to any type of assessment.
- If you did not participate in the 2017 wellness assessment and are currently paying the health insurance non-participant rate, you will continue to pay the non-participant rate. Please watch for more information at the beginning of the school year for directions on how you can reduce your insurance premiums.

**Life Insurance**
The current basic Life Insurance plan is a voluntary plan, allowing employees to be covered at 1x base annual salary while paying 15% of the premium. The plan has a built-in retiree benefit, allowing some coverage to continue into retirement if the employee retires from MMSD. We will be expanding the life insurance plan into two separate plans. (continued on reverse)

<table>
<thead>
<tr>
<th>Benefit Amount</th>
<th>Basic Plan (New Plan as of 7/1/18)</th>
<th>Basic Plus Retirement (Current Plan)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Benefit Amount</td>
<td>1x Base Salary</td>
<td>1x Base Salary</td>
</tr>
<tr>
<td>Post-Retirement Benefit</td>
<td>N/A</td>
<td>Available</td>
</tr>
<tr>
<td>Premium</td>
<td>100% Paid by MMSD</td>
<td>85% Paid by MMSD / 15% Paid by Employee</td>
</tr>
<tr>
<td>Voluntary Coverage</td>
<td>Available</td>
<td>Available</td>
</tr>
</tbody>
</table>
Life Insurance (cont.)

- If you are currently not enrolled in MMSD’s Life Insurance plan, you will be automatically enrolled into the “Basic Plan” as of 7/1/2018, if you are a benefits-eligible employee.
- If you are currently enrolled in MMSD’s Life Insurance plan and would like to move from the “Basic Plus Retirement” plan to the “Basic Plan,” you will be given the opportunity to do so in July. Please watch for more information, which will be mailed to your home in the summer.
- Those employees approaching retirement who are considering changing to the new “Basic Plan” should note that it does not include a post-retirement benefit.

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

We will be wearing 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 kmotoviloff@madisonteachers.org. $12 checks are payable to MTI.

Insurance Changes During Summer

MTI-represented District employees are advised to call the District’s Benefits Office (663-1692) regarding insurance benefits if any of the following events occur during the summer: one gets married, changes address, changes name, retires, resigns, takes a leave of absence, has or adopts a child, and/or if one’s dependent and/or spouse becomes ineligible/eligible for health or dental insurance coverage. One must add a new eligible person, e.g., child, including a newborn, or spouse, within 30 days of eligibility. Waiting until fall to act may render one’s spouse or other dependents ineligible.

Dependents: Under the revised state law regarding dependent coverage, adult children are eligible to remain on a parent’s health and dental plans until the end of the year in which the child turns 26. Spouse: A spouse becomes eligible upon marriage, termination of his/her employment, or loss of insurance with his/her employer; and becomes ineligible due to divorce. If one gets married, his/her spouse is not automatically covered by health or dental insurance; one must contact the District’s benefits office to enroll his/her spouse.

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 individual 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.

Want to Build Your Union, Develop Your Organizing Skills, and Earn Pay this Summer?

MTI is looking for three (3) motivated and outgoing MTI teacher* members to become part of our 2018 Wisconsin Education Summer Member Organizer Program. The program will last for eight (8) weeks from July 8-September 1 and will include two days of training and a commitment of 20 hours per week. Those hired as Summer Member Organizers will be paid $600 per week for their work and will work under the direction of a Lead Organizer. Watch for additional information on this Summer Member Organizer opportunity, including application information, in the coming weeks, or contact MTI President Andy Waity (awaity@madisonteachers.org) for more information. *this program is partially funded by WEAC and the NEA and is therefore only open to MTI members in the teacher unit who are also members of WEAC and NEA.

Calendar of Events

Handbook Discussions
May 29, 5:00 p.m., MTI

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

MTI/MMSD Safety Committee
June 4, 4:30 p.m., MTI

Semester Ends—June 8, 2018

Staff Only Day—June 11, 2018

July 4 & 5—MTI Office Closed

July 21—Bike Ride for Boys & Girls Club

Our Union Makes Us Strong!

Volume 52, #37, May 29, 2018
MTI’s web page - www.madisonteachers.org
MTI’s e-mail - MTI@madisonteachers.org
Bargaining Update: Mediation To Be Scheduled Over Wage Increase

Negotiators for MMSD and MTI have agreed to request the services of a mediator to assist them in resolution of base-wage negotiations. 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%. Bargaining commenced on May 9, with the District administration initially offering a 0.5% base-wage increase for 2018-19, before increasing their offer to 1.26%. MTI continues to push the District to provide a cost-of-living base-wage increase (2.13%) for all MTI-represented employees and shared the following statement in support of its proposal:

- A cost-of-living pay increase should be a minimal expectation of all employees, particularly those charged with the profound responsibility of educating our children.
- A cost-of-living pay increase should also be a minimal expectation, given the decreases in take-home pay that District employees have received over the past eight years due to shifting benefit costs and frozen or negligible salary increases.
- A cost-of-living pay increase should be a minimal expectation for a Union that has worked in partnership with the District over many years to reduce benefit costs and increase school revenues.
- A cost-of-living increase should be a minimal expectation in a community that strongly supports its public schools and values its educators, and overwhelmingly approved a referendum in 2016 authorizing the BOE to raise the revenue it needs to maintain our high-quality public schools, which depend on high-quality school staff.
- A cost-of-living increase should be a minimal expectation in a school year in which Employee Compensation was promised as a lead budget strategy after years in which other “strategic priorities” received greater budget priority.
- A cost-of-living increase should be a minimal expectation for the 2,000 District employees who will not receive any other form of pay increase next year.
- A cost-of-living increase should be a minimal expectation in a nation that is witnessing a massive mobilization of educators from West Virginia to Oklahoma to Arizona to Milwaukee demanding an end to decades of cuts to public education and long overdue pay increases for those working to educate our children.

MTI will advise members once a date for mediation is set.

MTI-MMSD Safety Committee Update

The MTI-MMSD Safety Committee met on May 14 to discuss both short-term (2018-19) and long-term (2019-20) changes to the Behavior Education Plan. The District is recommending relatively minor policy changes for the 2018-19 school year, with a full review of the BEP during that year for more substantive updates in 2019-20. MTI has drafted a platform for Creating the School Climates Our Students and Staff Deserve and will be working to advance that platform during Employee Handbook discussions and via the Strategic Framework Planning sessions. The Safety Committee is scheduled to reconvene on June 4 to discuss recommended changes to the Code Red Lockdown procedures, as well as the District’s recommendations for safety upgrades to submit to the State for funding. MTI members will continue to receive updates on our Safety Committee work over the summer via e-mail bulletins.

Important Reminder!
Teacher Contract Deadline
June 15

Signed contracts of all returning teachers must be received in Human Resources no later than June 15. Failure to return a signed contract by June 15 results in the District accepting such as one’s resignation.

2,841 Years of Service

Combined service of 2,841 years are departing the District, as 121 employees retire. Their pending June retirement was cause for celebration at the annual joint MTI-MMSD reception at the Alliant Energy Center on May 10. Topping the list of years of service to Madison’s children are: Teachers: Lucerne Rice (45); Susan Lee (39); Susan Dudley (33); Anne Schoenemann (23); and Patricia Arndt (33). Educational Assistants: Debra Beckwith (28); Margaret Peterson (28); Jean Vetter (28); Theresa Burr (26); and Torri Grow (21). Clerical/Technical Employees: Mary Willadsen (28); Nancy Mohr (23); Lynne Kimball (21); Nancy Battist (19); and Sandra Foreman (14).

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.).
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.

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

We will be wearing 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 kmotoviloff@madisonteachers.org. $12 checks are payable to MTI.

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. 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 Brunson at (608-256-3161).

Save the Date - July 21
Team MTI Cares Joins the Bike Ride for the Boys and Girls Club

Choose an 8, 20, or 50-mile bike ride and raise money for the Boys and Girls Club of Dane County. This will be MTI Cares’ 5th year with a team and we’d like to make it the biggest team yet! We usually have riders in each distance, and family and friends of MTI are encouraged to join the team. To join or donate to Team MTI Cares, go to the MTI Cares tab on MTI’s webpage at: www.madisonteachers.org.

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 members in need of assistance:
See your MTI Faculty Rep or contact MTI staff (257-0491 or mti@madisonteachers.org) if you have a question or need assistance with any work-related matter.

National Board Certification: Information Session May 24 and Jump Start Training July 30-Aug. 1

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.

Another opportunity is WEAC’s Jump Start training, July 30-August 1. Jump Start is an intensive seminar geared for teachers pursuing National Board Certification who intend to submit components in the 2018-19 school year. This professional development opportunity has been designed by WEAC members who are National Board Certified Teachers (NBCTs). Union members who are just beginning their National Board journey, can register by going to: tinyurl.com/NBC JumpStart.

Calendar of Events

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

Handbook Discussions
May 29, 5:00 p.m., MTI

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

Our Union Makes Us Strong!

Volume 52, #36, May 21, 2018
MTI’s web page - www.madisonteachers.org
MTI’s e-mail - MTI@madisonteachers.org
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 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 kmotovich@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.

* * * * * *

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

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>MTI/MMSD Safety Committee</td>
<td>May 14</td>
<td>Doyle, Room 124A</td>
</tr>
<tr>
<td>MTI Faculty Representative Council</td>
<td>May 15</td>
<td>4:15 p.m., MTI</td>
</tr>
<tr>
<td>MTI Voters PAC—Candidate Interviews</td>
<td>May 22 and 23</td>
<td>4:15 p.m., MTI</td>
</tr>
<tr>
<td>SCFL “Bean Feed”</td>
<td>May 23</td>
<td>6:00 p.m., SCFL (1602 S. Park St.)</td>
</tr>
<tr>
<td>USO-MTI End-of-year Social &amp; Picnic</td>
<td>May 24</td>
<td>4:00 p.m., MTI</td>
</tr>
<tr>
<td>Memorial Day—May 28</td>
<td>May 28</td>
<td></td>
</tr>
<tr>
<td>ESEA-MTI End-of-year Appreciation Picnic</td>
<td>May 31</td>
<td>4:15 p.m., MTI</td>
</tr>
<tr>
<td>Semester Ends—June 8</td>
<td>June 8</td>
<td></td>
</tr>
<tr>
<td>Staff Only Day—June 11</td>
<td>June 11</td>
<td></td>
</tr>
</tbody>
</table>

Our Union Makes Us Strong!

Volume 52, #35, May 14, 2018
MTI’s web page - www.madisonteachers.org
MTI’s e-mail - MTI@madisonteachers.org
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. Although 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 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!

Hundreds of MTI Members Pack the Board of Education Meeting in Support of Cost-of-Living Base-Wage Increases and the School Climates Our Students and Staff Deserve

Hundreds of MTI members in red shirts packed a standing-room-only Auditorium at the Doyle administration building on Monday, April 30, to show support for a cost-of-living pay increase, as well as MTI’s platform to Create the School Climates Our Students and Staff Deserve. Public testimony was provided by newly elected MTI Vice-President Michael Jones (Black Hawk), MTI President Andy Waity, MTI Board member Kerry Motoviloff, MTI Executive Director Doug Keillor, ESEA-MTI President Judy Ferwerda (Memorial), USO-MTI Bargaining Team member Cindy Reitzi, and teacher Richard Wagner (LaFollette). Speakers emphasized the need to create the genuine shared leadership recommendations advanced in MTI’s platform on school climate and reiterated MTI’s expectation that the District bargain a cost-of-living pay increase for all employees. MTI’s sisters and brothers with AFSCME Local 60 (custodial and food service workers), as well as the Building and Construction Trades Council (trades employees) also attended the meeting in a show of solidarity and support.

MTI-MMSD Base-Wage Bargaining Rescheduled to May 9

The day after the BOE meeting, District negotiators advised MTI leadership that the District needed to postpone the bargaining session previously scheduled for May 2, because the Board of Education had not reached consensus on the bargaining authority (i.e., amount of base-wage increase) to grant their negotiators. The BOE will take the authorization issue up again in closed session on May 7. Bargaining has now been rescheduled for Wednesday, May 9, at 4:30 p.m., at MTI Headquarters. All members are welcome to attend this bargaining session.

MTI members are encouraged to familiarize themselves with the bargaining issues and e-mail the BOE (board@madison.k12.wi.us) to advocate for a cost-of-living base-wage increase. What is your story? Why is a cost-of-living increase important to you?

Important Reminder!
Teacher Contract Deadline June 15

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.

Calendar Committee Discussing 2019-20 Calendar

The MTI/MMSD Calendar Committee has commenced work on the 2019-20 calendar. It is hoped that an early start on the calendar will allow more time to balance the interests of students, staff, and the community to construct the best calendar for all. Updates on the Calendar Committees work will be provided in the Friday Update and MTI Solidarity! as they become available.

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 lanyards every day!
MTI Election Results

MTI's Election Committee has tallied the ballots cast in last week’s MTI teacher bargaining unit general election and has certified the election of MTI officers. Current President Andy Waity (Crestwood) will continue to serve as release-time President for the 2018-19 school year. Michael Jones (Black Hawk) was elected as Vice-President; incumbent Cari Falk (Badger Rock) as Secretary; and incumbent Andy Mayhall (Thoreau) as Treasurer.

Elected to 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); and At-Large Representative - Stephanie Biese Patton (Elvehjem).

A vacancy exists for Student Services Representative (High School). Karyn Chacon (East) who was re-elected has decided not to continue.

SCFL Annual “Bean Feed” May 23

The South Central Federation of Labor’s Committee on Political Education will hold its 59th annual COPE Bean Feed, hosting Madison and Dane County elected officials, legislators, and union members and their families on Wednesday, May 23, at 6:00 p.m., at the Madison Labor Temple, 1602 S. Park Street. One may have all the beans, hot dogs, and potato salad one wishes, plus one free soda or beer. The meal will be served from 6:00 to 7:15 p.m. The proceeds pay for SCFL political action activities such as phone banks and mailings to unionists in Dane, Dodge, Columbia, Jefferson, Sauk & Iowa counties. MTI members can receive free tickets (first come, first served) by contacting MTI (257-0491; mti@madisonteachers.org).

Resignation

MTI-represented staff are requested, if they plan to resign at the end of the current school year, to submit notice to the Director of Human Resources, as early as possible to enable timely replacement.

For those in MTI’s teacher bargaining unit the following sums may be assessed for late resignation: a) resignation after the last day of the school year - $400; b) resignation after July 1 - $450; c) resignation after August 1 through the subsequent school year - $500; and d) resignation without providing at least 30 days written notice results in an additional $100.

Educational Assistants who plan to resign must do so in writing to the Director of Human Resources at least two (2) weeks prior to the effective date of resignation. Any EA who fails to provide written notice at least 2 weeks prior to the effective date of resignation is required to pay $50 as liquidated damages for the failure to give such notice. Resignation after July 1 incurs a $100 penalty.

Clerical/Technical Employees who plan to resign must do so in writing to the Director of Human Resources at least 4 weeks prior to the effective date of resignation. Employees who fail to provide written notice at least four (4) weeks prior to the effective date of resignation are required to pay $100 as liquidated damages for the failure to give such 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 individual 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 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

Teacher Appreciation Week
May 7-11

MTI Special Education Sub-Committee
May 7, 4:00 p.m., Hosted by Peg Coyne

MTI Board of Directors
May 8, 4:30 p.m., MTI

Base-Wage Bargaining
May 9, 4:30 p.m., MTI

MMSD Retirement Reception
May 10, 4:00 p.m., Alliant Center

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

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

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

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

Our Union Makes Us Strong!

Volume 52, #34, May 7, 2018
MTI’s web page - www.madisonteachers.org
MTI’s e-mail - mti@madisonteachers.org
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](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 (2526 Atwood Ave.) on May 10, from 9:00-11:30 a.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.

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!

Volume 52, #33, April 30, 2018
MTI’s web page - www.madisonteachers.org
MTI’s e-mail - Mti@madisonteachers.org
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:

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 respect 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 nonrenewal 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.

* * * * *

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!

Volume 52, #32, April 23, 2018
MTI’s web page - www.madisonteachers.org
MTI’s e-mail - MTI@madisonteachers.org
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). Sites that want support should contact Kerry Motoviloff at kmotoviloff@madisonteachers.org.

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.

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.

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.

How Do I Join MTI?

Click on the “JOIN” icon/link on the MTI webpage (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.

Our Union Makes Us Strong!

Volume 52, #31, April 16, 2018
MTI’s page - www.madisonteachers.org
MTI’s e-mail - MTI@madisonteachers.org

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
Ready to Represent? MTI Teacher Faculty Rep Teams Needed

MTI is a Union built on the core belief that an active and involved membership, led by democratically-elected leaders and supported by highly-qualified staff, can best promote the interests of public education, the education profession, and the members of the Union. MTI’s motto, “Collectively we decide, united we act,” is our mutual pledge to each other to strive to include the voices of all MTI members in our decisions, and to demonstrate solidarity in our actions. Our Mission Statement further expands on this idea, stating that MTI is a “member led organization” and that elected leaders provide the guidance necessary to fulfill that objective.

The MTI Faculty Representative (FR) is a critical element in fulfilling this mission. Every school/work location should have a team of Faculty Reps working together to represent their colleagues. Schools and work sites are entitled to one (1) FR for every fifteen (15) Union members at the school or worksite.

MTI Faculty Reps serve to represent the concerns and interests of MTI members at their work location and with MTI members district-wide via the MTI Faculty Representative Council (FRC), the policy forming body of the MTI teacher union. FRs also serve to represent the concerns and interests of MTI members at their work location with the building principal or supervisor, and work towards Collaborative Problem Solving (a joint initiative between MTI and MMSD) while also working with members and MTI staff/leadership to promote member interest in other numerous ways, as needed.

If you are interested in representing your colleagues and being a part of making positive change, contact your Senior MTI Faculty Rep to let them know you would like to be nominated for one of the FR positions at your school/work site.

Election Process: Pursuant to MTI Bylaws, Faculty Representative elections occur during the fourth week of April. This year’s election will take place April 23-27. Nominations are sought and posted a week prior to the election. Any member may nominate another member at their worksite. Members may also self-nominate. The Senior FR then conducts a secret ballot election among members at each work location. The election results are reported to MTI. Newly-elected FRs will be installed at the May 15 FRC meeting. If you have questions about the process or do not currently have an MTI Faculty Rep at your school, please contact President Waity or MTI staff.

Examples of Faculty Representative duties:

- Attend and represent staff at MTI Faculty Representative Council meetings on a regular basis. The FRC meets monthly during the school year (typically the third Tuesday of the month, from 4:30-6:00 p.m.).
- Distribute MTI communications to MTI members at their work location (e.g., MTI Solidarity! newsletter).
- Promote the enrollment of MTI members and coordinate any membership and recertification campaigns at their work location.
- Participate in the Collaborative Problem Solving (CPS) Process at their school:
  - Participate in CPS training provided by MTI/MMSD.
  - Communicate on a regular basis with principal or site administrator.
  - Share member concerns with MTI and administration as appropriate.
  - Work to identify collaborative solutions to worksite issues and concerns.
- Coordinate with and support other MTI unit building representatives and members of other units as needed.
- Serve on MTI committees as needed.
- Hold worksite MTI meetings on a regular basis.
- Communicate issues and concerns with MTI staff and leadership as they arise.

No single MTI member needs to do it all. These responsibilities should be shared by a team of Faculty Reps at each school.

Supports: MTI leadership and staff provide a variety of supports to assist MTI Faculty Reps with their responsibilities and to facilitate the development of processes, such as Collaborative Problem Solving. These supports include formal FR training opportunities, as well as regular and on-going communications and support from MTI-elected leadership and staff. Additional trainings and supports are developed based on needs identified by our Faculty Representatives.

Join us in keeping MTI strong! We are MTI!

Spring Election Results and the Renewal of Hope

The resounding state-wide election results on April 3 provide further evidence that political change is on the way. MTI-Voters-endorsed Rebecca Dallet won a landslide election to the Wisconsin Supreme Court, earning 56.5 percent of the vote statewide in Tuesday’s election, compared to just 43.5 percent for her challenger, Michael Screnock. Voters also overwhelmingly said NO to eliminating the State Treasurer position.

Pines Bach Attorney Susan Crawford prevailed in a more tightly contested race for Dane County Circuit Court judge. MTI endorsed both candidates in this election. As an attorney for MTI, Crawford helped lead numerous legal challenges to the legislative overreach by the Walker administration, including winning critical Act 10 Circuit Court decisions that allowed MTI to extend its Collective Bargaining Agreements in the wake of Act 10, and defending the independence of the office of the State Superintendent of Public Instruction. Crawford will now bring those significant legal skills and experience to the Dane County Circuit Court bench. (continued on reverse)
Spring Election Results (continued)
MTI-Voters-endorsed Board of Education candidates had mixed results. Mary Burke, without a challenger, was easily reelected to Seat 2. Incumbent Anna Moffit was narrowly defeated by challenger Gloria Reyes. MTI-Voters had endorsed Moffit due to her exceptional service and experience as a BOE member and her powerful advocacy for public schools, students, and educators. While we will miss Moffit’s leadership and contributions on the Board, we hope that she continues to advocate for public schools in other ways. We also look forward to working with Gloria Reyes as she joins the Board of Education. Reyes brings strong qualifications to her Board service, both from her personal and professional background, and will also help bring the voice and perspective of the Latino community to BOE considerations.

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. (location will be announced at a later date) to hear what nine (9) candidates for Governor have to say about public education issues. A planning committee comprised of the MTI-Voters Committee and WEAC Region 6 leaders will be meeting next week to finalize plans for the forum and additional information will be shared with all members as logistics are finalized.

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 Waiaty at: awaiaty@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.

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 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 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, 4:30 p.m., MTI

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

Our Union Makes Us Strong!

Volume 52, #30, April 9, 2018
MTI’s web page - www.madisonteachers.org
MTI’s e-mail - MTI@madisonteachers.org
“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 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: awainty@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/WEAC Phone Bank Thursday, March 22 – Volunteers Needed!

MTI and WEAC members will be working side by side on **March 22** to contact Union households about the upcoming April 3rd Spring Election. The focus will be on the **statewide race for WI Supreme Court** and local School Board elections. Please sign-up for a shift between 4:30 and 8:30 p.m. and join your colleagues at the Labor Temple, Room 212. These are important calls as voter turnout is typically low in spring elections. A solid Get-Out-the-Vote effort can make a significant difference. To sign up for a shift, email MTI@madisonteachers.org or call MTI at 257-0491. For additional information about the upcoming election, visit the MTI website link: "Elections - Spring 2018."

**Exercise Your Political Rights: Important Elections April 3**

The Spring 2018 general election takes place on **Tuesday, April 3rd.** MTI-Voters has endorsed the following candidates and urges all members to make a plan to vote and to get involved in these important campaigns. See MTI’s webpage under Spring Elections for additional information, including opportunities for involvement.

- **State Supreme Court -** MTI Voters endorses **Rebecca Dallet.** Dallet has 10 years of judicial experience, supports stronger judicial recusal rules, believes unions play an important role in today’s workplace, believes a right to a public education is a core value, and believes courts should stand up for people who can’t stand up for themselves. Her opponent is funded by corporate special interests, co-authored Wisconsin’s biased legislative district maps, and defended Governor Walker’s anti-worker Act 10 legislation. This is a real opportunity to win a seat for fairness and justice on the Wisconsin Supreme Court, and we need engaged and involved voters to make that happen.

  There are also two **Madison Board of Education Seats** on the ballot with a contested race in Seat 1. MTI has once again endorsed **Anna Moffit,** as she has proven to be an effective, thoughtful and engaged Board member who is responsive to the concerns of educators and families. MTI Voters believes she has earned a second term. MTI Voters also endorsed **Mary Burke,** who is running unopposed for Seat 2.

  For **Dane County Circuit Court,** MTI Voters has made a dual endorsement. Both candidates, **Susan Crawford** and **Marilyn Townsend,** have worked as labor attorneys to further the interests of working families and Unions. MTI Voters believes that either would make a terrific Circuit Court Judge. We urge members to seek out information on each candidate and make an individual determination.

- **MTI Voters has also endorsed** **Michele Ritt,** an MMSD teacher and MTI member running for her third term on the **Dane County Board.** If you live in District 18 on Madison’s north side, Michele will be on your ballot.

  MTI also recommends that members **vote NO on the statewide referendum** on April 3, on whether or not Wisconsin should amend its Constitution to eliminate the Office of the State Treasurer and add the Lieutenant Governor to the Board of Commissioners of Public Lands (BCPL). The State Treasurer provides responsible oversight and management of the Common School Fund for public school libraries. Replacing the State Treasurer with the Lieutenant Governor could lead to more partisan decision-making. Also, if this referendum passes, Wisconsin would be the only state without a fiscal watchdog. We need the Office of the State Treasurer so we have checks and balances on the executive branch. Vote **NO** on the statewide referendum.

**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 when we return from spring break. 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: awai-ty@madisonteachers.org or sign up at: https://goo.gl/forms/cMtwYFFVDf8MDf03.

---

**March 24 - March For Our Lives**

On March 24, the kids and families of **March For Our Lives** will take to the streets of Washington, D.C. to demand that their lives and safety become a priority and that we end gun violence and mass shootings in our schools today. On March 24, the collective voices of the **March For Our Lives** movement will be heard throughout cities across this country, including Madison. On Saturday, March 24, at 10:00 a.m., MTI members will rally on the steps of the State Capitol. Please congregate by the Lady Forward statue at the top of State Street. At 10:30, we will hear from students, teachers (including MTI teachers), and activists who are standing up to say #EnoughisEnough. After hearing from speakers, we will be marching around Capitol Square at 12:45 p.m. Sign the petition to demand action at: https://marchforourlivespetition.com.
Surplus Process Begins for Teachers and EAs

The timelines for teacher and educational assistant surplus determinations have been moved up this year by the District’s Human Resources department and many teachers and EAs received notices of surplus last week. While surplus notices can be issued up to July 1 for teachers and up to June 1 for EAs, principals are currently working with budgeted allocations to determine whether there will be need to be surpluses at their schools.

A surplus occurs within a school when there are more teachers or other educational support staff than there are allocated positions available at the school within the same bargaining unit or certification area. A surplus notice indicates that a staff member’s position at the school is no longer available, but that there will be a position available elsewhere in the District within the same bargaining unit or certification area. The District intends to refer surplus staff for reassignment in late March and early April.

A surplus is not the same as a layoff; with a layoff, there is a determination that there is not a position available anywhere in the District. The District has not indicated a need for any layoffs, in any bargaining unit, thus far and intends to make those decisions (if needed) between late March and mid-April.

Being declared surplus can be a stressful situation for many employees and MTI staff are available to assist MTI members with any questions and concerns during the surplus/reassignment process. Stay tuned for further surplus information and updates in the Solidarity! newsletter and on the MTI website.

LAST - New Professional Support Night Learn About Your ETF and Other Savings Available to You

April 11, 4:15-6:00 p.m., at MTI

What do you know about the Wisconsin Retirement System (WRS) pension statement you receive from the Department of Employee Trust Funds (ETF)? Learn how to read, understand, and verify your annual ETF statement. Most Wisconsin public school employees can expect their retirement income to come from three sources: WRS, Social Security, and personal savings. While your pension benefit provides income to come from three sources: WRS, Social Security, and personal savings. While your pension benefit provides income to come from three sources: WRS, Social Security, and personal savings to fill their retirement savings gap. Even if you are years away from retirement, you will want to attend this session. Join us for a crash course and get a better idea of how your pension and personal savings work to fill your retirement savings gap. Dinner provided. To RSVP, e-mail Kerry Motoviloff at: kmotoviloff@madisonteachers.org.
On March 6, the MTI Finance Committee unanimously approved recommendations for the 2018-19 MTI budget. The recommended MTI budget 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, as well as other items. The proposed MTI budget will be shared next with the MTI Board of Directors on March 13.

Pursuant to MTI Bylaws, the MTI budget will then be presented at the March 20 MTI Faculty Representative Council meeting. The meeting will commence at 4:15 p.m., at MTI headquarters. All MTI members, from all bargaining units, are welcome to attend the March 20 presentation to learn more about the proposed 2018-19 MTI budget and the work of the Union.

Following the presentation at the Faculty Representative Council meeting, the Bylaws require that the budget next be presented for approval at a meeting of MTI’s Joint Fiscal Group (JFG). The JFG is comprised of representatives of all three (3) MTI bargaining units. That meeting is anticipated to take place at the April 17 Faculty Representative Council meeting.

Additional information will be shared with members as the MTI budget approval process continues. Any members who have questions about the MTI budget are welcome to contact MTI Executive Director Doug Keillor at: keillord@madisonteachers.org.

School Safety Updates

MTI-MMSD Safety Committee
The Safety Committee met on March 8 to discuss the MMSD Code Red procedures, school facility security upgrades, recommendations from the Sandy Hook Commission, and the timeline and process for revisions to the Behavior Education Plan. Additional information from these discussions was sent via e-mail to MTI members last week.

March 14 “17 Minute” Observance
MTI, WEAC, and NEA call on all staff to WEAR ORANGE TO STOP GUN VIOLENCE. MTI is encouraging members to plan with school-based leaders and participate in school with their students in the 17 minutes of action at 10:00 a.m., on March 14. Additional information on ways to observe the 17 minutes is available on MTI’s webpage at: www.madisonteachers.org under the School Safety tab.

March 14 High School Student Walk-out
High school students from area high schools are planning a walk-out at noon to demand action on gun violence in schools. This is an event planned by and for students and students have been informed it will count as an unexcused absence. Staff have been informed that they are expected to perform their jobs as usual, unless they have approval for a personal leave day (requests require a five-day notice). Principals will try to honor as many staff personal leave requests as possible.

Other events and updates
More information relative to the April 20 National Day of Action, as well as legislative updates on school safety, are available on MTI’s webpage at: www.madisonteachers.org under the School Safety tab.

MTI-MMSD Teacher Compensation Committee to Meet on March 15
Members of the MTI-MMSD Teacher Compensation Committee will meet on March 15 to continue discussions on potential changes to the teacher salary schedule. The meeting will include analyzing the results of the MTI Teacher Compensation member survey, in which more than 550 MTI members participated. A summary of this discussion, as well as a summary of the survey results, will be shared with all MTI members following the meeting. Updates on the Teacher Compensation discussions can be found on MTI’s webpage at: www.madisonteachers.org under the Employee Handbook tab.

Reminder:
ESEA-MTI Membership Meeting, March 21
(4:15 p.m., at MTI)
It’s your Union; Get Involved!

There are many issues of importance to discuss, including nominations for positions on the ESEA-MTI Board of Directors. Members may also make nominations via the nomination form that has been sent to all ESEA-MTI bargaining unit members, or contact MTI Assistant Director Eve Degen at: degene@madisonteachers.org. Nominations will close at the March 21 meeting.
MTI is seeking teacher members to serve as delegates to the WEAC Representative Assembly on April 28. Nominations can be submitted via e-mail bernardsv@madisonteacher.org. The RA is a one-day meeting in LaCrosse. This meeting sets the agenda for the work of WEAC, our state Union, for the next year. Overnight accommodations will be reimbursed by MTI. This is a great way to stay informed and be involved in your state-wide Union. This year, the delegation will vote for the officer of Secretary/Treasurer.

SCFL 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. Four $1,000 scholarships, by lottery drawing from amongst 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.

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 are providing more opportunities to enhance the financial well-being of MTI members. More information and sign-ups for both seminars and consultations can be found at www.madisonteachers.org or www.weabenefits.com/mti.

Thursday, March 15—Preparing for Retirement

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 March 14. 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

- Monday, March 12, 4:00 p.m., MTI New Educators Seminar
- Tuesday, March 13, 4:30 p.m., MTI MTI Board of Directors
- Wednesday, March 14, 4:15 p.m., MTI USO-MTI Board of Directors
- Wednesday, March 14, 5:30 p.m., MTI National Board Certification Training
- Thursday, March 15, 4:30 p.m., MTI Teacher Compensation Work Group
- Tuesday, March 20, 4:15 p.m., MTI MTI Faculty Representative Council
- Wednesday, March 21, 4:15 p.m., MTI ESEA-MTI General Membership

March 26-30—Spring Break

Save the Date! April 15, 2018
MTI Cares Bowl-A-Thon for Food for Thought Initiative (F4TI)

Volume 52, #27, March 12, 2018
MTI’s web page - www.madisonteachers.org
MTI’s email - mti@madisonteachers.org
All MTI members received an e-mail update last week which included the following statement of the WEAC Board of Directors adopted by the MTI Board of Directors:

**WE CALL FOR UNITY, COMMON SENSE GUN LAWS & APRIL 20 DAY OF ACTION**

- We condemn the current reality that results in making our students and our schools fundamentally unsafe in America.
- We condemn the blatant, unbridled racist statements made against Haiti, El Salvador, African nations, and immigrants by President Trump. We call on elected officials to stand with us in condemning the comments made by the President of the United States.
- We condemn the current gun culture of America and support the NEA in calling for common sense gun control laws to make schools safer in light of yet another tragic school shooting.
- We support WEAC and NEA's efforts to assist locals and regions in supporting the NEA in its efforts for a Day of Action on April 20.

MTI leadership also recognizes that safety solutions require both practical and political action.

**On the practical front**, the MTI-MMSD Safety Committee is scheduled to meet March 8 to review MMSD code red protocols, discuss physical security upgrades (e.g. classroom doors which lock from the inside, etc.), building based safety committees, and other recommendations advanced by MTI members, as well as those recommendations advanced by the **Final Report of the Sandy Hook Advisory Commission**, a blue-ribbon report with recommendations for school districts and law enforcement in hopes of avoiding similar tragedies.

**On the political front**, MTI has joined the MMSD, Dane County Executive Parisi, and others in calling for the Governor and Legislature to call a special legislative session to require mandatory background checks; ban assault weapons and devices, such as bump stocks that modify guns to be rapid-firing; and prevent domestic abusers from owning guns. We are firmly opposed to any proposals to arm teachers or introduce more guns in schools. We also recommend that the Governor and Legislature provide additional funding for school safety and security upgrades, and adopt the comprehensive recommendations advanced by the blue-ribbon Sandy Hook Commission following that tragedy.

To highlight the importance of these issues and to push our legislative leaders to act, MTI is encouraging members to support local and national actions being organized to build awareness including:

**March 14 “17 Minute” Observance**
MTI, WEAC and NEA call all staff to WEAR ORANGE TO STOP GUN VIOLENCE. MTI is encouraging members to plan with school based leaders and participate in school with their students in the 17 minutes of Action at 10:00 a.m., on March 14. An e-mail went out last week with ways to observe the 17 minutes.

**March 14 High School Students Walk-out**
Some high school students are planning a walk out at noon. The students have been informed this will count as an unexcused absence. Staff are expected to perform their job as usual unless they have received approval for a personal leave day (requests require a five day notice). Principals will try to honor as many as they can while continuing to keep students safe and adequately supported.

**April 20 National Day of Action**
As we plan for action, MTI site-based leaders and members are asked to meet and plan with a purposeful eye toward impactful, age appropriateness of activities, and conversations around the day of action. Last week’s e-mail blast contained both ideas and a way to contribute ideas for action. Actions continue to be planned. E-mail ideas to Kerry at: kmotoviloff@madisonteachers.org.

More information is available on MTI's webpage at: www.madisonteachers.org under the School Safety tab.
Nominations Due for MTI Officers and Bargaining Committee

Any member of MTI's "teacher" collective bargaining unit who is interested in nominating a colleague, or himself/herself, for Vice-President, Secretary, or Treasurer should call or email MTI Executive Director Doug Keillor (keillord@madisonteachers.org/257-0491). The term of office for these positions is one year. As of this writing, seeking re-election are incumbents Cari Falk (Badger Rock) for Secretary and Andy Mayhall (Thoreau) for Treasurer. A vacancy exists for Vice-President. Current President Andy Waity (Thoreau) serves as President through the 2018-19 school year.

Nominations are also open for five (5) positions on the 15-member MTI Bargaining Committee. Of the 15 positions, one position each from elementary school; middle school; and high school levels; plus one at-large and one educational services positions are elected each year. Terms are for three (3) years. Seeking election are: for High School Representative – incumbent Steve Somerson (East); Middle School - incumbent Michael Hay-Chapman (Spring Harbor); and Student Services - Karyn Chacon (East). There are vacancies for Elementary School Representative and At-Large Representative. Terms for all positions are three years.

Nominations for both the MTI Officers and Bargaining Committee will be received and closed at the March 20 meeting of the MTI Faculty Representative Council. Nominations can also be made by an MTI Faculty Representative, from the floor, at the March 20 meeting. MTI's general election will be held April 23-25.

“Staff Only” Day March 16
Structure of Day Determined by Principal and SBLT

There is no school for students on the March 16 “Staff Only” day (formerly known as PD days). The Employee Handbook, Section 4.06, provides that there will be one (1) full Staff Only day per quarter, and that “the structure of the day is to be determined collaboratively at the building level by the principal and SBLT. Such time shall include collaborative learning that supports and enhances the quality of teaching and is aligned to each school’s SIP goals and strategies.” Educational Assistants and School Security Assistants have a mandatory workday on March 16. Various professional development opportunities are available to specific groups within these bargaining units, at the District or individual school level.

ESEA-MTI Membership Meeting March 21; Election of Officers

Members of MTI’s Educational Support Employees Association bargaining unit (ESEA-MTI) will meet on Wednesday, March 21, commencing at 4:15 p.m., at MTI. There are many issues of importance to discuss, including nominations for positions on the ESEA-MTI Board of Directors. Members may also make nominations via the nomination form that was sent to all ESEA-MTI bargaining unit members, or contact MTI Assistant Director Eve Degen (degene@madisonteachers.org). Nominations will close at the March 21 meeting. It's your Union; get involved!

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 are providing more opportunities to enhance the financial well-being of MTI members. More information and sign-ups for both seminars and consultations can be found at www.madisonteachers.org or www.weabenefits.com/mti.

Thursday, March 15—Preparing for Retirement

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 March 14. 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

- Monday, March 5, 4:15 p.m., MTI Special Education Sub-Committee
- Wednesday, March 7, 4:00 p.m., MTI New Professionals—Student Loan Forgiveness
- Monday, March 12, 4:00 p.m., MTI New Educators Seminar
- Tuesday, March 13, 4:30 p.m., MTI MTI Board of Directors
- Wednesday, March 14, 4:15 p.m., MTI USO-MTI Board of Directors
- Wednesday, March 14, 5:30 p.m., MTI National Board Certification Training
- Tuesday, March 20, 4:15 p.m., MTI MTI Faculty Representative Council
- Wednesday, March 21, 4:30 p.m., MTI ESEA-MTI General Membership

March 26-30—Spring Break

Save the Date! April 15, 2018
MTI Cares Bowl-A-Thon for Food for Thought Initiative (F4TI)

Volume 52, #26, March 5, 2018
MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
Safety Committee to Meet

In response to the concerns raised by members after the latest incident of gun violence in schools, MTI reached out to MMSD Administration to reconvene the joint Safety Committee. The focus of the work for this Committee is based on the feedback from members and recommendations from other sources including the Sandy Hook Commission. These concerns address many specific physical concerns. Issues about the best practices in the event of a crisis and providing training and supports for staff are also included. Another key focus will be to develop a “Safety Team” at each work location that includes a variety of staff positions, and ensure a meaningful voice in decisions about safety plans and procedures. It is clear that staff voice is a critical component of any discussions that involve safety, behavior, and climate in our schools. MTI members will receive e-mail updates as these important discussions occur.

Member Organizer Skill Training - Our Union Makes Us Strong!

MTI is launching a focused membership campaign. Member Organizers are needed to make this effort a success. A Union is built with the collective strength of its members. Since Act 10, MTI has maintained a strong membership and a powerful presence in MMSD. To maintain this, we need to organize and connect with new hires, former members, and other staff who haven’t joined us yet. We are looking for members who are able to commit time and energy to talk with potential members about joining MTI. This work will be done in a series of 4-week cycles with a focus on a small group of work locations. The first cycle starts on March 10th and runs through April 14th (yes, it’s a 5-week cycle, but that includes the week of Spring Break). Here’s what you will do as part of the team:

- Identify at least 2 other members from your school for your team.
- Attend a 3-hour training on Saturday, March 10th (9:30-12:30 p.m.). Refreshments will be provided at the training.
- Have membership conversations at your school over the next 5 weeks (one week is Spring Break).
- Attend 2 check-ins or meet with Andy Waity or Kerry Motoviloff during this time period.
- Attend a wrap up/celebration on Saturday, April 14th from 9:30-12:30 p.m.

If you are interested in joining this work and adding your skills to forging the future of MTI, please RSVP to MTI President Waity (awaity@madisonteachers.org) by Wednesday, March 7. Can’t commit to being a part of the first cohort? You have two additional opportunities. Cohort 2 runs from April 14th to May 12th and Cohort 3 runs from May 12th to June 9th.

Arts Education - BOE Candidates Forum February 27

On Tuesday, February 27, at 6:30 p.m., the Arts + Literature Laboratory (2021 Winnebago St., Madison) will host an Arts Education Forum with Madison School Board candidates Anna Moffit and Gloria Reyes. Both are running for Seat 1 on the Madison Board of Education. The discussion will be moderated by Madison Poet Laureate Oscar Mireles. The public is invited to submit questions for consideration using an online form at http://artlitlab.org/events/2018-arts-education-forum. Arts + Literature Laboratory particularly seeks questions from current and former arts educators, students, and parents within the District. Join us for this important conversation on the state of the arts within the Madison Metropolitan School District. RSVP on the Facebook event link.

How Do I Join MTI?

Click on the “RENEW” icon/link on the MTI webpage (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.

New Professionals Night
Student Loan Forgiveness Seminar
March 7, 4:15 p.m., MTI

Learn about the federal loan forgiveness programs that are available to educators and public employees, find out how to start the application process, and get tips on what you need to do to ensure that your application is ready for submission. Join your colleague and fellow MTI member Ben Senson to hear about his loan forgiveness journey and his recommendations. “Graduates owe around $1.4 trillion in student loans — the largest source of household debt after housing.” -Forbes Jan 2018. This workshop is open to participants in years 1-3 in MMSD. Refreshments provided. RSVP to Kerry at kmotoviloff@madisonteachers.org.
Temporary Reduction of Contract with Right to Return to Full-Time

Addendum A, Section 3.09 of the Employee Handbook provides that full-time teachers who wish to work part-time may request to do so for a period of one (1) year, and shall have the right to full-time regular contracts at the end of such period. Requests for part-time contracts must be made in writing to the Department of Human Resources on or before March 1 of the preceding school year. To be eligible to apply for contract reduction under this Section, a teacher must have completed five (5) years of service with the District as a teacher by the time the contract reduction will become effective.

“Staff Only” Day March 16; Structure of Day Determined by Principal and SBLT

There is no school for students on the March 16 “staff only” day (formerly known as PD days). The Employee Handbook, Section 4.06, provides that there will be one (1) full staff only day per quarter. “The structure of the day is to be determined collaboratively at the building level by the principal and SBLT. Such time shall include collaborative learning that supports and enhances the quality of teaching and is aligned to each school’s SIP goals and strategies.” Educational Assistants and School Security Assistants have a mandatory workday on March 16. Various professional development opportunities are available to specific groups within these bargaining units, at the District or individual school level.

ESEA-MTI General Membership Meeting March 21; Election of Officers

Members of MTI’s Educational Support Employees Association bargaining unit (ESEA-MTI) will meet on Wednesday, March 21, commencing at 4:15 p.m., at MTI. There are many issues of importance to discuss, including nominations for positions on the ESEA-MTI Board of Directors. Members may also make nominations via the nomination form that has been sent to all ESEA-MTI bargaining unit members, or by contacting MTI Assistant Director Eve Degeen (degeen@madisonteachers.org). Nominations will close at the March 21 meeting. Get involved in your Union!

Employee Legal Leave

The Employee Handbook, Section 10, provides that employees will be permitted to be absent for two (2) days per school year without loss of compensation for legal reasons, i.e., adoption proceedings, settlement of wills, court actions, real estate closings. The employee will be expected to notify his/her supervisor/ principal at least five (5) working days prior to such absence. The employee will be expected to be absent only as long as necessary.

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 are providing more opportunities to enhance the financial well-being of MTI members. More information and sign-ups for both seminars and consultations can be found at www.madisonteachers.org or www.weabenefits.com/mti.

Thursday, March 15—Preparing for Retirement

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 March 14. 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

- Monday, February 26, 6:00 p.m., Doyle BOE Regular Meeting
- Tuesday, February 27, 4:15 p.m., MTI ESEA-MTI Building Representatives
- Monday, March 5, 4:15 p.m., MTI Special Education Sub-Committee
- Wednesday, March 7, 4:00 p.m., MTI New Professionals
- Tuesday, March 13, 4:30 p.m., MTI New Educators Seminar
- Tuesday, March 13, 4:30 p.m., MTI MTI Board of Directors
- Wednesday, March 14, 4:15 p.m., MTI USO-MTI Board of Directors
- Wednesday, March 14, 5:30 p.m., MTI National Board Certification Training
- Tuesday, March 20, 4:15 p.m., MTI MTI Faculty Representative Council
- Wednesday, March 21, 4:30 p.m., MTI ESEA-MTI General Membership

March 26-30—Spring Break

Save the Date! April 15, 2018
MTI Cares Bowl-A-Thon for Food for Thought Initiative (F4TI)

Volume 52, #25, February 26, 2018
MTI’s web page - www.madisonteachers.org
MTI’s email - mti@madisonteachers.org
Handbook Review Recommendations to BOE

The MTI Board of Directors and MTI Handbook Committee met on February 13 to review the consensus recommendations for Handbook revisions, which have been forwarded to the Superintendent and the Board of Education for consideration. The BOE Operations Work Group will review these recommendations at their February 19 meeting and the full Board of Education is scheduled to act on the recommendations at their February 26 regular BOE meeting. Additionally, all interested MTI members are invited to attend an MTI informational meeting on the MMSD Employee Handbook recommendations on Tuesday, February 20, commencing at 4:30 p.m., at MTI Headquarters (33 Nob Hill Road). All MTI members were sent an e-mail update on the Handbook discussions on February 1. Summaries are also available on MTI’s website (www.madisonteachers.org) under the Employee Handbook tab.

‘We, As a Country, Need to do More to End these Senseless Shootings’ Says NEA President

In the deadliest school shooting since Sandy Hook, 17 people were killed and another 16 injured after 19-year-old Nikolas Cruz opened fire with an AR-15 rifle at Marjory Stoneman Douglas High School in Parkland, Florida. The shooter pulled a fire alarm but another alarm had gone off earlier in the day for a drill. The school had recently held an active shooter training.

“We could not have been more prepared for this situation,” Melissa Falkowski, a teacher at the school who hid with 19 students in a closet during the rampage, told CNN’s Anderson Cooper. “We did everything that we were supposed to do. Broward County Schools has prepared us for this situation and still to have so many casualties, at least for me, it’s very emotional. Because I feel today like our government, our country has failed us and failed our kids and didn’t keep us safe.”

Those who died included students and adults, including two NEA educators. Parkland, with a population of 31,000 in 2016, was named Florida’s safest city last year, according to one analysis. The south Florida city had seven reported violent crimes and 186 property crimes the previous year, the analysis said.

“Our hearts are broken yet again by the senseless and tragic shooting in our nation’s public schools, this time in Parkland, Florida. We are monitoring closely the still developing and tense situation, but we have confidence in the ability of the first responders and the school staff and administrators to help students and families at this time,” said NEA President Lily Eskelsen García, who will be visiting with school staff and Florida Education Association members today. “While our thoughts and prayers are with Marjory Stoneman Douglas students, educators and their families, we know that we, as country, need to do more to end these senseless shootings.

“As educators, our foremost priority is to ensure the safety and well-being of all of our students. Our focus now is on supporting the educators, students and their families in the Broward County community today and in the future. We all have a responsibility to create safe schools and communities. As a state and a country, we can and must do more to ensure that everyone who walks through our school doors — educator, student, parent or community member — is safe and free from violence.”

Saturday, February 24- 1:00 p.m., State Street and Capitol Lawn, Madison, Wisconsin

On February 24, workers around the country will be taking a stand against the continued assault on the rights of working people! AFSCME Wisconsin, MTI, and other partner organizations invite all working people to participate in this Madison event at the State Capitol. Speakers at the rally will address the power workers have to demand fair treatment, the proud history of labor, and the pending U.S. Supreme Court Janus decision, which is within days of the rallies. Spread the word at your work location, wear your MTI red, and join us in solidarity! For us in Wisconsin, this event also marks the 7th anniversary of the historic Act 10 uprising and provides us an opportunity to reenergize for fall elections in order to reclaim the progressive tradition of our state. MTI members will receive a detailed e-mail this week with additional details about the event.
Be a Voter
Primary Election
Tuesday, February 20

Tuesday, February 20, is the primary election. The Supreme Court Justice is an important race on the ballot. Every vote will matter in this typically low-turnout election. Polling places will be open from 7 a.m. to 8 p.m. See MTI’s website under Elections Spring 2018 for the MTI-endorsed candidates. Photo ID is required for this election.

Arts Education - BOE Candidates
Forum February 27

On Tuesday, February 27, at 6:30 p.m., the Arts + Literature Laboratory (2021 Winnebago St., Madison) will host an Arts Education Forum with Madison School Board candidates Anna Moffit and Gloria Reyes. Both are running for Seat 1 on the Madison Board of Education. The discussion will be moderated by Madison Poet Laureate Oscar Mireles. The public is invited to submit questions for consideration using an on-line form at http://artlitlab.org/events/2018-arts-education-forum. Arts + Literature Laboratory particularly seeks questions from current and former arts educators, students, and parents within the District. Join us for this important conversation on the state of the arts within the Madison Metropolitan School District. RSVP on the Facebook event link.

ESEA-MTI General Membership
Meeting March 21; Election of Officers

Members of MTI’s Educational Support Employees Association bargaining unit (ESEA-MTI) will meet on Wednesday, March 21, commencing at 4:15 p.m., at MTI. There are many issues of importance to discuss, including nominations for positions on the ESEA-MTI Board of Directors. Members may also make nominations via the nomination form that has been sent to all ESEA-MTI bargaining unit members, or by contacting MTI Assistant Director Eve Degen (degene@madisonteachers.org). Nominations will close at the March 21 meeting. Get involved in your Union!

Temporary Reduction of Contract with Right to Return to Full-Time

Addendum A, Section 3.09 of the Employee Handbook provides that full-time teachers who wish to work part-time may request to do so for a period of one (1) year, and shall have the right to full-time regular contracts at the end of such period. Requests for part-time contracts must be made in writing to the Department of Human Resources on or before March 1 of the preceding school year. To be eligible to apply for contract reduction under this Section, a teacher must have completed five (5) years of service with the District as a teacher by the time the contract reduction will become effective.

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 are providing more opportunities to enhance the financial well-being of MTI members. More information and sign-ups for both seminars and consultations can be found at www.madisonteachers.org or www.weabenefits.com/mti.

Thursday, March 15—Preparing for Retirement

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 March 14. 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

* Tuesday, February 20, Primary Election - VOTE *

■ Tuesday, February 20, 4:15 p.m., MTI
MTI Faculty Representative Council
■ Wednesday, February 21, 9:00 a.m., MTI
MTI-Retired Members
■ Thursday, February 22, 4:15 p.m., MTI
USO-MTI General Membership
■ Monday, February 26, 6:00 p.m., Doyle Auditorium
BOE Regular Meeting
■ Tuesday, February 27, 4:15 p.m., MTI
ESEA-MTI Building Representatives

March 26-30—Spring Break

Save the Date! April 15, 2018
MTI Cares Bowl-A-Thon for Food for Thought Initiative (F4TI)

Volume 52, #24, February 19, 2018
MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
MTI filed an action in Dane County Circuit Court in 2015, challenging the Wisconsin Employment Relations Commission’s (WERC) refusal to release voter lists during annual Union certification elections. Dane County Judge Peter Anderson ruled in favor of MTI and held that the WERC was required to produce the certification voter lists requested by the Union under the public records law during the election period. The Wisconsin Supreme Court overturned the ruling in a decision released last week, essentially adopting a new Court-made exemption to the state’s broad Open Records law.

In a blistering dissent, Justice Ann Walsh Bradley stated: “Despite Wisconsin’s longstanding public policy favoring transparency, for the third time in three years this court continues to undermine our public records law. Yet again, this court overturns a lower court decision favoring transparency of records to which the public is rightfully entitled. Once more we must ask, ‘What has the majority achieved with its opinion grounded in speculative, abstract, and unsubstantiated fears?’”

The decision blocks the Union’s access to a public record of the employees who have voted as of the mid-point of the 20-day election period. MTI was not seeking a record of “how” employees voted (that is rightfully kept confidential), but only a list of voters who had cast a ballot. Since Act 10 was enacted, which requires public employee unions to stand for recertification elections every year, the WERC has provided the Union with the information on who has voted only after the election was over. The decision will uphold the secrecy of WERC’s recertification elections, which it conducts entirely by electronic balloting. Historically, and under WERC’s election rules, Unions have a right to observe and monitor certification elections. As a result of the Court’s decision, Unions will as a practical matter have no effective way to monitor the WERC’s administration of the elections or to track voting, as they would if WERC conducted elections at a physical polling place. The Court’s decision will have far-reaching consequences for the Open Records law and is a blow to transparency and open government.

MTI’s original case was filed in 2015 in an attempt to allow MTI timely access to recertification voting records from the WERC in order to provide greater transparency in the election process, and to allow MTI to conduct a more efficient and focused recertification election campaign. To no surprise, the current State Supreme Court reversed MTI’s Circuit Court victory. Fortunately for MTI, even with these limitations on access to public records, the MTI membership, and a platoon of member organizers and member leaders, continue to deliver impressive recertification victories for the Union - a 78% turnout in the most recent recertification elections in which 98% of those voting cast their ballot in favor of recertification of the Union.

**Wisconsin Supreme Court Bars Access to Public Records Created during Union Recertification Elections**

**Handbook Review Recommendations to BOE**

The MTI-MMSD Employee Handbook Review Committee met on February 6 to finalize consensus recommendations for Handbook revisions to the Superintendent to forward to the Board of Education for consideration. The BOE Operations Work Group is scheduled to review these recommendations at their February 19 meeting and the full Board of Education is scheduled to act on the recommendations at the February 26 regular BOE meeting. Any interested MTI members are invited to attend these meetings. All MTI members were sent an e-mail update on the Handbook discussions on February 1. Summaries are also available on MTI’s website (www.madisonteachers.org) under the Employee Handbook tab.

Additionally, all interested MTI members are invited to attend an **MTI informational meeting on the MMSD Employee Handbook recommendations** on Tuesday, February 20, commencing at 4:30 p.m., at MTI Headquarters (33 Nob Hill Road).

**RENEW**

How Do I Join MTI?

Click on the “RENEW” icon/link on the MTI webpage (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.

**Be a Voter**

Primary Election

**Tuesday, February 20**

Tuesday, February 20, is the primary election. The Supreme Court Justice is an important race on the ballot (MTI-Voters endorsement decision pending). Every vote will matter in this typically low-turnout election. Polling places will be open from 7 a.m. to 8 p.m. See MTI’s website under **Elections Spring 2018** for the MTI-endorsed candidates. **Photo ID is Required for this Election**.
Calendar of Events

■ Tuesday, February 13, 4:30 p.m., MTI
  MTI Board & Bargaining/Handbook Committee
  MTI Board of Directors (regular meeting)
■ Tuesday, February 20, 4:15 p.m., MTI
  MTI Faculty Representative Council
■ Wednesday, February 21, 9:00 a.m., MTI
  MTI-Retired Members
■ Wednesday, February 21, 4:15 p.m., MTI
  MTI VOTERS Political Action Committee
■ Thursday, February 22, 4:15 p.m., MTI
  USO-MTI General Membership
■ Monday, February 26, 6:00 p.m., Doyle Auditorium
  BOE Regular Meeting
■ Tuesday, February 27, 4:15 p.m., MTI
  ESEA-MTI Building Representatives

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 are providing more opportunities to enhance the financial well-being of MTI members. More information and sign-ups for both seminars and consultations can be found at www.madisonteachers.org or www.weabenefits.com/mti.

Thursday, March 15—Preparing for Retirement

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 March 14. 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.

Class Covering Pay

Section 1.05 (page 99) of the Employee Handbook ensures that teachers are compensated for covering another teacher’s class, when a substitute is unavailable. Nearly all members of MTI’s teacher collective bargaining unit are entitled to class cover pay whether they volunteer or are assigned by a building administrator. This is also true whether one loses planning time or not. Follow up with your building administrator or administrative clerk to verify that this additional time is recorded for compensation. Class coverage pay is $22 per hour.

MTI Delegate to SCFL Vacancy

Nominations are being sought for teacher members interested in serving as an MTI Delegate to the South Central Federation of Labor. Interested teacher members can email MTI Executive Director Doug Keillor (keillord@madisonteachers.org). Nominations can also be made at the February 20 meeting of the MTI Faculty Representative Council. The election will be held at the March 20 meeting of the Council.

MTI Membership Opportunities

Calendar of Events

Save the Date! April 15, 2018
MTI Cares Bowl-A-Thon for Food for Thought Initiative (F4TI)

Our Union Makes Us Strong!

Volume 52, #23, February 12, 2018
MTI’s web page - www.madisonteachers.org
MTI’s email - mti@madisonteachers.org

I LOVE MY PUBLIC SCHOOL
Week of Action February 12-16

Schools across Wisconsin are celebrating our public schools this week. Schools are organizing local days of action showing support for our public schools by wearing school shirts, hosting a LOVE MY SCHOOLS walk-in, creating I ♥ Public Schools signs, tweets, or school Facebook events, and posting photos on their school website.

Bargaining to Commence Later This Spring on 2018-19 Pay Increases for all MTI-represented Employees

While Employee Handbook discussions have involved potential structural changes to the EA, SEA, and Teacher salary schedules, pay increase discussions for all MTI-represented employees will occur later this spring in the context of collective bargaining, for determining base-wage increases. Under Act 10, base-wage increases are limited to the cost-of-living, calculated at 2.13% for contracts commencing 7/1/18. MTI has successfully bargained cost-of-living base wage increases in each of the past two years that Act 10 has been applicable (0.12% in 2016; 1.2% in 2017) and will be pushing the BOE to agree once again to a cost-of-living increase for District employees. Since Act 10 prohibits bargaining on any issue other than base wage increases, MTI works on those issues in the context of the Employee Handbook discussions and recommendations to the Board of Education.

Class Covering Pay

Section 1.05 (page 99) of the Employee Handbook ensures that teachers are compensated for covering another teacher’s class, when a substitute is unavailable. Nearly all members of MTI’s teacher collective bargaining unit are entitled to class cover pay whether they volunteer or are assigned by a building administrator. This is also true whether one loses planning time or not. Follow up with your building administrator or administrative clerk to verify that this additional time is recorded for compensation. Class coverage pay is $22 per hour.

MTI Delegate to SCFL Vacancy

Nominations are being sought for teacher members interested in serving as an MTI Delegate to the South Central Federation of Labor. Interested teacher members can email MTI Executive Director Doug Keillor (keillord@madisonteachers.org). Nominations can also be made at the February 20 meeting of the MTI Faculty Representative Council. The election will be held at the March 20 meeting of the Council.

IMPORTANT DEADLINES


Temporary reduction of contract with the right to return to full-time — March 1, 2018.

MTI & WEA Member Benefits: Financial Services for MTI Members

MTI and WEA Member Benefits are providing more opportunities to enhance the financial well-being of MTI members. More information and sign-ups for both seminars and consultations can be found at www.madisonteachers.org or www.weabenefits.com/mti.

Thursday, March 15—Preparing for Retirement

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 March 14. 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

■ Tuesday, February 13, 4:30 p.m., MTI
  MTI Board & Bargaining/Handbook Committee
  MTI Board of Directors (regular meeting)
■ Tuesday, February 20, 4:15 p.m., MTI
  MTI Faculty Representative Council
■ Wednesday, February 21, 9:00 a.m., MTI
  MTI-Retired Members
■ Wednesday, February 21, 4:15 p.m., MTI
  MTI VOTERS Political Action Committee
■ Thursday, February 22, 4:15 p.m., MTI
  USO-MTI General Membership
■ Monday, February 26, 6:00 p.m., Doyle Auditorium
  BOE Regular Meeting
■ Tuesday, February 27, 4:15 p.m., MTI
  ESEA-MTI Building Representatives

Save the Date! April 15, 2018
MTI Cares Bowl-A-Thon for Food for Thought Initiative (F4TI)

Our Union Makes Us Strong!

Volume 52, #23, February 12, 2018
MTI’s web page - www.madisonteachers.org
MTI’s email - mti@madisonteachers.org
2018-19 School Calendar and Employee Handbook Work Update

The MTI-MMSD Handbook Review Committee will meet February 6 to finalize consensus recommendations to share with the Superintendent to forward to the Board of Education for consideration later in February. Progress was made in a number of areas, including finalizing the 2018-19 school calendar to include a return to a two-week winter break; improvements in the EA/SEA salary schedule; improved health insurance eligibility for substitute teachers; and an increase in the substitute long-term rate of pay. Discussions are continuing on potential improvements to the teacher salary schedule. Little progress was made on the critical need for sufficient professional planning time for teachers, but MTI’s push will continue.

All MTI members received an e-mail update last week, including a summary of the changes being considered for the Employee Handbook; a link to the finalized 2018-19 school calendar; and an update on discussions surrounding potential changes to the teacher salary schedule. These materials are also posted on MTI’s website, www.madisonteachers.org.

MTI Working with Foundation for Madison’s Public Schools on Classroom Financial Support

The Foundation for Madison’s Public Schools, is a 501(c)(3) nonprofit agency, and a fundraising partner of the Madison Metropolitan School District. With the support of MTI, the Foundation is exploring new ways to support the teachers and staff of the Madison Metropolitan School District. Last week, MTI sent a survey to all MTI members to gauge teacher and staff interest in the ideas being explored by the Foundation, including developing a program to provide free classroom supplies throughout the year; exploring a Foundation-hosted crowdfunding platform to secure classroom resources, among other ideas. MTI and the Foundation will review survey responses to determine the next steps for this project. MTI members are asked to complete the survey to provide feedback by February 12. If you need the survey link re-sent to you, please feel free to contact MTI.

Teacher Retirement and TERP Deadline February 15

In order to be eligible for the Teacher Emeritus Retirement Program (TERP), a teacher must be full-time and at least 55 years old, with a combined age (as of August 30 in one’s retirement year) and years of service in the District totaling at least 75. (For example, a teacher who is 57 and has eighteen (18) years of service to MMSD would be eligible: 57 + 18 = 75.) Teachers who are younger than age 55 are eligible if they have worked for the MMSD at least 30 years. Up to ten (10) part-time teachers may participate in TERP each year provided they have worked full-time within the last ten (10) years and meet the eligibility criteria described above. Retirement notifications, including completed TERP agreements, are due in the District’s Department of Human Resources no later than February 15. MTI was successful in discussions for the 2018-19 MMSD Employee Handbook in gaining the continuance of TERP. Thus, MTI members can be assured that TERP runs through the 2018-19 school year and not feel pressured into retirement before they are ready. WEA Member Benefits Consultant Steve Pike is available to provide guidance and/or to provide estimated benefits to MTI members for TERP, insurance continuation, application of one’s Retirement Insurance Account, WRS, and Social Security. Call MTI Headquarters (257-0491) to schedule an appointment.

Temporary reduction of contract with the right to return to full-time—requests due in the office of Human Resources by March 1, 2018.
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 are providing more opportunities to enhance the financial well-being of MTI members. More information and sign-ups for both seminars and consultations can be found at www.madisonteachers.org or www.weabenefits.com/mti.

- Thursday, February 8—Saving for Your Future
- Thursday, March 15—Preparing for Retirement

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 February 7. 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
- Tuesday, February 6, 4:15 p.m., MTI Special Education Sub-Committee
- Wednesday, February 7, 5:30 p.m., MTI National Board Certification Training
- Thursday, February 8, 4:15 p.m., MTI VOTERS Political Action Committee
- Tuesday, February 13, 4:30 p.m., MTI MTI Board of Directors
- Tuesday, February 20, 4:15 p.m., MTI MTI Faculty Representative Council
- Wednesday, February 21, 9:00 a.m., MTI MTI-Retired Members
- Wednesday, February 21, 4:15 p.m., MTI VOTERS Political Action Committee
- Thursday, February 22, 4:15 p.m., MTI USO-MTI General Membership
- Monday, February 26, 6:00 p.m., Doyle Auditorium BOE Regular Meeting

Our Union Makes Us Strong!
Volume 52, #22, February 5, 2018
MTI's web page - www.madisonteachers.org
MTI's email - MTI@madisonteachers.org

Crash Course: Tax Tips for Teachers
Wednesday, February 7, 5:00-5:45 p.m.
MTI Building (33 Nob Hill Rd)
Light dinner will be served

As an educator, could you be missing out on important tax deductions? In this course, find out what educator deductions you may be able to claim so you can maximize your tax refund. Whether you are just beginning your career or are nearing the end of it, there is something for you. Join us for this crash course and find out how you can maximize any educator tax deductions you may be eligible for. An e-mail invite with a sign up link was sent to all teacher members last week.

MTI Delegate to SCFL Vacancy
Nominations are being sought for teacher members interested in serving as an MTI Delegate to the South Central Federation of Labor. Interested members can email MTI Executive Director Doug Keillor (keillord@madisonteachers.org). Nominations can also be made at the February 20 meeting of the MTI Faculty Representative Council. The election will be held at the March 20 meeting of the Council.

NEA WEAC Delegate Election
Make Your Vote Count!
This week, teacher members received a ballot mailed directly from WEAC to their homes. The ballot lists the nominees for WEAC delegates to this year’s NEA Representative Assembly held in July in Minneapolis. Each year, MTI funds and sends its President. This year President Andy Waity will represent MTI at the Representative Assembly. MTI Past President Kerry Motoviloff is running as a nominee to become a WEAC delegate. She is nominee #39. Please support her nomination, in a procedure that is new for us. Here is how your vote gets counted: members are instructed to use a #2 pencil and vote for up to 31 delegates. Faculty Representatives are asked to post reminders of election deadlines and ballots need to be returned to your Faculty Reps by February 26, in order for your Rep to deliver ballots in person to the MTI Office by March 1. Ballots can also be mailed directly to the WEAC address printed on the ballot before March 1, 2018.

Show SOLIDARITY with your MTI sisters & brothers. Wear MTI RED on Mondays and MTI lanyards every day!
How Do I Join MTI?

Click on the “RENEW” icon/link on the MTI webpage (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.


Most of the Employee Handbook review discussions have now been completed and all MTI members will receive a detailed update on the Handbook review work this week. While MTI and MMSD representatives have reached consensus recommendations on substitute teacher health insurance, EA/SEA wage schedule improvements, school calendar, and other matters, consensus was not reached on a number of other high priority items. The Teacher Work Day group met January 16, during which MTI representatives continued to advocate for stronger Handbook protections to ensure sufficient professional (i.e., self-directed) planning time for teachers, including some level of professional planning time on Staff Only days. While the Work Day group was unfortunately unable to agree on consensus recommendations in this area, both parties have agreed to continue working on this critically important issue.

With the 2017-18 Employee Handbook review process nearing completion, the MTI-MMSD Handbook Review Committee is scheduled to meet February 6 to finalize consensus recommendations to share with the Superintendent to forward to the Board of Education for action later in February. MTI is one of the only teacher unions in the state to have maintained a strong employee voice in matters covered by the Employee Handbook.

Teacher Compensation Work Group. While the Employee Handbook discussions are wrapping up, MTI and MMSD are continuing to discuss potential recommended changes to the teacher salary schedule as part of the development of the 2018-19 MMSD budget. The MTI-MMSD Teacher Compensation Work group met January 23 and is scheduled to meet again on February 7, with the goal of having draft recommendations ready for teacher feedback by the end of February. Again, all MTI members will receive an e-mail update this week with an Employee Handbook update, including additional details on the teacher salary schedule modifications under consideration. Past Handbook updates can be found on MTI’s webpage (www.madisonteachers.org).

Important Deadlines

- Salary Advancement Credit for passage over a salary barrier or for salary track advancement, effective at the beginning of the second semester, are due in the office of Human Resources by 5:00 p.m., February 1.
- Sabbatical Leave applications for either the first semester of the 2018-19 school year or for the entire school year, are due in the MTI office by 5:00 p.m., February 1.
- Teacher Retirement and Teacher Emeritus Retirement Program (TERP) enrollment applications are due in the office of Human Resources by 5:00 p.m., February 15.
- Temporary Reduction of Contract with Right to Return to Full-Time requests due in the office of Human Resources by 5:00 p.m., March 1.

Middle School Lesson Plans & Redesign

This year, middle schools have been an area of focus in MMSD. MTI has been working with MTI Faculty Representatives and members at each middle school to ensure staff voice is heard in meaningful ways. Initially, this work focused on the new lesson plan requirements that were put in place across MMSD middle schools. MTI Faculty Reps and President Andy Waity have shared the concerns of members with administration and are currently developing next steps. In addition, member voice is being represented in discussions around ideas for redesigning our middle schools. MTI Faculty Reps will be receiving information about proposed models and ideas, and we will be sharing this information with staff in February. MTI Faculty Reps are scheduled to meet with administration on February 28, where they will share input from members about this process. Members should keep an eye out for ways to make your voice heard in shaping the future of MMSD’s middle schools.

Madison East Teacher Named DPI’s Global Educator of the Year

MTI member Claudine Clark, a world language teacher at Madison East High School, was awarded the Global Educator of the Year award by DPI last week. According to the DPI press release, Ms. Clark “found innovative ways to bring the world into her classroom,” earning her the third annual Global Educator of the Year Award. State Superintendent Tony Evers presented the award during the general session of the Wisconsin State Education Convention in Milwaukee.
MTI-Voters Interviews
BOE Candidates and Recommends Endorsements

Last week, MTI Voters (MTI’s political action committee) interviewed candidates for MMSD Board of Education, Dane County Circuit Court Judge, and the Wisconsin Supreme Court. Following the interviews, the MTI-Voters Committee concluded to recommend endorsements for both BOE races. **All members of MTI-Voters were sent an e-mail ballot last week asking for their vote on the BOE endorsement recommendations by Friday, February 2. Endorsement decisions are not finalized until that balloting is concluded.**

**Board of Education:** Incumbent **Anna Moffit** is being challenged by **Gloria Reyes** for Seat 1. After conducting candidate interviews and reviewing candidate questionnaires, MTI-Voters is recommending the endorsement of **Anna Moffit**. Incumbent **Mary Burke** is facing no opponent for Seat 2. MTI-Voters is also recommending the endorsement of **Mary Burke**. Again, MTI-Voters endorsement recommendations are not final until voted on by members of MTI-Voters.

All candidate responses to the MTI-Voters candidate questionnaire are available on the MTI website under the top menu, **Elections-Spring 2018**.

**MTI Dues and Taxes**

If you file a form 1040 and itemize your 2017 deductions on Schedule A, your local, state, and national dues may be tax deductible (*with the exception of that which is used to support the Union’s political action program*).

Calculating individual Union dues payments can be particularly complicated. Dues amounts paid by an individual can vary based on enrollment unit, bargaining unit, percent of contract/work hours, leave status, and the timing and regularity of electronic dues transfers.

If you are unsure of the number of dues deductions you had, or are a new member, and would like to receive documentation of Union dues payments for 2017, you can call MTI (608-257-0491) or e-mail Jen Nichols, MTI Membership Coordinator (nicholsj@madisonteachers.org). Please remember to give us your name and B number. Premiums paid for health/dental insurance for 2017 are listed on each employee’s last payroll check stub in 2017.

**MTI Delegate to SCFL Vacancy**

Last week’s **Solidarity!** newsletter advised that nominations are being sought for members interested in serving as an MTI Delegate to the South Central Federation of Labor. A vacancy now exists given that Susan Stern is not seeking re-election. Anyone interested in serving as an MTI Delegate can email MTI Executive Director Doug Keillor (keillord@madisonteachers.org). Nominations can also be made at the February 20 meeting of the MTI Faculty Representative Council. The election will be held at the March 20 meeting of the Council.

Save the Date! April 15, 2018
MTI Cares Bowl-A-Thon for Food for Thought Initiative (F4TI)

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 are providing more opportunities to enhance the financial well-being of MTI members. More information and sign-ups for both seminars and consultations can be found at [www.madisonteachers.org](http://www.madisonteachers.org) or [www.weabenefits.com/mti](http://www.weabenefits.com/mti).

- Thursday, February 8—Saving for Your Future
- Thursday, March 15—Preparing for Retirement

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 **February 7.** 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**

- Monday, January 29, 6:00 p.m., Doyle Auditorium
  BOE Regular Meeting
- Tuesday, February 6, 4:15 p.m., MTI
  Special Education Sub-Committee
- Wednesday, February 7, 5:30 p.m., MTI
  National Board Certification Training
- Thursday, February 8, 4:15 p.m., MTI
  MTI VOTERS Political Action Committee
- Tuesday, February 13, 4:30 p.m., MTI
  MTI Board of Directors
- Tuesday, February 20, 4:15 p.m., MTI
  MTI Faculty Representative Council
- Wednesday, February 21, 4:15 p.m., MTI
  MTI VOTERS Political Action Committee
- Thursday, February 22, 4:15 p.m., MTI
  USO-MTI General Membership
- Monday, February 26, 6:00 p.m., Doyle Auditorium
  BOE Regular Meeting
- Tuesday, February 27, 4:15 p.m., MTI
  ESEA-MTI Building Representatives

**Our Union Makes Us Strong!**

Volume 52, #21, January 29, 2018
MTI’s web page - [www.madisonteachers.org](http://www.madisonteachers.org)
MTI’s email - mti@madisonteachers.org
MTI Continues Work on Employee Handbook Review Process

The Teacher Work Day group met this past Tuesday (January 16) to continue discussions relative to teacher planning time and staff only days. After several lengthy meetings, the work group agreed to one slight modification codifying a current practice at the elementary level ensuring that teachers who agree to hold collaborative team meetings during the week can schedule individual planning time during Monday Early Release Time. There is no change to the required 4.5 hours of individual planning time at the elementary level.

The group was unable to reach agreement regarding middle and high school individual planning time or individual planning time on all-staff days. After discussions with the District representatives, MTI members of the group decided that the current Handbook language provided more protection for members than what was being offered. Both sides agree that adequate and protected autonomous preparation time is necessary and have agreed to continue working on the issue with the goal of developing specific language in the next iteration of the Handbook.

While the Employee Handbook discussions are wrapping up, MTI and MMSD are continuing to discuss potential recommended changes to the teacher salary schedule as part of the development of the 2018-19 MMSD budget. The next meeting of the MTI-MMSD Teacher Compensation work group has been scheduled for January 23. This work is expected to continue throughout the spring BOE budget process. E-mail updates will continue to be shared with all members of MTI as information becomes available. Handbook updates can be found on MTI's webpage (www.madisonteachers.org) and all members will be e-mailed additional updates as they become available.

DPI Proposing Rule Changes to Teacher Licensure; Concerns Over Expansion of Professional Misconduct to Include “Boundary Violations”

DPI has submitted proposed rule changes to teacher licensure which, among other things, include proposed changes to the rules related to “Professional Misconduct.” Most concerning with the proposed changes is the inclusion of certain “boundary violations” which could lead to DPI-imposed suspensions or revocations of teacher licensure. Included in the list of potential boundary violations are “having isolated, one-on-one interactions with a pupil for non-educational purposes”, “communicating privately with a pupil through electronic communications, including social media, for non-educational purposes”, “employing favoritism or giving gifts to a particular pupil”, and “treating a pupil as a peer”.

MTI-represented teachers were invited to learn more, ask questions, and provide feedback on the proposed licensure changes in a statewide tele-town hall conference call organized by WEAC last week (January 15) – in advance of DPI hearings this month. WEAC members from across the state participated in the call and shared their concerns and questions over the proposed changes. Primary concerns included the ambiguity surrounding “boundary violations” and how such changes could negatively impact appropriate and necessary educator-student relationships. WEAC will continue to work with DPI to recommend changes to the proposed rules to ensure that the rule changes support and advance the teaching profession. In addition, MTI legal counsel have shared concerns with DPI over due process issues with the proposed rules and is working to advocate for needed changes in this area as well. Additional information on this topic is available from WEAC and/or MTI via www.weac.org and www.madisonteachers.org.

Important Deadlines

- **Salary Advancement Credit** for passage over a salary barrier or for salary track advancement, effective at the beginning of the second semester, are due in the office of Human Resources by 5:00 p.m., **February 1**.
- **Sabbatical Leave applications** for either the first semester of the 2018-19 school year or for the entire school year, are due in the MTI office by 5:00 p.m., **February 1**.
- **Teacher Retirement and Teacher Emeritus Retirement Program** (TERP) enrollment applications are due in the office of Human Resources by 5:00 p.m., **February 15**.
- **Temporary Reduction of Contract with Right to Return to Full-Time** requests due in the office of Human Resources by 5:00 p.m., **March 1**.

How Do I Join MTI?

Click on the “RENEW” icon/link on the MTI webpage (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.
Express Your Ideas at MMSD Strategic Framework Listening Sessions

One way to help shape MMSD priorities for the next five years is to participate in one of the Superintendent’s Strategic Framework listening sessions scheduled at schools around the MMSD over the next couple of months. With the Strategic Framework being reviewed and updated, this is an important opportunity to express your thoughts about what priorities the MMSD should focus on for the next 5 years. The Superintendent has sessions tentatively scheduled at Elvehjem (1/25); Chavez (1/26), and LaFollette (1/31). See your school secretary or principal for specific times and locations.

*REMINDER*
USO-MTI Membership Meeting with MMSD Special Guests
Thursday, January 25, 2018
4:15 p.m., MTI

Meet with representatives from the MMSD substitute placement office and human resources at the USO-MTI monthly membership meeting.

- Tina Updike is an HR systems analyst who works with the Aesop (Absence Management) system, and will provide a brief overview of the system and answer questions about how to make it work best for you.
- Abby Brabec is the new employment manager and supervises the substitute placement office. She has worked in MMSD human resources office and was promoted to her current position last spring. Abby will provide updates to happenings within the substitute placement office.
- Following the above portion of the meeting, we will talk about Handbook discussions and the next phase of our USO-MTI membership drive.

Please RSVP at MTI@madisonteachers.org or call 257-0491. Light refreshments will be provided.

Staff Only Day February 9

There is no school for students on the February 9 “staff only” day (formerly known as PD days). The Employee Handbook, Section 4.06, provides that there will be one (1) full staff only day per quarter. “The structure of the day is to be determined collaboratively at the building level by the principal and SBET.” Such time shall include collaborative learning that supports and enhances the quality of teaching and is aligned to each school’s SIP goals and strategies.” Educational Assistants and School Security Assistants have a mandatory workday on February 9. Various professional development opportunities are available to specific groups within these bargaining units, at the District or individual school level.

MTI Delegates to SCFL

Nominations are being sought for members interested in serving as an MTI Delegate to the South Central Federation of Labor. Terms expire in March for Susan Stern (Shorewood) and Cory Hayden (LaFollette). Both are seeking re-election. Terms are for two years. Nominations can be emailed to MTI Executive Director Doug Keillor (keillord@madisonteachers.org), or made at the February 20 meeting of the MTI Faculty Representative Council. The election will be held at the March 21 meeting of the Council.

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 are providing more opportunities to enhance the financial well-being of MTI members. More information and sign-ups for both seminars and consultations can be found at www.madisonteachers.org or www.weabenefits.com/mti.

- Thursday, February 8—Saving for Your Future
- Thursday, March 15—Preparing for Retirement

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 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

- Monday, January 22, 4:00 p.m., MTI
  MTI/MMSD Middle School Lesson Plans Meeting
- Monday, January 22, 5:00 p.m., Doyle (Rm. 103)
  BOE Operations Work Group
- Tuesday, January 23, 4:30 p.m., MTI
  MTI/MMSD Teacher Compensation Work Group
- Wednesday, January 24, 4:15 p.m., MTI
  MTI VOTERS Political Action Committee
- Thursday, January 25, 4:15 p.m., MTI
  USO-MTI General Membership
- Monday, January 29, 4:00 p.m., MTI
  BOE Regular Meeting

Save the Date! April 15, 2018
MTI Cares Bowl-A-Thon for Food for Thought Initiative (F4TI)

Our Union Makes Us Strong!

Volume 52, #20, January 22, 2018
MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
MTI Continues Work on Employee Handbook Review

MTI-MMSD discussions over the MMSD Employee Handbook annual review are winding down. Progress has been made in a number of areas including recommendations for EA/SEA wages, school calendar, substitute teacher health insurance eligibility, and various benefit improvements. The finalized 2018-19 school calendar should be shared with all staff by the end of January. The Teacher Work Day group is scheduled to meet January 16 in hopes of making progress on the issues of teacher planning time and staff only days. Once the Teacher Work Day group has completed their discussions, the MTI/MMSD Handbook Review Committee will need to reconvene to determine what consensus recommendations to share with the Superintendent to advance to the Board of Education for consideration and action.

MTI and the MMSD are also continuing to discuss potential recommended changes to the teacher salary schedule as part of the development of the 2018-19 MMSD budget. The next meeting of the MTI-MMSD Teacher Compensation work group has been scheduled for January 23.

E-mail updates will continue to be shared with all MTI members as Employee Handbook information becomes available.

Making Your Voice Heard on Public Policy: MTI-Voters Interviews on January 24

Board of Education seats 1 and 2, currently held by Anna Moffit and Mary Burke, are up for election this year. Both are running for reelection. Moffit’s seat will be challenged by Gloria Reyes. Each candidate is seeking the endorsement of MTI-Voters.

Earlier this month, MTI-Voters developed and distributed questionnaires to all BOE candidates to collect their views on a variety of issues important to MTI members. Completed questionnaires for MTI members to review will be available soon on MTI’s website. On January 24, the MTI-Voters Committee will conduct interviews of all BOE candidates, as well as interviews for Dane County Court Judge and Justice of the WI Supreme Court. Following the interviews, the Committee will decide which candidates to recommend for endorsement. Under MTI Bylaws, the MTI-Voters Committee recommendations are then forwarded for a vote by all members of MTI who contribute to MTI-Voters, before endorsements can be made.

Given the number of candidates, a primary election will be held for Supreme Court on February 20, with the two leading vote-getters advancing to the April 3 general election. All MTI members are encouraged to learn more about the candidates, attend candidate forums, and work to get out the vote for these crucial positions.

Who is MTI-Voters?
MTI-Voters is the political action committee of MTI that seeks to identify those candidates most likely to advance policies supported by the members of MTI, policies that support MMSD staff and students, and advance the quality of public education in the District. MTI-Voters is a representative body of MTI members, comprised of the Presidents of each MTI bargaining unit, the MTI Treasurer and nine (9) others elected by MTI’s Faculty Representative Council. This member-comprised committee guides MTI’s political endorsement process and advances recommended endorsements to the thousands of MTI members who contribute to MTI Voters. In this manner, your voice joins the voice of many as we decide who to collectively support.
Important Deadlines

- Salary Advancement Credit for passage over a salary barrier or for salary track advancement, effective at the beginning of the second semester, are due in the office of Human Resources by 5:00 p.m., February 1.
- Sabbatical Leave applications for either the first semester of the 2017-18 school year or for the entire school year, are due in the MTI office by 5:00 p.m., February 1.
- Teacher Retirement and Teacher Emeritus Retirement Program (TERP) enrollment applications are due in the office of Human Resources by 5:00 p.m., February 15.
- Temporary Reduction of Contract with Right to Return to Full-Time requests due in the office of Human Resources by 5:00 p.m., March 1.

Staff Only Day February 9

There is no school for students on the February 9 “Staff Only” day (formerly known as PD days). The Employee Handbook, Section 4.06, provides that there will be one (1) full staff only day per quarter. “The structure of the day is to be determined collaboratively at the building level by the principal and SBLT. Such time shall include collaborative learning that supports and enhances the quality of teaching and is aligned to each school’s SIP goals and strategies.” Educational Assistants and School Security Assistants have a mandatory workday on February 9. Various professional development opportunities are available to specific groups within these bargaining units, at the District or individual school level.

MTI Members: National Board Certification Support Workshops

MTI members currently working on National Board Certification are invited to attend monthly NBC support workshops provided at no cost by MTI and WEAC Region 6. Sessions are currently scheduled for January 17, February 7, March 14, April 11, and May 9. Contact MTI at 257-0491 if you are interested in attending or would like additional information, or e-mail mti@madisonteachers.org.

Express Your Ideas at MMSD Strategic Framework Listening Sessions

One way to help shape MMSD priorities for the next five years is to participate in one of the Superintendent’s Strategic Framework listening sessions scheduled at schools around the MMSD over the next couple of months. With the Strategic Framework being reviewed and updated, this is an important opportunity to express your thoughts about what priorities the MMSD should focus on for the next 5 years. The Superintendent has sessions tentatively scheduled at Wright (1/16); Elvehjem (1/25); Chavez (1/26), and LaFollette (1/31). See your school secretary or principal for specific times and locations.

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 are providing more opportunities to enhance the financial well-being of MTI members. More information and sign-ups for both seminars and consultations can be found at www.madisonteachers.org or www.weabenefits.com/mti.

- Thursday, February 8—Saving for Your Future
- Thursday, March 15—Preparing for Retirement

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 January 17. 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.

MTI Wear on Sale

Members are encouraged to wear MTI wear in the community to make a positive statement about education and educators. The following prices apply: t-shirt ($10); polo-shirt ($12); oxford button-down shirt ($15); and sweatshirt ($35).

Show SOLIDARITY with your MTI sisters & brothers. Wear MTI RED on Mondays and MTI lanyards every day!

Calendar of Events

- Wednesday, January 17, 4:00 p.m., MTI CENTRE New Educator Roundtable
- Monday, January 22, 4:00 p.m., MTI CENTRE Faculty Rep Focus Group
- Monday, January 22, 4:00 p.m., MTI MMSD/MMSD Middle School Lesson Plans Meeting
- Monday, January 22, 5:00 p.m., Doyle (Rm. 103) BOE Operations Work Group
- Wednesday, January 24, 4:15 p.m., MTI MMSD/VOTERS Political Action Committee
- Thursday, January 25, 4:15 p.m., MTI USO-MTI General Membership

Our Union Makes Us Strong!

Volume 52, #19, January 16, 2018
MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
TERP & RIA Continue; Teacher Retirement Deadline February 15

Teacher retirement notifications, including completed TERP agreements, are due in the District’s Department of Human Resources no later than February 15. Appointments can be made to complete the TERP agreement and discuss insurance options at retirement by calling the District’s Benefits Manager, Rachelle Hady, at 663-1795.

The Teacher Emeritus Retirement Program (TERP) is a benefit originally negotiated by MTI that provides eligible retiring teachers with a supplemental retirement benefit valued between $30,000 and $50,000 (depending on salary). These funds can be taken as a monthly cash benefit or, as is typically the case, used for the payment of post-retirement insurance benefits. MTI was successful in discussions for the MMSD Employee Handbook in assuring the continuance of TERP through the 2018-19 school year. Thus, MTI members can be assured that TERP benefits will be available at least through the 2018-19 school year. The value of this one benefit alone can be greater than the total amount of Union dues a teacher pays over the course of their career.

In order to be eligible for TERP, a teacher must be working full-time, be at least 55 years old (as of August 30 in one’s retirement year), with a combined age and years of service in MMSD totaling at least 75. (For example, a teacher who is 57 and has eighteen (18) years of service in MMSD would be eligible: 57 + 18 = 75.) Teachers who are younger than age 55 are eligible if they have worked for MMSD at least 30 years. Up to ten (10) part-time teachers may participate in TERP each year, provided they have worked full-time within the last ten (10) years and meet the eligibility criteria described above.

The Retirement Insurance Account (RIA) is another benefit originally negotiated by MTI that provides eligible retiring MTI-represented teachers access at the time of their retirement to accrued sick leave for the payment of post-retirement insurance benefits. Teachers receive the full value of their first 200 days of sick leave and 50% value for any sick leave accrued beyond 200 days. The RIA often provides eligible retirees with a benefit valued between $20,000 and $70,000 (depending on the number of sick days accrued and salary at time of retirement), which can cover a number of years of post-retirement insurance premium costs. MTI was successful in discussions for the 2017-18 MMSD Employee Handbook in assuring the continuance of RIA through the 2018-19 school year. Thus, MTI members can be assured that RIA benefits will be available at least through the 2018-19 school year.

TERP and RIA benefits are two innovative retirement benefits that were originally negotiated by MTI, and have continued to be available to MTI-represented employees due to MTI’s continued advocacy in the MMSD Employee Handbook review process. MTI members can learn more about these benefits by attending scheduled MTI retirement seminars, or by scheduling an individual retirement consultation with WEA Member Benefits consultant Steve Pike. Steve is a retired MMSD teacher and former MTI president, who now works for WEA Member Benefits, providing financial and retirement consultations to MTI-represented employees. Call MTI (257-0491) to schedule an appointment.

ESEA-MTI Retirement Benefits and Deadlines

Employees represented by MTI’s Educational Support Employees Association (ESEA) bargaining unit who are considering retirement are encouraged to contact District’s Benefits Manager, Rachelle Hady (663-1795) at least four weeks prior to retirement. Clerical and Technical employees are required to provide four (4) weeks notice; EA and SSA employees are required to provide two (2) weeks notice during the school year or by July 1 for a summer retirement. Eligible ESEA-MTI represented employees are also entitled to Retirement Sick Leave Payments for the payment of post-retirement insurance benefits. This benefit was originally negotiated by MTI, and provides eligible retiring ESEA-MTI represented employees the full value of their first 200 days (1600 hours) of sick leave and 50% value for any sick leave accrued beyond 200 days. MTI was successful in discussions for the MMSD Employee Handbook in assuring the continuance of this benefit through the 2018-19 school year. ESEA-MTI members can also learn more about their retirement benefits at regularly-scheduled MTI retirement seminars, or by scheduling an individual retirement consultation with WEA Member Benefits Consultant Steve Pike Call MTI (257-0491) to schedule an appointment.

Dr. Martin Luther King, Jr. Holiday Events and Organizing Opportunities

In 2001, MTI became one of the first Unions in Wisconsin to negotiate a holiday to honor the birth and life of Dr. Martin Luther King, Jr. All Madison schools will be closed and all MTI-represented employees will receive a paid holiday on Monday, January 15. This coming weekend, Madison will host multiple events to recognize, honor, and renew the struggle for racial equality and economic justice that was Dr. King’s life. MTI encourages members to participate in these community-building opportunities.

- **Friday, January 12**, 4:30-7:00 p.m.: MLK Free Community Dinner, Gordon Commons, 770 W. Dayton Street in downtown Madison. Dinner served buffet style from 4:30 to 7:00 p.m. There is NO COST to attend. Info at King Coalition Facebook page.
- **Sunday, January 14**, 7:30-10:00 a.m.: 34th Annual Urban League Outstanding Young Person Breakfast, Edgewood High School. Middle and high school students are nominated by schools from across Dane County based on their academic performance, community service, and extra-curricular participation. Tickets are $10 and available on line at www.ulgm.org/mlkevents.
- **Monday, January 15**, 5:00 p.m.: 33rd Annual Madison & Dane County King Holiday Observance, Overture Center in downtown Madison. Freedom songs in the Overture rotunda at 5:00 pm. Program begins at 6:00 pm. NO COST to attend. More info available on King Coalition Facebook page.
Important February Deadlines

- Salary Advancement Credit for passage over a salary barrier or for salary track advancement, effective at the beginning of the second semester, are due in the office of Human Resources by 5:00 p.m., February 1.

- Sabbatical Leave applications for either the first semester of the 2017-18 school year or for the entire school year, are due in the MTI office by 5:00 p.m., February 1.

- Teacher Retirement and Teacher Emeritus Retirement Program (TERP) enrollment applications are due in the office of Human Resources by 5:00 p.m., February 15.

Temporary Reduction of Contract with Right to Return to Full-Time

Addendum A, Section 3.09 of the Employee Handbook provides that full-time teachers who wish to work part-time may request to do so for a period of one (1) year, and shall have the right to return to a full-time regular contract at the end of such period. Requests for part-time contracts must be made in writing to the Department of Human Resources on or before March 1 of the preceding school year. To be eligible to apply for contract reduction under this Section, a teacher must have completed five (5) years of service with the District as a teacher by the time the contract reduction will become effective.

Express Your Ideas at MMSD Strategic Framework Listening Sessions

One way to help shape MMSD priorities for the next five years is to participate in one of the Superintendent’s Strategic Framework listening sessions scheduled at schools around the MMSD over the next couple of months. With the Strategic Framework being reviewed and updated, this is an important opportunity to express your thoughts about what priorities the MMSD should focus on for the next 5 years. The Superintendent has sessions tentatively scheduled this month at Glendale (1/10); Shabazz (1/12); Wright (1/16); Elvehjem (1/25); Chavez (1/26), and LaFollette (1/31). See your school secretary or principal for specific times and locations.

MTI at the Overture—April 8

Over 70 members and guests will attend the April 8th performance of Les Miserable at the Overture Center. MTI procured great seats at a great price. The tickets are all now reserved. They went fast! With such enthusiasm, we will be sure to plan another Overture event in the future. Members who have reserved tickets can drop off checks made out to MTI at the MTI office or mail them to MTI, 33 Nob Hill Rd., Madison WI 53713. Participants will be notified by e-mail at the end of February to come to MTI and pick up tickets. Seats have been assigned in order to ensure parties are seated together. Questions? E-mail kmotoviloff@madisonteachers.org

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. Sign-up links and information for the seminars will be posted on the MTI website (www.madisonteachers.org).

In addition, Steve Pike (retired teacher and current WEA Member Benefits Consultant) is available for a free 30-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. Sign-up is also available on MTI’s website (www.madisonteachers.org).

New Professional Support Night January 10

Seven Mistakes Members Make With Their Money & Budgeting Basics—January 10, 4:15-6:00 p.m., MTI Headquarters (WEAC Bldg., 33 Nob Hill Rd.). Making wise financial choices early in your career can have a significant impact on your future financial security and give you peace of mind. A budget empowers you to set and reach financial goals, helps you manage day-to-day finances, and prepare for the unexpected. Dinner provided. RSVP to kmotoviloff@madisonteachers.org.

Calendar of Events

- Monday, January 8, 5:00 p.m., Doyle (Rm. 103) BOE Instruction Work Group
- Tuesday, January 9, 4:30 p.m., MTI MTI Board of Directors
- Wednesday, January 10, 4:15-6:00 p.m., MTI Headquarters (WEAC Bldg., 33 Nob Hill Rd.) Financial Services for MTI Members
- Thursday, January 11, 4:30 p.m., MTI MTI Board of Directors
- Monday, January 15, Martin Luther King Jr. Day
- Monday, January 22, 5:00 p.m., Doyle (Rm. 103) BOE Operations Work Group
- Wednesday, January 24, 4:15 p.m., MTI MTI VOTERS Political Action Committee
- Thursday, January 25, 4:15 p.m., MTI USO-MTI General Membership

Save the Date! April 15, 2018
MTI Cares Bowl-A-Thon for Food for Thought Initiative (F4TI)

Our Union Makes Us Strong!
Volume 52, #18, January 8, 2018
MTI’s web page - www.madisonteachers.org
MTI’s email - mti@madisonteachers.org
Welcome 2018! Progress Continues on 2018-19 School Calendar

Representatives from MTI and the MMSD met before winter break to review recommendations from the MTI-MMSD Calendar Committee, Benefits Committee, and Substitute Teacher work group. Progress has been made on the draft 2018-19 school calendar and we are hoping to finalize the calendar by the end of the month. A major objective of the MTI members of the Committee has been to return to a two-week winter break in 2018-19. Progress has been slower on the important issue of teacher planning time. Additional work group meetings are being scheduled this month. In addition, work related to Teacher Compensation considerations is continuing. All MTI members received an Employee Handbook Update e-mail prior to winter break with additional information on these discussions. Handbook updates can also be found at www.madisonteachers.org under the Employee Handbook tab.

Express Your Ideas at MMSD Strategic Framework Listening Sessions

One way to help shape MMSD priorities for the next five years is to participate in one of the Superintendent’s Strategic Framework listening sessions scheduled at schools around the MMSD over the next couple of months. With the Strategic Framework being reviewed and updated, this is an important opportunity to express your thoughts about what priorities the MMSD should focus on for the next 5 years. The Superintendent has sessions tentatively scheduled this month at Orchard Ridge (1/4); Glendale (1/10); Shabazz (1/12); Wright (1/16); Elvehjem (1/25); Chavez (1/26), and LaFollette (1/31). See your school secretary or principal for specific times and locations.

Calling All New Professionals - Join us for New Professional Support Night  January 10—Smart Money Moves

Seven Mistakes Members Make With Their Money & Budgeting Basics—January 10, 4:15-6:00 p.m., MTI Headquarters (WEAC Bldg., 33 Nob Hill Rd). MTI CENTRS is offering this session to all new professionals. Making wise financial choices early in your career can have a significant impact on your future financial security and give you peace of mind. A budget empowers you to set and reach financial goals, helps you manage day-to-day finances, and prepare for the unexpected. A budget also gives you permission to spend and allows you to set the course for your financial future. Dinner provided. RSVP to kmotoviloff@madisonteachers.org.

Staff Only Day February 9

There is no school for students on the February 9 “staff only” day (formerly known as PD days). The Employee Handbook, Section 4.06, provides that there will be one (1) full staff only day per quarter. “The structure of the day is to be determined collaboratively at the building level by the principal and SBLT. Such time shall include collaborative learning that supports and enhances the quality of teaching and is aligned to each school’s SIP goals and strategies.” Educational Assistants and School Security Assistants have a mandatory workday on February 9. Various professional development opportunities are available to specific groups within these bargaining units, at the District or individual school level.
Applications for the 2018-19 school year will be permitted to return to the position s/he held at the time following the sabbatical leave or repay the compensation received for this leave. Full pay may be granted. One-year leave at half pay or a one-semester leave at full pay may be granted.

Sabbatical Leave Deadline Feb 1

Under the terms of the Employee Handbook (Section 10, page 130), the Board of Education budgets $45,000 for sabbatical leaves for members of MTI’s "teacher" bargaining unit. Such is for the purpose of advanced study and/or research. Either a one-year leave at half pay or a one-semester leave at full pay may be granted. The recipient of a sabbatical leave must agree to return to MMSD for at least two years of service following the sabbatical leave or repay the compensation received for the leave. A teacher who receives a sabbatical leave will be permitted to return to the position s/he held at the time the leave was granted. Applications for the 2018-19 school year or the first semester are due February 1, 2018. An application and the MTI/MMSD agreed upon policy can be obtained by visiting MTI’s website: www.madisonteachers.org.
ESEA-MTI: Voluntary Short-term Disability Enrollment Due December 31

A Benefits Committee comprised of MTI, Local 60, and District representatives met during the 2016-17 school year to discuss a number of benefit improvements for District employees. One of the recommendations of the joint Committee was the offering of a voluntary short-term disability insurance plan to district employees other than teachers (employees in the teacher unit are already provided short-term disability protection via the Sick Leave Bank). The District communicated this new benefit offering during the recently ended open enrollment period. Interested employees still have time to sign-up for coverage provided they do so by December 31, 2017. The District Benefits department will be mailing a letter to eligible employees’ homes in the next week to provide additional information (including premiums and the enrollment application).

Regular hourly employees represented by MTI’s ESEA bargaining unit working 50% or more are eligible for coverage under the District’s new short-term disability plan provided they enroll by December 31. The short-term disability (STD) plan provides 66.67% of salary continuation for covered employees who become disabled and unable to work. The plan begins paying after a fourteen (14) day waiting period. During the waiting period, ESEA members may use accumulated time off benefits (such as accrued personal illness time) to supplement lost income; or they can take the time off unpaid. The STD plan provides payments for up to 75 days, or until long-term disability commences, whichever is sooner.

The plan is voluntary and employees who choose to enroll in the plan pay 100% of the premium. Employees interested in enrolling should contact the MMSD Benefits Department staff and need to complete and return the necessary application by the December 31, 2017 deadline.

MTI School Year Employees, Enjoy Your Break

MTI wishes all school-year employees (and those 12-month employees taking time off) a safe, relaxing, and enjoyable winter break. Thank you for all of your hard work in 2017 for our students and for your continued commitment to your Union. The strong support for MTI in the recent recertification election (99% voting in favor) is a testament to your belief in our collective efforts, our Union, to advocate for your needs and for those of our students. 2018 will bring its share of challenges, which we will need to meet together in solidarity. The MTI office will be closed on December 25, 26, 29 and January 1.

How Do I Join MTI?

Click on the “RENEW” icon/link on the MTI webpage (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. Our opponents are highly organized. We need to be as well.

MTI/MMSD Handbook Update; Some Progress, Still a Long Way to Go

Representatives from MTI and the MMSD met last week to review consensus recommendations from the joint Benefits Committee and Substitute Teacher work group relative to a number of benefit-related issues, including a new method for calculation substitute teacher health insurance eligibility. The parties continue to meet to review and discuss potential changes to employment policies covered by the MMSD Employee Handbook.

Various Handbook work groups also met last week on issues related to Teacher Work Day (including planning time and staff only days); the 2018-19 School Calendar; and EA/SEA Wage Schedules. Progress has been made on the school calendar, but has been slow on the important issue of teacher planning time. Additional work group meetings will be scheduled in January. In addition, work related to Teacher Compensation considerations is continuing.

All MTI members received an Employee Handbook Update e-mail last week with additional information on these discussions. All MTI members will continue to receive updates as the Handbook review process continues.
No Sick Leave Bank Assessment in 2017-18

The Sick Leave Bank (SLB) is an innovative and progressive benefit negotiated by MTI in the teacher Collective Bargaining Agreement, and now continued for teachers in the Employee Handbook. The SLB was created decades ago with each member of MTI’s teacher bargaining unit donating three sick days to fund the “Bank.” The Bank acts as “short-term disability” for teachers needing to be off of work for medical reasons or maternity leave and who have an insufficient number of personal sick leave days available. SLB benefits begin after a teacher has been absent eleven (11) consecutive work days and has exhausted his/her personal sick leave account. Without the SLB, teachers without sufficient sick leave to cover an extended illness or maternity leave would be forced to go without pay for an extended period of time.

Teacher recipients are not required to “repay” the Bank for days withdrawn; rather all teachers are assessed an additional day from their personal sick leave account when the balance of days in the SLB drops below the defined threshold of six (6) days per teacher. To help offset the need for assessment, MTI negotiated that 80% of the unused sick leave of those teachers who resign are transferred to the SLB. This has minimized the need for members of the bargaining unit to be assessed days to fund the Bank. BECAUSE THE BANK IS CURRENTLY ADEQUATELY FUNDED, NO ASSESSMENT WILL BE REQUIRED FOR THE 2017-18 SCHOOL YEAR.

Cold Weather Update

With colder temps already coming our way this winter, MTI reminds all members that the District has made some changes to its winter weather guidelines. Previously, the Superintendent made the decision to close schools when the wind chill warning was -35 degrees or colder; now she will consider making that determination using the wind chill advisory (-25 to -34 degrees). Members can access the District’s weather page at www.mmsd.org/weather.

MTI talks with many members during the winter months regarding issues of cold classrooms and heating malfunctions in schools and work sites. MTI advises members to initially contact their school principal/supervisor and head custodian when there is a heating issue in a building; in many cases, the principal is already working with the building services department and custodian to rectify the problem. Members should also feel free to call or e-mail MTI (mti@madisonteachers.org) regarding any on-going heating or other building issues. Your Union is always happy to intercede and advocate for its members regarding cold classrooms and other building conditions.

Although there is no District-wide policy regarding cold weather and recess, the standing practice is to keep students indoors if the wind chill is lower than -10 degrees. Decisions are usually made at each school site. Allowing recess or keeping children indoors can be a surprisingly contentious issue, with parents often disagreeing with either decision. MTI advises members to work with their school principal, and contact MTI if there are any concerns. The National Weather Service’s wind chill chart can be found at www.nws.noaa.gov.

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. Sign-up links and information for the seminars will be posted on the MTI website (www.madisonteachers.org).

In addition, Steve Pike (retired teacher and current WEA Member Benefits Consultant) is available for a free 30-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. Sign-up is also available on MTI’s website (www.madisonteachers.org).

Keep MTI Updated on Changes

Please call, write, or e-mail MTI if you have a change in name, home address, home e-mail address, telephone number, work location, certification, percent of contract, or hours of work. Having this information allows MTI to serve you better.

Show SOLIDARITY with your MTI sisters & brothers. Wear MTI RED on Mondays and MTI lanyards every day!

Calendar of Events

- Monday, December 18, 6:00 p.m., Doyle Auditorium BOE Regular Meeting
- Dec 22—Jan 2, Winter Break

January 15—Martin Luther King Jr. Day

- Monday, January 22, 5:00 p.m., Doyle (Rm. 103) BOE Operations Work Group
- Wednesday, January 24, 4:15 p.m., MTI MTI VOTERS Political Action Committee
- Thursday, January 25, 4:15 p.m., MTI USO-MTI General Membership

Our Union Makes Us Strong!

Volume 52, #16, December 18, 2017

MTI’s web page - www.madisonteachers.org
MTI’s email - MTT@madisonteachers.org

Cold Weather Update

With colder temps already coming our way this winter, MTI reminds all members that the District has made some changes to its winter weather guidelines. Previously, the Superintendent made the decision to close schools when the wind chill warning was -35 degrees or colder; now she will consider making that determination using the wind chill advisory (-25 to -34 degrees). Members can access the District’s weather page at www.mmsd.org/weather.

MTI talks with many members during the winter months regarding issues of cold classrooms and heating malfunctions in schools and work sites. MTI advises members to initially contact their school principal/supervisor and head custodian when there is a heating issue in a building; in many cases, the principal is already working with the building services department and custodian to rectify the problem. Members should also feel free to call or e-mail MTI (mti@madisonteachers.org) regarding any on-going heating or other building issues. Your Union is always happy to intercede and advocate for its members regarding cold classrooms and other building conditions.

Although there is no District-wide policy regarding cold weather and recess, the standing practice is to keep students indoors if the wind chill is lower than -10 degrees. Decisions are usually made at each school site. Allowing recess or keeping children indoors can be a surprisingly contentious issue, with parents often disagreeing with either decision. MTI advises members to work with their school principal, and contact MTI if there are any concerns. The National Weather Service’s wind chill chart can be found at www.nws.noaa.gov.

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. Sign-up links and information for the seminars will be posted on the MTI website (www.madisonteachers.org).

In addition, Steve Pike (retired teacher and current WEA Member Benefits Consultant) is available for a free 30-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. Sign-up is also available on MTI’s website (www.madisonteachers.org).

* * * * *

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 January 17. 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.

Keep MTI Updated on Changes

Please call, write, or e-mail MTI if you have a change in name, home address, home e-mail address, telephone number, work location, certification, percent of contract, or hours of work. Having this information allows MTI to serve you better.

Show SOLIDARITY with your MTI sisters & brothers. Wear MTI RED on Mondays and MTI lanyards every day!

Calendar of Events

- Monday, December 18, 6:00 p.m., Doyle Auditorium BOE Regular Meeting
- Dec 22—Jan 2, Winter Break
- January 15—Martin Luther King Jr. Day

Our Union Makes Us Strong!

Volume 52, #16, December 18, 2017

MTI’s web page - www.madisonteachers.org
MTI’s email - MTT@madisonteachers.org
MTI Handbook Work Groups Continue to Meet on Employee Handbook Recommendations

MTI’s work on the Employee Handbook brings your voice into discussions of employment policies, salaries, benefits, and working conditions. The joint MTI-MMSD Employee Handbook Review Committee is working on the annual review and revision of the 2018-19 Employee Handbook and has formed multiple work groups to work on specific topics. The Handbook Review Group is scheduled to meet again on December 12. The consensus recommendations of the various Committees will be discussed by the Handbook Review Committee and shared with the Superintendent to forward to the Board of Education for consideration.

The Teacher Work Day group is scheduled to meet on December 11 to discuss issues related to teacher planning time, staff only days, and SBLT. MTI appointees have suggested revisions to define sufficient planning time, especially for middle and high school teachers, with no explicit planning time referenced in the Handbook; staff only day schedules to limit PD on such days; and provide time for the professional planning and preparation needs of educators.

The School Calendar group is scheduled to meet on December 12 to discuss the 2018-19 school calendar. MTI is advocating for a return to a two-week winter break and distributing the Staff Only days over various week days throughout the year.

The EA/SEA Salary group is scheduled to meet on December 13 to further discuss recommended changes to the EA salary schedule. Recent improvements were made to increase the starting pay to $15.00 per hour. While these increases were necessary for the MMSD to provide “living wage” jobs, we need salary increases to reward and retain current staff.

Work also continues on teacher compensation, substitute teacher concerns, and special education. All MTI members will continue to receive e-mail updates with more information as Handbook work progresses.

Reminder—January Paycheck

The January 1 paycheck is to be deposited on the first banking day in January. This year that will be Tuesday, January 2, given that Monday, January 1, 2018 is a Federal Reserve Bank holiday. A deposit on December 31 would cause one to have to pay taxes on those funds for 2017, i.e., one would pay income tax on 13 months of wages in 2017. Paper direct deposit statements for teachers will be distributed at each person’s work location on January 3, the day school resumes. For those who receive electronic direct deposit statements, e-mails will be sent to district e-mail addresses on December 28 with funds being deposited on January 2. For substitute teachers, direct deposit statements will be delivered by the USPS on or about January 4.

Members of MTI’s Educational Support Employees Association (ESEA-MTI) bargaining unit will have their paychecks directly deposited on December 22. Paper direct deposit statements will be distributed at each person’s work location on January 3. For those who receive electronic direct deposit statements, e-mails will be sent to district e-mail addresses on December 20.
Discount Tickets to Les Miserable—April 8

All work and no play? No way! Join your MTI Union family for a night out on the town. MTI has reserved $50 tickets for the Sunday, April 8, 6:30 p.m. show to Les Miserables at the Overture. These are circle level seats that are usually priced at $100. This year, we were offered group discounts AND additional discounts as educators. We have reserved 60 tickets for MTI Members and MTI-R and their family/friends. Theater tickets make a great holiday gift! First come, first serve. Make checks payable to MTI. Add Overture in the notes. Payment must be received in order to have tickets held. Questions? Contact Kerry (kmotoviloff@madisonteachers.org).

New Professionals Support Night - Seven Mistakes Members Make With Their Money & Budgeting Basics

January 10, 4:15-6:00 p.m.
MTI Headquarters (WEAC Bldg.)
33 Nob Hill Rd

Making wise financial choices early in your career can have a significant impact on your future financial security and give you peace of mind. A budget gives you control over your finances. It empowers you to set and reach financial goals, helps you manage day-to-day finances and prepare for the unexpected. A budget also gives you permission to spend and allows you to set the course for your financial future. This seminar will help you understand the benefits and consequences of both budgeting and important financial decisions.

Your MTI family is hosting a series of evenings to welcome and support you in your transition into the profession. Stay informed. Connect with other teachers. Get support with questions and needs. These events are open to members and non-members. BONUS- attend 3 or more and get a $25 reward! Limited to participants in years 1-3 in MMSD. Use the sign-up link on the MTI’s webpage (www.madisonteachers.org). Questions? Contact Kerry (kmotoviloff@madisonteachers.org).

Keep Your Own “Personnel” Records

Recordkeeping by an employee is important. Don’t wait for trouble to start before you begin to compile your own personnel records. Having good records is also very important should you become involved in a grievance over your Handbook rights or benefits, or in a matter involving discipline or dismissal. To enable the Union to provide the best possible protection and representation, every employee should maintain his/her own "personnel" records. One’s file should contain such documents as: college transcripts, evaluations, accumulated sick leave and days used, direct deposit (wage) records, records of student disciplinary referrals, Wisconsin Retirement System (DETF) records, personal leave, documentation of honors and awards, notes on student accidents and confrontations with parents or administrators, copies of all correspondence with supervisors and administrators; and for teachers: individual teaching contracts for each year, licenses, and teaching assignments by year with subjects taught.

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. Sign-up links and information for the seminars will be posted on the MTI website (www.madisonteachers.org).

In addition, Steve Pike (retired teacher and current WEA Member Benefits Consultant) is available for a free 30-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. Sign-up is also available on MTI’s website (www.madisonteachers.org).

* * * * * * *

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 January 17. 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

Monday, December 11, 12:00 p.m., MTI MTI/MMSD Handbook Work Day Committee
Monday, December 11, 5:00 p.m., Doyle, Room 103 BOE Operations Work Group
Tuesday, December 12, 7:30 a.m., MTI MTI/MMSD Handbook Review Committee
Tuesday, December 12, 5:00 p.m., MTI MTI/MMSD Handbook Calendar Committee
Wednesday, December 13, 4:00 p.m., MTI MTI/MMSD Handbook ESÉA Salary Committee
Wednesday, December 13, 4:15 p.m., MTI MTI Voters Political Action Committee
Monday, December 18, 6:00 p.m., Doyle Auditorium BOE Regular Meeting

December 22-January 2, Winter Break
Buoyed by the resounding results of the MTI recertification election, we continue our work this month to advocate for the schools our staff and our community deserve. One essential component to building successful schools is constructing real opportunities for shared leadership and genuine collaboration between those managing the work and those doing the work. Employees need to have a legitimate voice in their workplace, as well as a voice in District policy. MTI’s involvement in the Collaborative Problem Solving Process (CPS) between MTI Faculty Reps and building principals addresses a voice in the workplace. MTI’s advocacy in the Employee Handbook is an opportunity to address workplace rules and policies.

**Collaborative Problem Solving (CPS).**
Previously known as the Memorial Project, CPS is a problem-solving practice that is based on the belief that most building-based problems can be solved at the school level and that everyone benefits when concerns are resolved locally. It is founded on a presumed partnership between the building principal and the MTI Faculty Rep (who represents the community of professionals in the school), who meet regularly to discuss various concerns shared by staff. The CPS process is built over time, based on trusting relationships and honoring the shared commitment of all professionals to student success. The project is supported and led by MTI and MMSD. Last year, all principals and MTI Faculty Reps participated in a CPS training jointly delivered by MTI and the District.

This month, we will provide CPS training to all schools with new principals and/or new MTI Faculty Reps.

**Do you have an issue at work?** The CPS process may be the first place to go. See your MTI Faculty Representative for details.

**Employee Handbook.** While the CPS process is intended to bring employee voice into resolution of workplace issues, MTI’s work on the Employee Handbook brings your voice into discussions of employment policies, salaries, benefits, and working conditions. The joint MTI-MMSD Employee Handbook Review Committee is working on the annual review and revision of the 2018-19 Employee Handbook and has formed multiple work groups to work on specific topics.

The MTI-MMSD School Calendar Committee is scheduled to meet on **December 12** to discuss the 2018-19 school calendar. MTI is advocating for a return to a two-week winter break and distributing the Staff Only days over various week days throughout the year.

Work also continues on teacher compensation, substitute teacher concerns, EA salary schedule, teacher work day, and special education. All MTI members will continue to receive e-mail updates with more information as Handbook work progresses.

---

**Sabbatical Leave Deadline February 1**

Under the terms of the Employee Handbook (Section 10, page 130), the Board of Education budgets $45,000 for sabbatical leaves for members of MTI’s "teacher" bargaining unit. Such is for the purpose of advanced study and/or research. Either a one-year leave at half pay or a one-semester leave at full pay may be granted. The recipient of a sabbatical leave must agree to return to MMSD for at least two years of service following the sabbatical leave or repay the compensation received for the leave. A teacher who receives a sabbatical leave will be permitted to return to the position s/he held at the time the leave was granted. Applications for the 2018-19 school year or the first semester are due **February 1, 2018**. An application and the MTI/MMSD agreed upon policy can be obtained by visiting MTI’s website: www.madisonteachers.org.

---

**How Do I Join MTI?**

Click on the “RENEW” icon/link on the MTI webpage (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. Our opponents are highly organized. We need to be as well.
Workplace Bullying

Board of Education Policy 4502A outlines the District’s classroom code of conduct for students and parents. Under the policy regarding pupils, it states in part, “Schools must be places where effective learning can occur...students are prohibited from engaging in behaviors which are illegal, life or health threatening, or which impede the orderly operation of the classroom or school.” The BOE also approved a policy on workplace bullying several years ago, which is found under the section on personnel. Policy 8013 states in part, “The Madison Metropolitan School District is committed to providing a safe and healthful environment for all employees to work. realizing that workplace bullying can have a detrimental impact on individuals (i.e., mental anguish, physical illness, undue stress) and the organization as a whole (i.e., lost employee time, poor workplace morale, decreased productivity), the DISTRICT is committed to acknowledging and addressing workplace bullying.” Section 8013.8 provides that, “Beginning in the 2011-12 school year, and every other year thereafter, the DIRECTOR or his/her designee shall provide training to all faculty and staff regarding workplace bullying, which shall minimally include information on recognizing workplace bullying and the reporting process set forth in this Policy.”

Credits for Salary Advancement
February 1 Deadline

The Employee Handbook (Addendum A, Section 1.04, Movement on the Salary Schedule) requires that teachers earn 6 credits to cross from salary level 8 to 9, and 12 to 13. These are termed “Improvement Levels.” Credits are granted upon hire if one is initially placed near one of these Improvement Levels. After level 15, the requirement becomes 3 credits each 2 years to move to the next level which continues for the remainder of one’s career. These are termed “Incentive Levels.” Each year, the number of credits needed to move to the next Improvement or Incentive Level is provided on the individual teaching contract issued by the District. Either academic credits earned at an accredited university or professional advancement credits (PAC) can be used to pass an Improvement or Incentive Level. PAC credits can also be used to move horizontally from one track on the salary schedule to another, except for tracks 4, 7 and 8, which require all academic credit. Track movement increases one’s salary an additional 2.5%.

Credits submitted to the Department of Human Resources by July 1 will result in any wage increases occurring on the first payroll check. However, if credits are submitted to HR by October 1st, wage increases, including any retroactive compensation due, will occur beginning November 1. Credits submitted by February 1 will cause a retroactive wage adjustment effective with the beginning of the second semester. MTI recommends delivering transcripts or professional advancement credits to the Department of Human Resources in person, and that you request a “stamped received” copy for your records to ensure proof of receipt, in the case of lost or misplaced documents.

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. Sign-up links and information for the seminars will be posted on the MTI website (www.madisonteachers.org).

In addition, Steve Pike (retired teacher and current WEA Member Benefits Consultant) is available for a free 30-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. Sign-up is also available on MTI’s website.

* * * * *

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 December 6. 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.

MTI Building and After Hours Entry

While MTI has settled into our new location at 33 Nob Hill Road, we are still getting used to the building security system which locks exterior doors at 4:30 p.m. Members arriving at MTI after 4:30 p.m. should:

- Enter the foyer (first set of doors at the front door entrance) and press the red button (on the right side of the inner doors) to alert MTI of your presence and to allow you access into the building. We can then buzz you into the building.

Thank you for your patience in getting used to the new building protocols.

Calendar of Events

- Tuesday, December 5, 4:00 p.m., MTI MTI Special Education Sub-Committee
- Tuesday, December 5, 4:30 p.m., MTI MTI Board of Directors
- December 5 and 6, 5:30-7:30 p.m., Doyle Auditorium MMSD/MTI Retirement Sessions
- Wednesday, December 13, 4:15 p.m., MTI MTI Voters Political Action Committee

December 22-January 2, Winter Break

Our Union Makes Us Strong!

Volume 52, #14, December 4, 2017
MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org

❄ ❄ ❄ ❄ ❄ ❄ ❄
THANK YOU! Faced with New Challenges, MTI-Represented Employees Again Vote for Recertification

We continue to “Stand Together!” All MTI bargaining units have successfully recertified! Nearly 80% of all eligible voters cast ballots in the recertification election. Of those who voted, 99% voted to recertify. In order to recertify, each unit needed 51% of all eligible voters to cast a ballot in favor of recertification. Each MTI bargaining unit beat that requirement, with the MTI teacher unit leading the way with 85% of all eligible voters casting a ballot to recertify. The large turnout is a testament to the hard work of over 100 MTI member organizers who reached out and engaged their colleagues in conversations about their Union. The turnout is also a testament to the 3,430 MTI-represented employees who recognize that our public schools and our professions will be better served if we continue to “Stand Together.” Thank you!

Thanks to all who made their voices heard loud and clear by voting YES MTI!

Student Loan Forgiveness/Financial Planning—November 29

MTI members are invited to learn about the federal loan forgiveness programs that are available to teachers and public employees, find out how to start the application process, and get tips on what you need to do to ensure that your application is ready for submission. Join your colleague and fellow MTI member Ben Senson to hear about his loan forgiveness journey and his recommendations. You will also have an opportunity to hear WEA Member Benefits discuss the programs and services available to you and your family to help you achieve your financial goals. Join us on Wednesday, November 29, from 4:30-5:30 p.m. Sign up link is on MTI’s website: www.madisonteachers.org.

January Paycheck

The January 1 paycheck is to be deposited on the first banking day in January. This year that will be Tuesday, January 2, given that Monday, January 1, 2018 is a Federal Reserve Bank holiday. A deposit on December 31 would cause one to have to pay taxes on 13 months of wages in 2017. Paper direct deposit statements for teachers will be distributed at each person’s work location on January 3, the day school resumes. For those who receive electronic direct deposit statements, e-mails will be sent to district e-mail addresses on December 28 with funds being deposited on January 2. For substitute teachers, direct deposit statements will be delivered by the USPS on or about January 4. Members of MTI’s Educational Support Employees Association (ESEA-MTI) bargaining unit will have their paychecks directly deposited on December 22. Paper direct deposit statements will be distributed at each person’s work location on January 3. For those who receive electronic direct deposit statements, e-mails will be sent to district e-mail addresses on December 20.

Thinking Retirement? Attend an MTI/MMSD Retirement Planning Session

All MMSD employees exploring retirement are invited to attend a Retirement Planning meeting. MTI Executive Director Doug Keillor, MMSD Benefits Manager Rachelle Hady, and a representative from the Wisconsin Retirement System (WRS) will be present to share information on retirement benefits available via the MMSD and WRS. Sessions are December 5 or 6, Doyle Auditorium, 5:30-7:00 p.m.; 7:00-7:30 p.m. Teacher Early Retirement (teachers should attend both). E-mail chills@madison.k12.wi.us or call Cindy Hills at 663-1697 to reserve your spot. Space is limited, so register now.

Last Chance, Get Your Wellness Assessment Completed by November 30

If you have yet to complete your biometric screening or your health risk assessment, you have until Thursday, November 30! The wellness assessment consists of two parts; the biometric screening that measures your health status, and the health risk assessment (HRA) that is an online questionnaire specific to your health insurance carrier. Participation is voluntary; however, those who complete both the screening and HRA will avoid an additional 7% health insurance premium charge. This 7% premium charge for not participating will be in addition to the 1.25% or 3.00% premium charge for all MTI-represented employees and will go into effect January 1, 2018.

Visit the MMSD Employee Wellness web page to view instructions on completing the biometric screening and HRA at: www.mmsd.org/employee-wellness. Contact the MMSD Benefits Department with any questions; and contact MTI if you have trouble getting your questions answered.

Biometric screening appointments are available Monday–Thursday at the Doyle Administration Building from 7:00-11:00 a.m. and at Pfalum Road on Tuesday from 6:30–11:30 a.m. Appointments must be made through the Interra portal that is accessible from the Employee Wellness website or by calling 1.866.814.1016. You can also obtain the screening results at your provider’s office and submit them to Interra on their customized form, also available on the Employee Wellness website. Results must be obtained by November 30. The deadline to submit these results to Interra is December 7.
Inclement Weather & Closing School

The Employee Handbook contains provisions that deal with the impact on members when schools are closed. Given winter's sometimes severe weather, these provisions are called to the attention of those who are represented by MTI.

Teacher bargaining unit: The Employee Handbook provides that should schools be closed or the opening of school delayed, notice will be on local radio stations by 6:30 a.m. Should schools be closed, teachers will be compensated for the day on their regular monthly payroll check.

Bilingual Resources Specialists: The Employee Handbook provides that employees who are tardy or absent due to inclement weather are allowed to receive compensation by using personal illness leave or electing to make up the time by performing their regular duties or participating in staff development/training opportunities offered by the District.

EAs/SEAs/NAs: The Employee Handbook allows the option of using personal illness leave to receive payment for time missed due to school closings, along with being able to be paid up-front, provided one makes up the missed time by attending District-provided staff development/training or by performing her/his regular duties within one week of the end of the school year.

Clerical/Technical: The Employee Handbook provides that when an employee is absent from work for more than one hour on a "snow day," or other emergency school closing, in addition to vacation time and compensatory time, the employee shall have the option to use floating holidays or personal illness leave to receive compensation for such days. In addition, said individuals are provided the option of receiving pay for the snow day during the payroll period in which the snow day occurs (without utilizing any accrued time) provided the employee makes up the time by attending District-offered staff development/training opportunities by the end of the school year. Said individuals will also continue to have the option to make up the time by performing their regular duties provided they have their supervisor's approval.

Security Assistants: The Employee Handbook provides the options of using personal illness or floating holiday time to receive payment for time missed, along with being able to be paid up-front, provided one makes up the missed time by attending District-provided staff development/training or by performing her/his regular duties within one week of the end of the school year.

Union Gift Idea: 2018 Railroad Workers Labor History Calendar

Do you have an interest in railroads? Have any family or friends who are railroad workers? The cross-craft solidarity group Railroad Workers United (RWU) has produced a beautiful Rail Workers Labor History calendar for 2018. Each month of the calendar has a different photo from rail labor history, depicting a strike, picket, rally, or other activity over the course of the last century-and-a-half of struggle. More than 150 dates of historic significance to railroad workers and their unions are included throughout the year. Order online at: http://railworkersunited.storenvy.com/.

Calendar of Events

- Monday, Nov. 27, 6:00 p.m., McDaniels Auditorium
  BOE Regular Meeting
- Tuesday, November 28, 4:15 p.m., MTI
  MTI Faculty Representative Council
- Wednesday, November 29, 9:00 a.m., MTI
  MTI-Retired
- Tuesday, December 5, 4:30 p.m., MTI
  MTI Board of Directors
- Wednesday, December 13, 4:15 p.m., MTI
  MTI Voters Political Action Committee

December 22-January 2, Winter Break
Last Chance to Vote to Recertify; Election ends at Noon, Tuesday, November 21.

The election to recertify MTI ends at 12:00 noon, Tuesday, November 21. As of November 13, the mid-point of the election period, the Wisconsin Employment Relations Commission (WERC) advised that 73% of MTI-represented teachers had cast ballots; 55% of the Educational Support Employees Association (ESEA-MTI) had cast ballots; and 49% of Substitute Teachers (USO-MTI) had cast ballots. Each unit needs at least 51% of all eligible voters to vote in favor of recertification in order to maintain MTI as their certified representative.

That number has increased substantially in the last week, as over 100 MTI Member Organizers, MTI Faculty Reps, and EA Building Reps continued their efforts to engage their colleagues and remind them to vote. Phone banks were held last week to contact those remaining eligible employees who had yet to confirm that they had voted. Be sure you do your part. Vote today by calling 1-866-458-9862 and then confirm your vote with MTI, so we can remove you from further contact lists. The larger the turnout, the more powerful the message.

Recertification Election ends at Noon, November 21.
Stand Together, Vote to Recertify your Union!

Student Loan Forgiveness/Financial Planning—November 29

MTI members are invited to learn about the federal loan forgiveness programs that are available to teachers and public employees, find out how to start the application process, and get tips on what you need to do to ensure that your application is ready for submission. Join your colleague and fellow MTI member Ben Senson to hear about his loan forgiveness journey and his recommendations. You will also have an opportunity to hear WEA Member Benefits discuss the programs and services available to you and your family to help you achieve your financial goals. Join us on Wednesday, November 29, from 4:30-5:30 p.m. See the link on MTI’s website www.madisonteachers.org to sign up.

Still Time to Share Your Holidays

“IT’s simple, when children grow up without the right amount and kinds of food, they struggle. Hunger during the early years can have a major impact on a child’s development, health and behavior.” - Second Harvest

One in five Dane county children grow up experiencing food scarcity. MTI Cares, MMSD, and AFSCME are joining together with Madison families to support the Second Harvest and NBC15 Share Your Holidays Food Drive. This year’s drive will run the entire month of November.

Staff can participate by sending non-perishable food and self-care items (NO GLASS) or checks payable to Second Harvest. Don’t forget to include a note about the drive in your class or school newsletter. You can also make donations on the Share Your Holidays Food Drive site under DONATE. Please note in your donation -MTI Cares. LET’S FILL UP THOSE BARRELS BROTHERS AND SISTERS!

Thinking Retirement? Attend an MTI/ MMSD Retirement Planning Session

All MMSD employees exploring retirement are invited to attend a Retirement Planning meeting. MTI Executive Director Doug Keillor, MMSD Benefits Manager Rachelle Hady, and a representative from the Wisconsin Retirement System (WRS) will be present to share information on retirement benefits available via the MMSD and WRS.

December 5 or December 6, 2017
Doyle Administration Building Auditorium
5:30 p.m. to 7:00 p.m.

General Information – all employees
7:00-7:30 p.m. Teacher Early Retirement (teachers should attend both)
E-mail chills@madison.k12.wi.us or call Cindy Hills at 663-1697 to reserve your spot.
**Employee Handbook: Leaves of Absence**

Pursuant to the Employee Handbook, the right to an unpaid childrearing leave of absence is available to all employees, with an application deadline of at least 90 days in advance (with some exceptions). The maximum duration of a childrearing leave is 12 months; there is no minimum duration of this type of leave. Also, an employee is granted only one childrearing leave per child, and only for non-school-age children. The employee will retain the right to return to her/his current position upon return from the leave.

All other unpaid leaves of absence, other than emergencies, must be submitted to the District at least 30 days prior to the beginning of the leave. The District has sole discretion in granting unpaid leaves, other than leaves for childrearing. Such leaves may not exceed one calendar year. The employee retains the right to return to his/her current position upon return from the leave.

**Grow Our Own - Teacher Dual Certification Program**

The Grow Our Own - Teacher Dual Certification Program is intended for general education teachers interested in cross-categorical special education certification or cross-categorical special education teachers interested in bilingual certification. Selected candidates can receive a $1,000 per 3 credit course taken, there is no limit on the number of courses that can be taken each semester. For more information or to apply online, see the Student Services website: https://specialed.madison.k12.wi.us/. Under Grow Our Own and read the Participation Agreement. If you have any questions about the program, please contact Scott Zimmerman at: 663-8486 or slzimmerman@madison.k12.wi.us.

**Mixing Work and Social Media**

It is important for all to review the District’s social media policy before using electronic media to interact with families, students, colleagues, and/or the general public. The District policy permits communication with parents and students via District-sanctioned electronic media and accounts, and cautions against interacting on your personal social media accounts or cell phones. Comments you make on Facebook, Twitter, or other social media accounts that can be tracked to your work as a teacher or educational support staff can become problematic if they reflect poorly on the District or use unauthorized copies of students’ work, pictures, or other content. The policy contains the following phrase: Be advised that failure to adhere to these guidelines may result in disciplinary action. MTI strongly encourages members to review the policy and contact MTI with any questions or concerns.

[www.madison.k12.wi.us/social-media-guidelines](http://www.madison.k12.wi.us/social-media-guidelines)

**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 lanyards every day!
Today (Monday, November 13) marks the mid-point of the MTI recertification election and we will receive a report from the Wisconsin Employment Relations Commission (WERC) on how many votes have been cast in each bargaining unit (MTI-Teachers, ESEA-MTI, and USO-MTI). Each unit needs at least 51% of all eligible voters to vote in favor of recertification in order to maintain MTI as their certified representative. The larger the turnout, the more powerful the message.

In order to drive voter turnout, hundreds of MTI member organizers have been active across the District encouraging their co-workers to vote and, after they vote, contacting MTI staff to remove the voter’s name for further contact lists. Phone banks will commence this week to contact those eligible employees who have yet to confirm that they have voted. If you can help with phone banking, please contact MTI (257-0491/mti@madisonteachers.org). Free pizza for phone bank volunteers.

Be sure you do your part. Vote today by calling 1-866-458-9862 and then confirm your vote with MTI so we can remove you from further contact lists.

**Still Need Reasons to Recertify? Consider these:**

- Recertification determines whether MTI can continue to bargain base wage increases for all MTI-represented employees.
- Successful recertification elections send a message that employees support MTI and want MTI to continue to represent them. This allows MTI the leverage to participate in the Employee Handbook discussions to advocate for important issues that benefit all employees.
- Through MTI’s Employee Handbook advocacy, MTI has been able to maintain rights and benefits that many other Wisconsin school district employees have lost and to advocate for things employees need.
- Since Act 10 prohibited collective bargaining in 2011, most teachers and other school employees in Wisconsin no longer have a voice in determining benefits, working conditions, planning time, school calendar, work day, or evening requirements. MTI-represented employees still have a voice via MTI’s Employee Handbook advocacy.
- Through our political advocacy, MTI can help pass needed school referenda; can work to elect pro-education and pro-worker state legislators; and can work to elect pro-education and pro-teacher school board members. We can fight negative Handbook proposals at the Board of Education level and we can advocate for favorable legislation at the state level.

**Employee Handbook Update**

The Teacher Compensation work group met on November 7 to continue to explore potential changes to the teacher salary schedule as part of the MTI-MMSD Employee Handbook Review process. Progress has also been made on substitute teacher issues and the EA/SEA salary schedule. Talks continue on the important issues of teacher work day (which includes planning time, staff only days, and SBLT), special education, and school calendar. All MTI members were sent an e-mail update last week with more information on the Employee Handbook discussions.

**American Education Week: November 13-17, 2017**

American Education Week (AEW) presents all Americans with a wonderful opportunity to celebrate public education and honor individuals who are making a difference in ensuring that every child receives a quality education. Public schools are the cornerstone of our communities. We welcome students of all backgrounds, abilities and incomes, and each of us plays a role in ensuring our schools are open to all. This month, during AEW, it’s time for us to show our public school pride to the world. Help demonstrate that our public schools are here for each and every student — help show that no matter the circumstance, everyone is welcome and all deserve the support, tools, and time to learn. To join in, just snap a picture that represents your pride in public schools and post it to your social channels using #PublicSchoolsForAll. Together, we can show what makes our public schools some of the best in the world: all of us, each of us. For more information and a list of AEW daily celebrations, including Educational Support Professionals Day (Nov. 15), go to: [http://www.nea.org/grants/19823.htm](http://www.nea.org/grants/19823.htm)
Thinking Retirement? Attend an MTI/MMSD Retirement Planning Session

All MMSD employees exploring retirement are invited to attend a Retirement Planning meeting. MTI Executive Director Doug Keillor, MMSD Benefits Manager Rachelle Hady, and a representative from the Wisconsin Retirement System (WRS) will be present to share information on retirement benefits available via the MMSD and WRS.

**December 5 or December 6, 2017**
Doyle Administration Building Auditorium
5:30 p.m. to 7:00 p.m.

General Information – all employees
7:00-7:30 p.m. Teacher Early Retirement (teachers should attend both)
E-mail chills@madison.k12.wi.us or call Cindy Hills at 663-1697 to reserve your spot.

*Space is limited, so register now.*

---

**January Paycheck**

The January 1 paycheck is to be deposited on the first banking day in January. This year that will be Tuesday, January 2, given that Monday, January 1, 2018 is a Federal Reserve Bank holiday. A deposit on December 31 would cause one to have to pay taxes on those funds for 2017, i.e., one would pay income tax on 13 months of wages in 2017. Paper direct deposit statements for teachers will be distributed at each person’s work location on January 3, the day school resumes. For those who receive electronic direct deposit statements, e-mails will be sent to district e-mail addresses on December 28 with funds being deposited on January 2. For substitute teachers, direct deposit statements will be delivered by the USPS on or about January 4. Members of MTI’s Educational Support Employees Association (ESEA-MTI) bargaining unit will have their paychecks directly deposited on December 22. Paper direct deposit statements will be distributed at each person’s work location on January 3 for those who receive electronic direct deposit statements, e-mails will be sent to district e-mail addresses on December 20.

**Completing the Medicaid Administrative Claim Random Moment Time Study (RMTS)**

The Federal government requires each district receiving money from Medicaid to complete random moment time studies to determine the amount of time spent on Medicaid reimbursable activities. Payment to each school district is based on the number of completed time studies. The MMSD receives substantial reimbursements, hence the importance of maintaining a 100% time study completion rate. Throughout the school year, the RMTS is sent to randomly-selected staff via e-mail. The RMTS should be completed within 24 hours. It takes about 3 minutes to complete the 6-question time study. Staff selected will need access to a District computer to complete the RMTS during their work day. This includes special education assistants. Completing the time study is a requirement of employment in the Madison Metropolitan School District. Read more about completing the time study at: https://specialed.madison.k12.wi.us/SchoolBasedServices.

---

**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 are providing more opportunities to enhance the financial well-being of MTI members. Sign-up links and information for the following seminars are available on the MTI website (www.madisonteachers.org).

- **Student Loan Forgiveness** — November 29, 4:30-5:30 p.m.

In addition, Steve Pike (retired teacher and current WEA Member Benefits Consultant) is available for a free 30-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. Sign-up is also available on MTI’s website.

---

**Calendar of Events**

- **November 13-16, 4:30 p.m., MTI Recertification Phone Banks**
- **Monday, November 13, 5:00 p.m., Doyle Room 103 BOE Operations Work Group**
- **Tuesday, November 14, 4:30 p.m., MTI MTI Board of Directors**
- **Wednesday, November 15, 4:30 p.m., MTI USO-MTI Board of Directors**
- **Tuesday, November 22, Parent/Teacher Comp Day**

**November 23-24, Thanksgiving Break**

- **Monday, Nov. 27, 6:00 p.m., McDaniels Auditorium BOE Regular Meeting**
- **Tuesday, November 28, 4:15 p.m., MTI MTI Faculty Representative Council**
- **Wednesday, November 29, 9:00 a.m., MTI MTI-Retired**

**Recertification Election November 1-21**

**Reminder: Health Insurance Annual Choice/Open Enrollment/ Flexible Spending Account Deadline November 15**

---

**Our Union Makes Us Strong!**

**Volume 52, #11, November 13, 2017**

MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
MTI’s recertification election began on November 1 and is off to a great start- 100% turn-out is the goal. MTI Member Organizers across the District are encouraging everyone represented by MTI to vote. Both members and non-members in all MTI bargaining units are eligible and encouraged to vote in the recertification election. (MTI continues to represent all of those in all bargaining units on base wage issues, regardless of membership status). Once you have voted, please notify your MTI Faculty Representative, Member Organizer, or MTI Headquarters, and we will remove your name from our recertification election call lists.

Next week, MTI retirees and Member Organizers will begin calling those who have not verified that they have voted. Phone banks are scheduled November 13-16, 4:30-7:00 p.m., at MTI Headquarters. Anyone wishing to assist with calls to their colleagues should contact MTI (mti@madisonteachers.org) or 257-0491).

Why the big effort to turn out the vote? Two reasons: In the bizarre world of Act 10 recertification elections, a non-vote counts the same as a “no” vote. Unlike any other election, Act 10 requires a YES vote by 51% of all eligible voters to recertify a union. Second, the larger the turnout, the stronger the message that MTI-represented employees continue to stand together to advocate for the needs of their students and their profession.

Together we are stronger. Stand together!

Voting Instructions:
- Call (toll-free) 1-866-458-9862 or log-on to www.aaaelections.org/WERC
- One may vote anytime 24 hours a day, 7 days a week, between now and noon on November 16.
- When prompted, enter the first four letters of your last name.
- When prompted, enter the last four digits of your Social Security number.
- When prompted, VOTE YES for MTI to continue as your Union representative.
- When prompted, CONFIRM YOUR VOTE. Do not log off until you see a message thanking you or acknowledging your vote.

Recertification Election ends at Noon, November 21.
Stand Together, Vote to Recertify your Union!

Employee Handbook Discussions Continue November 7

The MTI-MMSD Teacher Compensation work group met on October 24 and is scheduled to meet again on November 7 to discuss potential modifications to the teacher salary schedule. Those considerations include: potential modifications to the number of tracks on the salary schedule; possibly collapsing the current 8-track schedule to fewer tracks, while still maintaining a premium for Masters’ degrees; adjusting the salary curve to accelerate advancement, in order to provide teachers “professional salaries” earlier in their career; adding salary incentives for hard-to-staff bilingual and cross-categorical teaching positions in order to attract and retain certified staff; exploring incentives for other “high needs” areas; potential modifications to incentivize professional development; and identifying opportunities and compensation incentives for career ladder opportunities such as teacher leadership positions or administrator development. All of these considerations would involve increased investment in teacher compensation.

MTI-MMSD work groups are also continuing to discuss EA Salary Schedule improvements; Teacher Work Day issues, including planning time, Staff-Only days, and SBLT; School Calendar; Special Education issues; and potential solutions to the Substitute Teacher shortage. All MTI members will receive an e-mail update with more details on the status of the Employee Handbook discussions this week.
New Professional Support Series

MTI CENTERS is hosting a series of evenings to welcome and support teachers in their first 2 years in MMSD. These events are open to members and non-members. BONUS - attend 3 or more and get a $25 reward! Limited to 35 participants. The sessions are held at WEAC/MTI Building, 4:15-6:00 p.m. Snacks provided. The next meeting is Wednesday, November 8 - Your Handbook, Your Rights, Your Voice. Save future dates: January 10, February 7, March 7, and April 11. Topics TBD. Use the “New Professionals” link on the MTI webpage www.madisonteachers.org to sign up.

How Cold Is Too Cold?

With the impending return of winter to our fair city, temperatures will start plunging to freezing levels. When schools and other large buildings experience several days of sub-zero temperatures, heating systems strain to keep rooms warm. Classrooms frequently feel too cold. What can be done? Wisconsin Administrative Code, Chapter 64, states that “[T]he heating system shall be designed to maintain a temperature of not less than ... 67 degrees Fahrenheit for classrooms and offices in schools and other places of instruction.” Staff who experience heating problems in District classrooms or offices should immediately contact their building administrator and custodian for assistance.

Whether the heating systems are insufficient or simply old cannot excuse schools/offices being too cold. The cost of energy is of concern to us all, and MMSD, like every other school district in Wisconsin, is experiencing financial problems because of the state-imposed revenue controls. This impacts funds for heating fuel, so energy must be used wisely. However, students and staff are entitled to a proper learning and working environment. Members seeking the Union’s assistance should contact Eve Degen at MTI (degene@madisonteachers.org).

Showing Solidarity with Substitute Teachers

Remember to support and thank substitute teachers in your building each and every day. Things don’t always go smoothly for substitute teachers and they could often use another staff member to help with any thorny issues that might come up before, during, or after an assignment. Some buildings are well-known for the way they treat substitute teachers, both good and bad, which often affects how many “unfilled” jobs a given school will have. The shortage of substitute teachers has an impact on the entire building when jobs are unfilled.

Additionally, we need teachers and educational support employees to remind our substitute teachers that they should vote in the recertification election which is underway through November 21. Since subs do not have permanent work sites or co-workers, let’s show some solidarity and help them out! Substitute teaching is a difficult job and can be made even more difficult without support within the building.

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 are providing more opportunities to enhance the financial well-being of MTI members. Sign-up links and information for the following seminars are available on the MTI website (www.madisonteachers.org).

- Student Loan Forgiveness — November 29, 4:30-5:30 p.m.

In addition, Steve Pike (retired teacher and current WEA Member Benefits Consultant) is available for a free 30-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. Sign-up is also available on MTI’s website.

Calendar of Events

- Monday, November 6, 4:15 p.m., MTI Special Education Sub-Committee
- Tuesday, November 7, 5:00 p.m., MTI Teacher Compensation Work Group
- Wednesday, November 8, 5:30 p.m., MTI National Board Certification Training
- November 13-16, 4:30 p.m., MTI Recertification Phone Banks
- Tuesday, November 14, 4:30 p.m., MTI MTI Board of Directors
- Wednesday, November 15, 4:30 p.m., MTI USO-MTI Board of Directors
- Tuesday, November 21, Parent/Teacher Comp Day

November 23-24, Thanksgiving Break

- Tuesday, November 28, 4:15 p.m., MTI MTI Faculty Representative Council
- Wednesday, November 29, 4:15p.m., MTI MTI VOTERS Political Action Committee

Recertification Election
November 1-21

Reminder: Health Insurance
Annual Choice/Open Enrollment/Flexible Spending Account
Deadline November 15
MTI Recertification Election Starts Wednesday!

Balloting by all District staff who are represented by MTI begins Wednesday, November 1, at noon. MTI Faculty Representatives are distributing to all MTI-represented staff recertification information and a palm card with specific voting instructions. Information will also be posted in your workplace with directions for voting. All represented by MTI are eligible to vote. This includes:

- Union members and non-members;
- Employees on leave of absence;
- Employees in two bargaining units (vote in elections for both units);
- Teachers (and all non-supervisory professionals), BRS, Interpreters; Educational Assistants, Special Education Assistants, Nurse’s Assistants; Clerical/Technical Employees; School Security Assistants; Substitute Teachers; Substitute SEAs; Substitute Clerical Employees; Coaches, and Non-Faculty Coaches; and anyone else represented by MTI.

Voting is very important and takes only a few minutes. Vote “YES” for recertification, and be sure your co-workers do the same. Remember to confirm your vote.

Recertification Election begins at Noon, November 1, and ends at Noon, November 21. Stand Together, Vote to Recertify your Union!

Employee Handbook Discussions Take Up EA/SEA and Teacher Salary Schedules

The MTI-MMSD EA Salary Schedule work group met on October 4 to explore improvements to the EA/SEA salary schedule made necessary due to the achievement of a $15 per hour entry wage. Those discussions included a consideration for modifying the EA/SEA wage schedule to provide one pay rate for both EA and SEA work hours (currently paid at two separate rates). The work group is also looking at modifications to the EA/SEA wage schedule in order to provide for annual pay increases for all steps on the EA/SEA wage schedules (beyond the base wage increase) as a result of the compression caused by the $15 starting wage.

The MTI-MMSD Teacher Compensation work group met on October 24 to discuss potential modifications to the teacher salary schedule. Those considerations include: potential modifications to the number of tracks on the salary schedule, possibly collapsing the current eight track schedule to fewer tracks, while still maintaining a premium for a Master’s degree; adjusting the salary curve to accelerate advancement in order to provide teachers “professional salaries” earlier in their career; adding salary incentives for hard-to-staff bilingual and cross-categorical teaching positions; exploring incentives for other “high needs” areas; potential modifications to incentivize professional development; and identifying opportunities and compensation incentives for career ladder opportunities such as teacher leadership positions or administrator development. All of these considerations would involve increased investment by the District in teacher compensation. The work group is scheduled to meet again on November 7.

All MTI members will receive regular e-mail updates with additional information on these matters and other Employee Handbook discussions.

Parent-Teacher Conferences Handbook Language

The terms and conditions of the Employee Handbook relative to Parent-Teacher Conferences provide that all teachers are required to attend at least two (2) evenings, totaling eight (8) hours, for parent teacher conferences per contract year. The structure of parent teacher conferences will be determined at the school level. Teachers participating in evening conferences will be provided a compensatory day off (this year November 22) as designed on the school calendar. The joint MTI/MMSD committee agreed that the best use of time is to distribute any forms and information at other times and through other means, so teachers can spend all conference time reviewing student progress.
2017 MMSD-MTI Combined Campaign

The 2017 Combined Campaign began on October 15 and runs through November 17. This is the annual workplace fundraising campaign for which one can make donations to local, national, and international umbrella organizations. Working together, these organizations represent more than 200 worthy non-profit agencies. Donors can choose which agencies will receive their donations. One can make a contribution, at any level, through payroll deduction. Donations can also be made online. Everyone is encouraged to give to a cause of their choice. All of us, working together, can make our local, national, and global community a better place in which to live.

Health Insurance Annual Choice/ Open Enrollment
October 15-November 15

Between October 15 and November 15 each year, there is a choice to switch health insurance providers - GHC and Dean Health plans.

ANNUAL CHOICE is the period during which MTI-represented employees who are already covered under a District health insurance plan may choose, without having to prove insurability, an alternate plan between those available. Implementation of coverage is effective January 1, 2018.

OPEN ENROLLMENT is available as a result of gains made during MTI’s 1999 negotiations. Enrollment in health insurance is available to any employee who is benefit eligible (an assignment of 19 hours per week or a teacher contract of at least 50%). Those with health insurance who have an eligible dependent, who is not now covered, may enroll that dependent during this period. The effective date of coverage is January 1, 2018.

Flexible Spending Account

Now is the time to act. MMSD allows for enrollment in Flexible Spending Accounts to set aside monies, pre-tax, to cover employee contributions toward co-pays, medical / dental / vision expenses, as well as dependent care expenses. One can set aside the maximum IRS allowance of $2,550 (per employee) for a Medical Flexible Spending Account and up to $5,000 (per family) for a Dependent Care Flexible Spending Account. Remember, however, that money set aside and not used during the plan year for such expenses is lost. Plan now to use the balance of funds set aside for 2017, before the end of the plan year (March 15, 2018). These can be used for unplanned expenses such as prescription glasses, hearing devices, prescription medications, or mental health therapy; and to adjust your deposit into your flexible spending account for next year. More information can be found on Employee Benefits Corporation's website (www.ebcflex.com). The deadline for electing the Flexible Spending Accounts for 2018 is November 15.

New Professional Support Series

MTI CENTRS is hosting a series of evenings to welcome and support teachers in their first 3 years in MMSD. These events are open to members and non-members. BONUS - attend 3 or more and get a $25 reward! Limited to 35 participants (in years 1-3). WEAC/MTI Building 4:15-6:00 p.m. Snacks provided. The next meeting is Wednesday, November 8 - Your Handbook, Your Rights, Your Voice. Save future dates: January 10, February 7, March 7, and April 11. Topics TBD. Use the “New Professionals” link on the MTI webpage www.madisonteachers.org to sign up.

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 are providing more opportunities to enhance the financial well-being of MTI members. Sign-up links and information for the following seminars are available on the MTI website (www.madisonteachers.org).

- Student Loan Forgiveness —November 29, 4:30-5:30 p.m.

In addition, Steve Pike (retired teacher and current WEA Member Benefits Consultant) is available for a free 30-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. Sign-up is also available on MTI’s website.

* * * * *

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 November 8. 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

- Monday, October 30, 6:00 p.m., Doyle Auditorium
  BOE Regular Meeting
- Monday, November 6, 4:15 p.m., MTI
  Special Education Sub-Committee
- Tuesday, November 7, 5:00 p.m., MTI
  Teacher Compensation Work Group
- Wednesday, November 8, 5:30 p.m., MTI
  National Board Certification Training
- Tuesday, November 14, 4:30 p.m., MTI
  MTI Board of Directors
- Wednesday, November 15, 4:30 p.m., MTI
  USO-MTI Board of Directors
- Tuesday, November 22, Parent/Teacher Comp Day
- November 23-24, Thanksgiving Break
- Tuesday, November 28, 4:15 p.m., MTI
  MTI Faculty Representative Council
- Wednesday, November 29, 4:15p.m., MTI
  MTI VOTERS Political Action Committee

Recertification Election

November 1-21

Our Union Makes Us Strong!

Volume 52, #9, October 30, 2017
MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
Recertification Information Being Distributed: 
High Voter Turnout Needed

_Engage and inform:_ That was the charge delivered to MTI Faculty Reps, ESEA Building Reps and Member Organizers last week as we prepare for our annual MTI recertification elections which will be conducted from November 1-21. These member leaders will begin to distribute recertification materials to all MTI-represented employees this week, including “fish-flyers” and palm cards with detailed recertification voting instructions. Many work-sites will conduct “10-minute meetings” in the coming weeks to update employees on the status of Employee Handbook discussions and to answer any recertification related questions.

:Getting Organized!_ MTI needs additional Member Organizers - teachers, educational assistants, security assistants, clerical-technical employees, substitute teachers, and retired MTI members who are committed to helping the next generation maintain their Union. Member Organizers are volunteers who serve as point persons in their building/work location to help build awareness of and support for the recertification election of MTI’s three (3) bargaining units. If you are willing to serve in this capacity, please see your MTI Faculty Rep or ESEA Building Rep, or contact MTI Headquarters at mti@madisonteachers.org.

_Get-out-the-vote!_ Voter turnout is critical in any election, but it is even more important in recertification elections. Recertification elections require at least 51% of all eligible voters to vote YES in order to prevail, not just a majority of those voting as in most elections. Unlike political elections, in recertification elections a non-vote counts as a NO vote. MTI has prevailed in the past three annual recertification elections because of high voter turnout and our experience shows that when employees vote, they overwhelmingly vote Union _YES_! Where recertification elections have been lost in other school districts, it is frequently because less than 51% of the eligible voters cast a ballot. Both members and non-members are eligible, and encouraged, to vote.

Additional information on MTI’s recertification elections is available at: www.madisonteachers.org.

MTI Teacher Unit Election Results; Handbook Vacancy Available

At its October 17 meeting, the MTI Faculty Representative Council re-elected to the MTI Board of Directors Kira Fobbs (Falk) for a two-year term; and elected Michael Jones (Black Hawk) to a two-year term and Jessica Hotz (East) to a one-year term. The Board consists of the MTI President, Vice-President, Past-President, Secretary, Treasurer, and four at-large positions. Officers are elected by the general membership each April, and two at-large positions by the MTI Faculty Representative Council each October.

In other elections, the Council re-elected Amy Noble (Doyle) and elected Xanda Fayen (IAE) to the MTI Cabinet on Personnel. Terms are for two years.

Elected to the MTI Finance Committee were incumbent Bruce Bobb (Hoyt), incumbent Holly Hansen (Lapham); and Cindy Barbera (Hamilton). Terms are for one year.

Elected to the MTI Political Action Committee, MTI VOTERS, were incumbents Susan Stern (Shorewood), Kati Walsh (Muir), Cindy Barbera (Hamilton) and Anne Schoenemann (Cherokee). Terms are for two years. In addition, due to a vacancy on the Committee, Sandy Welander (Schenk) was elected for one year.

Four (4) vacancies existed on the MTI Handbook/Bargaining Committee. Elected as a high school representative was Steve Somerson (East); middle school representative was Kristin Scheffler (Sherman); and elementary school representatives was Kati Walsh (Muir). A vacancy still exists for an at-large representative. The term is for two years. Nominations can be submitted to MTI and will be closed at the November 28 Faculty Rep Council meeting.

Cory Hayden (LaFollette) was elected as an MTI Delegate to the South Central Federation of Labor.

Lora Schmid-Dolan (Lincoln) was elected to the MTI Cares Board of Directors.
Biometric Screenings and Health Risk Assessments – Due by November 30

The District’s health insurance carriers are conducting biometric screenings and health risk assessments (HRAs) for MMSD employees who carry health insurance paid for by the District. Participation is voluntary; however, those who do not complete both requirements by November 30 will incur an additional 7% health insurance premium charge. This 7% premium charge for not participating will be in addition to the 1.25% or 3.00% premium charge for all MTI-represented employees. This premium increase goes into effect January 1, 2018.

All employees should have received an e-mail from the District regarding this initiative. Biometric screenings at MMSD work sites started in September and are ongoing throughout the fall. The results must be obtained by November 30, with all paperwork properly submitted no later than December 7 in order to avoid the additional premium charge.

To schedule an appointment at an MMSD work site and to obtain instructions for completing the appropriate HRA questionnaire, you must visit the Wellness Assessment link on the MMSD Employee Wellness website: www.mmsd.org/employee-wellness. From here you will need to access the Interra Health portal to schedule an appointment or submit your bio-screening results.

If you do not schedule a screening at an MMSD site, you can obtain your test results at your medical provider’s office and submit them directly to Interra Health. NOTE: if you do this, the results must be obtained by November 30 and submitted on the Interra Health form downloaded from the MMSD Employee Wellness webpage.

The HRA is a questionnaire provided by your specific insurance carrier. Instructions for accessing the GHC or Dean HRA are available at the employee wellness website.

Contact the MMSD Benefits Office (663-5930) with any questions about this process, and contact MTI if you have difficulty getting your questions answered.

NOTE: This initiative does not apply to employees or retirees who already pay 100% of their health insurance premium out of pocket.

USO-MTI General Membership Meeting and Board Elections – October 26

USO-MTI members, make plans to attend your general membership meeting this Thursday, October 26, at 4:15 p.m., at MTI Headquarters (33 Nob Hill Road, in the WEAC Building). At this meeting, the Board and MTI staff will bring you up to date on current happenings around the Employee Handbook discussions. We will also discuss the upcoming recertification election and hold elections for the USO-MTI Board of Directors. Nominations for the Board closed last Thursday, October 12. There will be a balloted election for USO-MTI President as two candidates are currently nominated. All other Board seats are also up for election. There is only one candidate for each of the Vice President seats and the Secretary position is vacant. We are currently seeking someone to fill this role. A Solidarity! thank you to Betty Downs for serving as USO-MTI Secretary for many years!

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 are providing more opportunities to enhance the financial well-being of MTI members. Sign-up links and information for the following seminars are available on the MTI website (www.madisonteachers.org).

- Retirement Planning 101—October 26, 4:30-5:45 p.m.
- Student Loan Forgiveness—November 29, 4:30-5:30 p.m.

In addition, Steve Pike (retired teacher and current WEA Member Benefits Consultant) is available for a free 30-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. Sign-up is also available on MTI’s website.

* * * * * *

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 November 8. 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

- Monday, October 23, 5:00 p.m., Doyle Room 103
  BOE Operations Work Group
- Wednesday, October 25, 9:00 a.m., MTI MTI Retirees
- Wednesday, October 25, 4:15p.m., MTI MTI VOTERS Political Action Committee
- Wednesday, October 25, 5:00 p.m., Doyle Room 103
  BOE ERO ad hoc Committee
- Thursday, October 26, 4:15 p.m., MTI USO-MTI General Membership
- Friday, October 27, Staff Only Day
- Monday, October 30, 6:00 p.m., Doyle Auditorium
  BOE Regular Meeting

Recertification Election
November 1-21

How Do I Join MTI?

Click on the “RENEW” icon/link on the MTI webpage (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. Our opponents are highly organized. We need to be as well.

Our Union Makes Us Strong!

Volume 52, #8, October 23, 2017
MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
You Are the Union and Your Help Is Needed for MTI’s Recertification Election (November 1-21)

As previously reported, Governor Walker’s Act 10 requires public sector unions, except police & fire, to participate in an annual recertification election in order for the union to continue as the certified representative. This year’s recertification election will be conducted between November 1-21. Voting will be via telephone or on-line (voting details will be provided the week of October 23).

MTI Faculty Representatives, ESEA Building Representatives, and Member Organizers at every school/work location have been asked to assist in building awareness of the importance of the recertification election, and to assure that staff at their school/work location VOTE in the recertification elections. All MTI-represented employees, both members and non-members, benefit from MTI’s continued advocacy and all MTI-represented employees, both members and non-members, are eligible to vote in recertification elections. In fact, it is critical that all eligible voters cast a ballot since the law requires a union to win 51% of all eligible votes in order to win recertification.

MTI Member Organizers are essential to successful recertification. MTI needs Member Organizers from all three bargaining units (MTI, ESEA-MTI, & USO-MTI) to help raise awareness and turn out the vote. Retired union members will also be assisting. See your MTI Faculty Representative or ESEA Building Representative to find out how you can assist in this effort at your work location.

Employee Handbook Update: Big Changes Being Considered for EA/SEA and Teacher Salary Schedules

Representatives from MTI and the MMSD continue to meet to discuss potential revisions to the Employee Handbook. Included in those discussions are two work groups focusing on potential changes to the EA/SEA wage schedules, as well as the teacher salary schedule.

The EA Salary Schedule Work Group is exploring improvements to the EA/SEA salary schedule made necessary due to the achievement of a $15 per hour entry wage. Those discussions include a consideration for modifying the EA/SEA wage schedule to increase the regular EA wage rate to that of the SEA, providing one uniform pay rate for both EA and SEA work hours. This school year, a number of SEAs witnessed some of their hours being reclassified to “Regular EA” hours at a lower pay rate, even with no substantive change in assignment. Changing to one uniform pay rate for all EA/SEA hours would help address those concerns. The Work Group is also looking at modifications to the EA/SEA wage schedule in order to provide for annual pay increases for all steps on the EA/SEA wage schedules (beyond the base wage increase) as a result of the compression caused by the $15 starting wage. The District is recommending that any wage improvements become effective with the 2018-19 school year, and MTI is advocating that wage increases be effective in the current school year, as soon as possible.

The Teacher Compensation Work Group is currently scheduling a meeting for later this month to review potential modifications to the teacher salary schedule made necessary due to the achievement of the $41,096 hiring rate (and resulting salary schedule compression); stagnant wage growth since the passage of Act 10; increasingly hard-to-fill bilingual and CC teaching positions; and increasing teacher attrition. MTI Executive Director Doug Keillor met with Superintendent Cheatham and HR staff last week to preview and discuss potential concepts for such teacher salary schedule changes, in advance of the meeting of the Teacher Compensation Work Group later this month. The work MTI did last year on the successful MMSD referendum, a booming Madison economy, and the need for long-overdue improvements in teacher compensation provide a unique opportunity to make these investments. All MTI members will be provided an update on the specifics of what is being proposed after the next meeting of the MTI-MMSD Teacher Compensation Work Group.

How Do I Join MTI?

Click on the “RENEW” icon/link on the MTI webpage (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. Our opponents are highly organized. We need to be as well.

Wear 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 and brothers. Wear MTI RED on MONDAYS and MTI lanyards everyday!
Health Insurance Annual Choice/ Open Enrollment October 15-November 15

Between October 15 and November 15 each year, there is a choice to switch health insurance providers - GHC and Dean Health plans.

ANNUAL CHOICE is the period during which MTI-represented employees who are already covered under a District health insurance plan may choose, without having to prove insurability, an alternate plan between those available. Implementation of coverage is effective January 1, 2018.

OPEN ENROLLMENT is available as a result of gains made during MTI’s 1999 negotiations. Enrollment in health insurance is available to any employee who is benefit eligible (an assignment of 19 hours per week or a teacher contract of at least 50%). Those with health insurance who have an eligible dependent, who is not now covered, may enroll that dependent during this period. The effective date of coverage is January 1, 2018.

NEA Representative Delegates Wanted

Opportunities are available to run to be a WEAC-sponsored delegate to the NEA Representative Assembly. This is the annual meeting, similar to our Faculty Representative Council, where delegates from across the United States gather to discuss issues and provide guidance for the Union’s work in the following year. The 2018 Assembly will be held from June 30-July 5, in Minneapolis. The 2019 event will be held July 2-7, in Houston, Texas.

Candidates are elected in a statewide ballot held in February 2018 and are elected for a two-year term. If you are interested in seeking election, you are required to file your declaration of candidacy no later than December 1, 2017. You can get forms and information on election procedures on the WEAC website, or you can contact President Wai- ty (waity@madisonteachers.org) at MTI.

WEAC President Ron Martin sent a communication to members advising that NEA Bylaw 3.1(g) encourages state associations to elect a number of minority delegates to the NEA Representative Assembly. Each state’s goal is based on the percentage of the minorities in the total state population. If you choose to run for a delegate position, please let MTI President Andy Waity know so that MTI can promote your candidacy.

EMMC 21st Annual Bowl-A-Thon to Support Youth Minority Achievement

The East Madison Community Center will be holding its 21st annual Bowl-A-Thon at Dream Lanes on Saturday, November 4, 12-3:00 p.m. The proceeds from the event support EMMC’s Youth Minority Achievement Program which has seen youth from the truax housing area not only attending college, but also graduating from college, which has become the “new norm.” EMCC provides 90 minutes each weekday and an hour on Saturday for its minority learning center. The program has a tremendous impact on the community. It is staffed primarily by tutors from diverse ethnic backgrounds, some of whom are EMCC staff, plus many are volunteers from the UW Masters Education program, and students from Madison and Edgewood College. For information about the programs at the East Madison Community Center and bowl-a-thon sign up, go to: www.eastmadisoncc.org/bowl-a-thon/.

MTI Membership Opportunities

The following meetings, seminars, and workshops are available to MTI members only.

Calendar of Events

Our Union Makes Us Strong!

MTI Membership Opportunities

MTI & WEA Member Benefits:
Financial Services for MTI Members

MTI and WEA Member Benefits are providing more opportunities to enhance the financial well-being of MTI members. Sign-up links and information for the following seminars are available on the MTI website (www.madisonteachers.org).

- Retirement Planning 101—October 26, 4:30-5:45 p.m.
- Student Loan Forgiveness—November 29, 4:30-5:30 p.m.

In addition, Steve Pike (retired teacher and current WEA Member Benefits Consultant) is available for a free 30-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. Sign-up is also available on MTI’s website.

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 November 8. Contact MTI to register.

MTI members in need of assistance: See your MTI Faculty Representative or contact MTI staff (608-257-0491 or mti@madisonteachers.org) should you have a question or need assistance with any work-related matter.

Recertification Election November 1-21

Volume 52, #7, October 16, 2017

MTI’s web page - www.madisonteachers.org

MTI’s email - MTI@madisonteachers.org
Governor Walker’s Act 10 requires public sector unions, except police & fire, to engage in annual recertification elections to retain their status as the certified representative of the employees who elected the union to represent them. And unlike political elections in which the candidate with the most votes wins, Act 10 further requires that to win recertification, the union must win 51% of all eligible voters. Those who do not vote are counted against recertification. Therefore, it is critical that all eligible employees cast a ballot. MTI has undergone such elections in each of the past two school years and has been recertified overwhelmingly each time. This year’s elections by all MTI-represented employees will be conducted between November 1-21 via telephone or on-line balloting (more detailed information will be forthcoming).

**Why is Recertification Important?** The recertification election will determine whether MTI continues to be the legally recognized “certified representative” for District employees in MTI’s three (3) bargaining units. This status allows MTI to bargain base-wage increases and to represent MTI members on employment matters. Just as important, when one votes to recertify MTI, that individual is also voting to “stand together” to support his/her profession and his/her colleagues. A **YES** vote sends a message to policymakers that employee groups **stand together** on important issues that affect their profession, schools, and students. **Standing together** gives us a stronger voice than we have as individual employees.

**How can you help?** Over the next few weeks MTI will be seeking Member Organizers who are willing to engage and inform their co-workers of the importance and need to recertify. It is these individuals who produced our success in past elections. Please contact MTI and mti@madisonteachers.org if you are willing to serve in this capacity.

---

### MTI/MMSD Employee Handbook Review Process Continues

Representatives from MTI and MMSD continue to meet to review and discuss potential changes to employment policies covered by the Employee Handbook.

- The joint Employee Handbook Review Committee met in August and agreed to form multiple work groups to work on specific topics and report back their recommendations in late October.
- The work group on Substitute Teacher issues met on September 25 to discuss ways to attract, retain, and reward substitute teachers.
- The work group on EA Salary Schedule met on October 4 to explore improvements to the EA/SEA salary schedule made necessary due to the achievement of a $15 per hour starting wage.
- The Teacher Compensation work group is currently scheduling a meeting for later this month to review potential changes to the teacher salary schedule made necessary, in part, by the increase in the starting teacher salary to $41,096.
- Other MTI/MMSD work groups on Teacher Work Day, Special Education, and School Calendar are also working to schedule meetings over the next few weeks in hopes of finalizing recommendations for the Handbook Review Committee to consider by the end of the month.

All MTI members will receive an e-mail update with more information on the work group discussions this week.

---

### MTI Appointees Needed for Class Size Committee

MTI is seeking three (3) teacher members to serve on the MTI-MMSD Class Size Committee. MTI members interested in being considered for appointment to this committee should contact MTI by October 13, at: mti@madisonteachers.org.

The charge of the Class Size Committee is contained in the Employee Handbook, Addendum A, Section 15.06, as follows: “For Board Policy regarding class size recommendations/limitations go to: [https://board.madison.k12.wi.us/policies/3450](https://board.madison.k12.wi.us/policies/3450).

Concerns regarding violations of the class size limitations may be called to the attention of a committee which shall consist of six (6) members, three (3) appointed by the Superintendent or his/her designee and three (3) by the teachers’ employee group, previously referred to as “bargaining unit.” Alleged violations shall be sent to the Superintendent or his/her designee. The committee shall then meet within five (5) days from the receipt of the alleged violation(s). If the committee is able to reach a mutually acceptable solution, the Superintendent will implement the solution. The five (5) day limit may be extended by agreement of the parties. Should the committee fail to reach agreement, the issue may be addressed under the grievance procedure.”
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 are providing more opportunities to enhance the financial well-being of MTI members. Sign-up links and information for the following seminars are available on the MTI website (www.madisonteachers.org).

- Retirement Planning 101—October 26, 4:30-5:45 p.m.
- Student Loan Forgiveness—November 29, 4:30-5:30 p.m.

In addition, Steve Pike (retired teacher and current WEA Member Benefits Consultant) is available for a free 30-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. Sign-up is also available on MTI’s website.

* * * * *

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 October 11. Contact MTI to register.

MTI members in need of assistance: See your MTI Faculty Representative or contact MTI staff (608-257-0491 or mti@madisonteachers.org) should you have a question or need assistance with any work-related matter.

Calendar of Events

- Tuesday, October 10, 4:30 p.m., MTI MTI Board of Directors
- Tuesday, October 17, 4:15 p.m., MTI MTI Faculty Representative Council
- Wednesday, October 18, 4:15 p.m., MTI ESEA-MTI Board of Directors
- Monday, October 23, 5:00 p.m., Doyle Room 103 BOE Operations Work Group
- Wednesday, October 25, 4:15 p.m., MTI MTI VOTERS Political Action Committee
- Wednesday, October 25, 5:00 p.m., Doyle Room 103 BOE ERO ad hoc Committee
- Thursday, October 26, 4:15 p.m., MTI USO-MTI General Membership
- Monday, October 30, 6:00 p.m., Doyle Auditorium BOE Regular Meeting

Recertification Election
November 1-21

How Do I Join MTI?

Click on the “RENEW” icon/link on the MTI webpage (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. Our opponents are highly organized. We need to be as well.

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 are providing more opportunities to enhance the financial well-being of MTI members. Sign-up links and information for the following seminars are available on the MTI website (www.madisonteachers.org).

- Retirement Planning 101—October 26, 4:30-5:45 p.m.
- Student Loan Forgiveness—November 29, 4:30-5:30 p.m.

In addition, Steve Pike (retired teacher and current WEA Member Benefits Consultant) is available for a free 30-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. Sign-up is also available on MTI’s website.

* * * * *

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 October 11. Contact MTI to register.

MTI members in need of assistance: See your MTI Faculty Representative or contact MTI staff (608-257-0491 or mti@madisonteachers.org) should you have a question or need assistance with any work-related matter.

Calendar of Events

- Tuesday, October 10, 4:30 p.m., MTI MTI Board of Directors
- Tuesday, October 17, 4:15 p.m., MTI MTI Faculty Representative Council
- Wednesday, October 18, 4:15 p.m., MTI ESEA-MTI Board of Directors
- Monday, October 23, 5:00 p.m., Doyle Room 103 BOE Operations Work Group
- Wednesday, October 25, 4:15 p.m., MTI MTI VOTERS Political Action Committee
- Wednesday, October 25, 5:00 p.m., Doyle Room 103 BOE ERO ad hoc Committee
- Thursday, October 26, 4:15 p.m., MTI USO-MTI General Membership
- Monday, October 30, 6:00 p.m., Doyle Auditorium BOE Regular Meeting

Recertification Election
November 1-21

How Do I Join MTI?

Click on the “RENEW” icon/link on the MTI webpage (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. Our opponents are highly organized. We need to be as well.

Our Union Makes Us Strong!
Nominations Finalized for MTI Teacher Elected Positions

At the September 27 meeting of the MTI Faculty Representative Council, nominations were finalized for a number of MTI (teacher unit) leadership positions. MTI Bylaws call for nominations to be finalized at the September meeting of the Council and the election for all positions at the October meeting of the Council (these positions are elected by the Faculty Rep Council).

Nominated for three (3) at-large positions on the MTI Board of Directors were Michael Jones (Black Hawk) and Jen Greenwald (Muir) for one of the positions. The term is two years. Nominated for the second position were Jessica Hotz (East), Susan Stern (Shorewood), and Joan Eggert (Hamilton). The term is for one year. The third position is that held by Kira Fobbs. The term is two years.

Nominated for two (2) positions on the Cabinet on Personnel were incumbent Amy Noble (Doyle) for one position; and Hallie Xistris (Doyle) and Xanda Fayan (IAE) for the second position. Terms are for two years.

Nominated for three (3) positions on the MTI Finance Committee were incumbent Bruce Bobb (Hoyt), incumbent Holly Hansen (Lapham), and Cindy Barbera (Hamilton). Terms are for one year.

Nominated for five (5) positions on the MTI Political Action Committee, MTI VOTERS, were incumbents Susan Stern (Shorewood), Kati Walsh (Muir), Cindy Barbera (Hamilton), and Andrea Schoeneman (Cherokee). Terms are for two years. Michael Jones (Black Hawk) and Sandy Welander (Schenk) were nominated for the 5th position. The term is for one year.

In addition, four (4) vacancies exist on the MTI Handbook/Bargaining Committee. Nominated were Steve Somerson (East) for High School (term expires May, 2018), Pamela Ferrill (Doyle) for At-Large (term expires May, 2019), Kati Walsh (Muir) for Elementary School (term expires May, 2019), and Kristin Scheffler (Sherman) for Middle School Student Services representative (term expires May, 2020).

Nominated for a vacancy as an MTI Delegate to the South Central Federation of Labor was Cory Hayden (LaFollette). The term expires March, 2018.

Nominated for one (1) position on MTI Cares was Lora Schmid-Dolan (Lincoln). The term expires September, 2018.

State Budget Makes Big Changes to Initial Educator and Professional Educator Teaching Licenses

The recently signed 2017-19 State budget includes major changes to teacher licensing, including the creation of Lifetime Licenses for anyone holding a current professional or master license (i.e., those individuals will no longer be required to earn credits or complete PDPs to renew their licenses). Major changes will also impact those teachers currently holding initial educator licenses (though some of those details have yet to be finalized). MTI will provide additional clarification as it becomes available. In the meantime, teachers are encouraged to check the DPI website for updated information (https://dpi.wi.gov/epdlnews).

New Professional Support Series

As we welcome a high number of new hires to MMSD, MTI CENTRS is sponsoring a series of nights to help educators new to Madison acclimate to what it means to be a teacher in Madison and how MTI is here to support them. The Collaboration Ensuring New Teacher Retention and Success (CENTRS) is a grant-funded partnership project among MTI, MMSD, and NEA. It aims to help our early educators and new hires succeed. Our first NEW PROFESSIONALS event is October 4, at MTI’s new building (33 Nob Hill Rd), from 4:15-6:00 p.m. Snacks will be provided. If you are new to Madison, join us on Wednesday, Oct. 4—Employee 101: Come learn about your pay stub, your insurance, substitutes, and your Union! This session is open to all teachers hired in the last 3 years (members and non-members). Spots are limited to 35 seats, with the October 4 session being the first of six sessions. Educators can earn a $25 reward for attending 3 or more sessions! Questions? Interested? Sign up soon! Contact Kerry Motoviloff, Project Lead (kmotoviloff@madisonteachers.org-CENTRS).

ESEA Meeting Update

The newly-formed MTI bargaining unit Educational Support Employees Association-MTI, a merger of EA-MTI, SEE-MTI, and SSA-MTI, held their first Building Representatives meeting on September 26. Members received an update on the status of the 2018-19 Handbook, currently under discussion, discussed the upcoming Recertification Election and member outreach, and discussed other timely work site issues. One major issue plaguing SEAs is the reassignment of hours to low-paid EA hours, in possible contravention of the Handbook. As part of MTI’s investigation into this issue, all SEAs who have had some or all of their hours reassigned as EA hours should send a copy of their 2016-17 work assignments to MTI as soon as possible. Also at issue are the G-2 schools who have assigned Chromebook laptops to students, required to earn credits or complete PDPs to renew their master licenses (i.e., those individuals will no longer be required to earn credits or complete PDPs to renew their licenses).

How Do I Join MTI?

Click on the “RENEW” icon/link on the MTI webpage (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 for 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. Our opponents are highly organized. We need to be as well.
Employee Wellness Fair
October 7

Join MMSD for the 1st Annual Employee Health and Wellness Fair. All MMSD employees and their family members are invited! The Fair will take place on Saturday, October 7, 8:30 a.m. to 3:30p.m., at the Warner Park Community Center (1625 Northport Drive, Madison). There will be informational booths, financial advisors, short instructional classes, flu-shots, yoga sessions, and kid-friendly activities. For more details see the MTI website under Employee Wellness, or e-mail the MMSD Employee Wellness committee at wellness@madison.k12.wi.us.

USO-MTI Board of Directors Nominations Due by October 12

Attention substitute teachers! Your Union, USO-MTI, is holding elections for all five offices on the Board of Directors. These offices are two-year terms and include: President, Vice President* (7 -12), Vice President (K-6), Vice President (At-Large), and Secretary*. (*Currently vacant or seeking replacement.)

The Board of Directors represent substitute teachers in Handbook discussions with the District and can also form and appoint committees to work with MMSD administration on substitute-related concerns. Nominations are currently open to all USO-MTI members and will close at the USO Board of Directors meeting on October 12. Elections will be held at the next USO-MTI General Membership Meeting on Thursday, October 26, 4:15 p.m., at MTI.

E-mail mti@madisonteachers.org or call (608) 257-0491 to nominate yourself or someone else. To join and add your voice, please see www.madisonteachers.org or call 257-0491. One must be a member of USO-MTI to hold office or vote.

We need member involvement and engagement to help elevate the concerns of substitute teachers. It requires about 10 meetings a year to be an effective Board member. Substitutes are a necessary and critical part of a functional district. We are currently forming a regular work group to meet with representatives from the Substitute Placement Office to work toward improvements. Run for a seat on the Board, or attend the October 26 meeting to meet your Board of Directors candidates and find out about current events with USO-MTI.

Your Input Needed on MTI Website

MTI is starting the process of redesigning the MTI website (www.madisonteachers.org) to increase its effectiveness as a communication tool and information hub for both members and the general public. As part of that process, we are looking for MTI members interested in serving on a focus group to provide feedback on the redesign. Please contact MTI at mti@madisonteachers.org if you are interested in assisting with this effort. This work is expected to be completed this fall/winter.

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 are providing more opportunities to enhance the financial well-being of MTI members. Sign-up links and information for the following seminars are available on the MTI website (www.madisonteachers.org).

- Retirement Planning 101—October 26, 4:30-5:45 p.m.
- Student Loan Forgiveness—November 29, 4:30-5:30 p.m.

In addition, Steve Pike (retired teacher and current WEA Member Benefits Consultant) is available for a free 30-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. Sign-up is also available on MTI’s website.

* * * *

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 October 11. Contact MTI to register.

MTI members in need of assistance: See your MTI Faculty Representative or contact MTI staff (608-257-0491 or mti@madisonteachers.org) should you have a question or need assistance with any work-related matter.

Calendar of Events

- Monday, October 2, 5:00 p.m., Doyle Room 103
  BOE Instruction Work Group
- Wednesday, October 4, 9:00 a.m., MTI
  MTI –Retired
- Tuesday, October 10, 4:30 p.m., MTI
  MTI Board of Directors
- Tuesday, October 17, 4:15 p.m., MTI
  MTI Faculty Representative Council
- Wednesday, October 18, 4:15 p.m., MTI
  ESEA-MTI Board of Directors
- Monday, October 23, 5:00 p.m., Doyle Room 103
  BOE Operations Work Group
- Wednesday, October 25, 4:15p.m., MTI
  MTI VOTERS Political Action Committee
- Wednesday, October 25, 5:00 p.m., Doyle Room 103
  BOE ERO ad hoc Committee
- Thursday, October 26, 4:15 p.m., MTI
  USO-MTI General Membership
- Monday, October 30, 6:00 p.m., Doyle Auditorium
  BOE Regular Meeting

Our Union Makes Us Strong!
Volume 52, #5, October 2, 2017
MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
New School Year; New Union
ESEA-MTI Social September 26:

In recognition of the new Union, all members of ESEA, and particularly any newly hired ESEA-represented employees, are invited to attend an ESEA social on Tuesday, September 26, 4:15 p.m., at MTI Headquarters. An abbreviated ESEA Building Rep meeting will follow.

Standing Up to Support our Immigrant Brothers and Sisters

A group of MTI members and leaders met on September 16 to identify additional ways the Union can defend DACA and support our immigrant brothers and sisters. An update was shared with all MTI members via e-mail following that meeting and is also available on the MTI website: www.madisonteachers.org. Additional actions and supports are being explored and will be added to the webpage as they are developed. MTI members with ideas to assist in this organizing effort, or any MTI member concerned over how they could be impacted by DACA, should contact MTI at mti@madisonteachers.org.

As this newsletter went to print, Governor Walker was scheduled to sign the 2017-19 state budget and announce his vetoes. Notably absent from the final version of the budget was the Governor’s proposal to mandate that school districts require a 12% employee premium contribution for health insurance benefits. That is good news for the 4,000 MMSD employees who, had the mandate been passed, could have experienced a reduction in take-home pay this fall. MTI, MMSD, and numerous school districts had objected to this proposed mandate as unnecessary interference in local decision-making and it appears that those concerns were eventually heard on this issue as the budget was finalized. Other good news is an increase in state support for public education of approximately $639 million over two years.

While state aid for schools increases, the state budget does not include a similar increase in the revenue limits, meaning that the additional state aid may be applied to property tax reduction rather than increased revenue to support programs for students.

Other negatives in the state budget include an expansion of voucher funds that divert public money away from public schools to unaccountable private schools; an expansion of charter school authorizers who are not accountable to the public; a threatened takeover of the Racine School District; and changes to teacher licensing which insult the teaching profession and teacher education programs and erode teacher quality. More information on the budget will be provided as further analysis becomes available.

How Do I Join MTI?

Click on the “RENEW” icon/link on the MTI webpage (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. Our opponents are highly organized. We need to be as well.

MTI New Teacher Social September 27

All new teachers are invited to attend an MTI Welcome on Wednesday, September 27, from 4:00 to 4:45 p.m., at MTI Headquarters. This event will be held immediately prior to the MTI Faculty Rep Council meeting and will include a cook out and opportunity for new hires to learn more about MTI. All MTI Faculty Reps are encouraged to invite the new teachers in their building to this event.

Your Input Needed on MTI Website Redesign

MTI is starting the process of redesigning the MTI website (www.madisonteachers.org) to increase its effectiveness as a communication tool and information hub for both members and the general public. As part of that process, we are looking for MTI members interested in serving on a focus group to provide feedback on the redesign. Please contact MTI at mti@madisonteachers.org if you are interested in assisting with this effort. This work is expected to be completed this fall/winter.
MTI-Retired: A New Unit within MTI

At its September 11 General Membership meeting, MTI retired members voted to approve a Constitution and By-laws. In doing so, they officially became a unit (MTI-Retired). The next step is to elect a Board of Directors. To nominate yourself or another retiree, please contact Sara Bringman (sbringman@sbcglobal.net) or Vicky Bernards (bernardsv@madisonteachers.org) before noon on October 2. The next meeting of MTI-R is on October 4, where Board members will be elected. The meeting begins at 9:00 a.m., at MTI. MTI-R is looking forward to supporting MTI members, both present and retired. If you need a needs we can possibly fill, please contact Sara. We hope to be actively involved in political action, MTI CARES, supporting teachers inside and outside the classroom, and letting our community know what is happening in our schools.

Sabbatical Leave Deadline October 1

Under the terms of the Employee Handbook (Section 10, page 130), the Board of Education budgets $45,000 for sabbatical leaves for members of MTI’s “teacher” bargaining unit. Such is for the purpose of advanced study and/or research. Either a one-year leave at half pay or a one-semester leave at full pay may be granted. The recipient of a sabbatical leave must agree to return to the Madison District for at least two years of service following the sabbatical leave, or repay the compensation received for the leave. A teacher who receives a sabbatical leave will be permitted to return to the position s/he held at the time the leave was granted. Applications for the second semester of the 2017-18 school year are due at MTI headquarters by October 1, 2017. Applications for the 2018-19 school year or the first semester are due February 1, 2018. An application and the MTI/MMSD agreed upon policy can be obtained by visiting MTI’s webpage: www.madisonteachers.org.

Credits for Salary Advancement October 1 Deadline

The Employee Handbook (Addendum A, Section 1.04, Movement on the Salary Schedule) requires that teachers earn 6 credits to cross from salary level 8 to 9, and 12 to 13. These are termed “Improvement Levels.” Credits are granted upon hire if one is initially placed near one of these Improvement Levels. After level 15, the requirement becomes 3 credits each 2 years to move to the next level which continues for the remainder of one’s career. These are termed “Incentive Levels.” Each year, the number of credits needed to move to the next Improvement or Incentive Level is provided on the individual teaching contract issued by the District. Either academic credits earned at an accredited university or professional advancement credits (PAC) can be used to pass an Improvement or Incentive Level. PAC credits can also be used to move horizontally from one track on the salary schedule to another, except for tracks 4, 7 and 8, which require all academic credit. Track movement increases one’s salary an additional 2.5%.

Credits submitted to the Department of Human Resources by July 1 will result in any wage increases occurring on the first payroll check. However, if credits are submitted to HR by October 1, wage increases, including any retroactive compensation due, will occur beginning November 1. Credits submitted by February 1 will cause a retroactive wage adjustment effective with the beginning of the second semester. MTI recommends delivering transcripts or professional advancement credits to the Department of Human Resources in person, and that you request a “stamped received” copy for your records to ensure proof of receipt, in the case of lost or misplaced documents.
MTI Organizing Committee Meets to Support DACA and Dreamers

Last Saturday, a gathering of MTI members and allies met at MTI headquarters to identify ways MTI can support our immigrant brothers and sister in response to President Trump’s announcement to end DACA (Deferred Action for Childhood Arrivals). DACA provides renewable permits for nearly 800,000 DREAMers who live, study, and work in the United States – a program that provides opportunities to many of our staff, students, and their family members. Instead of offering an immigration process that allows a path to citizenship for DREAMers, the President’s action continues the crusade against immigrant families. Recommendations developed by the MTI DACA Organizing Committee will be shared with all members and made available via the MTI webpage at www.madisonteachers.org. Members interested in getting involved in the MTI DACA Organizing Committee should contact MTI (mti@madisonteachers.org or call 257-0491).

MTI-MMSD Work Continues on 2018-19 Employee Handbook Changes

Representatives from MTI and the MMSD are scheduled to continue meeting to discuss possible revisions to the Employee Handbook effective with the 2018-19 school year (the terms of the 2017-18 Employee Handbook are already set). The collaborative Handbook Review process will involve a number of MTI-MMSD work groups discussing potential Employee Handbook revisions to salary schedules, benefit timing and offerings, school calendar, teacher planning time and staff only days, composition and role of SBLT, policies to address the substitute teacher shortage, and special education policies. The goal is for any recommended changes to be advanced to the Board of Education by late October. Note for retirement planning purposes: No potential changes are being discussed relative to retirement sick leave benefits or TERP benefits (i.e., these benefits are expected to continue unchanged through the 2018-19 school year). All MTI members will continue to receive Employee Handbook Updates via e-mail as further information becomes available.

MTI New Teacher Social
Wednesday, September 27

All new teachers are invited to attend an MTI Welcome on Wednesday, September 27, from 4:00 to 4:45 p.m., at MTI Headquarters. This event will be held immediately prior to the MTI Faculty Rep Council meeting and will include a cook out and opportunity for new hires to learn more about MTI. All MTI Faculty Reps are encouraged to invite the new teachers in their building to this event.

New School Year; New Union
ESEA-MTI Social September 26:

Give a big shout out this school year to the EA/SEAs, Clerical/Technical employees and Security Assistants you work with who have now consolidated into one big support staff Union, the Educational Support Employees Association (ESEA-MTI). These employees were formerly represented by EA, SEE and SSA-MTI, and merged to form a larger Union. Acronyms are ever-changing in education and we now we have the ESEA. In recognition of the new Union, all members of ESEA, and particularly any newly hired ESEA-represented employees, are invited to attend an ESEA social on Tuesday, September 26, 4:15 p.m., at MTI Headquarters. An abbreviated ESEA Building Rep meeting will follow.

Beware! It’s Not Your Computer

When the District installed its computer system, management told staff, “Use it as your own!” Most District employees did so. However, MTI WARNS, USE IT AS YOUR OWN NO MORE! One must assume that District management will review everything one writes or accesses on a District-owned computer. The District has forensic software that enables District management to review every stroke one makes on a District computer, as well as every website visited, no matter how long ago, and no matter the time of day. This includes what you access on your home computer, if you access it using a District computer. As a result of requests by the public, under Wisconsin’s Open Records Law, MMSD archives ALL e-mails and research (websites accessed) performed on District hardware.
Nominations Due for MTI (Teacher) Elected Positions

**MTI Teacher Members:** Do you have ideas on how to improve your profession or better advocate for your students? Consider applying your ideas, energy, and efforts as an elected leader of MTI. **Positions are currently available** on the MTI Board of Directors, Finance Committee, Handbook/Bargaining Committee, Political Action Committee, Cabinet on Personnel, SCFL Delegate, or MTI Cares. Nominations for MTI leadership positions are due by September 27 and can be called or e-mailed in to MTI headquarters, or made from the floor at the September Faculty Representative Council meeting by an MTI Faculty Representative. Pursuant to MTI Bylaws, the elections will be held at the October MTI Faculty Rep Council meeting. Information on vacant positions is available on the MTI webpage.

**Important:** Keep MTI Updated on Changes

Please call (608-257-0491) or send an e-mail to MTI (mti@madisonteachers.org) if you have a change in name, home address, home e-mail address, telephone number, work location, certification, percent of contract, or hours of work. Having this information allows MTI to serve you better.

**Courage to Teach 2017-18 Professional Renewal Series**

Applications are now being accepted for the 2017-18 **Courage to Teach retreat series** at Bethel Horizons, near Governor Dodge State Park. This year-long series of four sessions (Friday evening through Sunday afternoon) is based on the work of noted educator, writer, and activist, Parker J. Palmer. Educators experience extended time to explore “the heart of a teacher” and reconnect with their core values and the passion that brought them into teaching. Each retreat follows a seasonal theme, using the rich metaphors of nature, reflections on personal stories and classroom practice, poetry, and insights from various wisdom traditions. Dates for the retreats are Nov. 3-5, 2017; and Jan. 12-14, April 20-22, June 22-24, 2018. Based on evaluations gathered over the last 15 years, participants consistently report:

- Renewed satisfaction and commitment to their profession;
- Improved connections with students and classroom practice;
- Strengthened collegial relations at their school sites.

Barb Hummel and Bonnie Trudell have been co-facilitating Courage to Teach retreats for the past 14 years and are prepared by and affiliated with the Center for Courage and Renewal. Further information and an application form are available at [http://www.couragerenewal.org/events/courage-to-teach-series-wi-17-18](http://www.couragerenewal.org/events/courage-to-teach-series-wi-17-18). Questions? Contact Barb (bhummel@chorus.net) or Bonnie (bkt.1943@gmail.com).

---

**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 are providing more opportunities to enhance the financial well-being of MTI members. Sign-up links and information are now available on the MTI website ([www.madisonteachers.org](http://www.madisonteachers.org)) for the following seminars:

- **Saving for Your Future** — September 27, 4:30-5:30 p.m.
- **Retirement Planning 101** — October 26, 4:30-5:45 p.m.
- **Student Loan Forgiveness** — November 29, 4:30-5:30 p.m.

In addition, Steve Pike (retired teacher and current WEA Member Benefits Consultant) is available for a **free 30-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. Sign-up is also available on MTI’s website.

* * * * *

**ESEA-MTI (Educational Support Employees Association) Social**

Tuesday, September 26, 4:15 p.m., MTI Headquarters (33 Nob Hill Rd.).

**MTI National Board Certification Workshop for Teachers**

Learn about the benefits of National Board Certification and the supports available for you to achieve it. Wednesday, September 27, 5:00-6:00 p.m. (invitation to be e-mailed to all MTI teacher members).

**MTI Faculty Representative Council and New Teacher Social**

Wednesday, September 27, at 4:15 p.m., at MTI Headquarters (33 Nob Hill Rd.).

**USO-MTI (Substitute Teachers) General Membership Meeting**

Thursday, September 28, 4:15 p.m., MTI Headquarters (33 Nob Hill Rd.).

**MTI members in need of assistance:** See your MTI Faculty Representative or contact MTI staff (608-257-0491 or mti@madisonteachers.org) should you have a question or need assistance with any work-related matter.

---

**Calendar of Events**

- **Monday, September 18, 5:20 p.m., Doyle Room 103**
  - BOE Operations Work Group
- **Monday, September 25, 6:00 p.m., Doyle Auditorium**
  - BOE Regular Meeting
- **Tuesday, September 26, 4:15 p.m., MTI**
  - ESEA-MTI Social & Building Reps
- **Wednesday, September 27, 4:15 p.m., MTI**
  - MTI New Teacher Social & Faculty Rep Council
- **Thursday, September 28, 4:15 p.m., MTI**
  - USO-MTI General Membership

**Our Union Makes Us Strong!**

*Volume 52, #3, September 18, 2017*

MTI’s webpage - [www.madisonteachers.org](http://www.madisonteachers.org)

MTI’s email - MTI@madisonteachers.org

---

**Reminder—MTI Headquarters Moved**

MTI Headquarters is now located at the WEAC Building. MTI’s phone number is the same (608)257-0491. MTI’s mailing address is 33 Nob Hill Road, Madison, WI 53713.
WTIC

MTI Members and Union Representation:
Protect Your Rights - Contact MTI

What should you do? An administrator or supervisor requires your attendance at a meeting about your performance or about an allegation made against you. Or, perhaps the supervisor schedules a meeting with you without telling you what the meeting is about. If you are a member of MTI, you should follow the advice on the back of your MTI membership card, which states, “If this discussion could in any way lead to my being disciplined or terminated, I request that my MTI representative be present at this meeting.”

If an issue arises in any meeting with an administrator or supervisor, or if a meeting “becomes disciplinary,” or even if you have reason to believe the purpose of the meeting may be disciplinary, MTI members should call MTI for representation. Under such circumstances, MTI members have a right to Union representation and may refuse to meet or continue a meeting until an MTI representative is present. That is your legal right and one of the critical aspects of Union membership!

In previous years, District administration would contact MTI staff in advance to schedule meetings with represented employees relative to performance concerns or discipline. This assured that represented employees received the Union representation to which they were entitled. However, given the changes mandated by Act 10, now only members of MTI are entitled to MTI representation on such issues. Therefore, District administration will no longer contact MTI staff in advance of said meetings, and it is now incumbent upon MTI members to explicitly request Union representation if they desire representation at such meetings.

Employees who are not members of MTI do not have a right to MTI representation at such meetings.

ESEA-MTI Social
Sept. 26: New Union, Renewed Solidarity!

Last spring, MTI-represented Educational Assistants (EA-MTI), Clerical/Technical employees (SEE-MTI) and School Security Assistants (SSA-MTI) voted to merge into one big Union, the Educational Support Employees Association (ESEA-MTI). In recognition of the new Union, all members of ESEA, and particularly any newly hired ESEA-represented employees, are invited to attend an ESEA Social and Employee Handbook update on Tuesday, September 26, 4:15 p.m., at MTI Headquarters. An abbreviated ESEA Building Rep meeting will follow.

Nominations Due for MTI (Teacher) Elected Positions

MTI Teacher Members: Do you have ideas on how to improve your profession or better advocate for your students? Consider applying your ideas, energy and efforts as an elected leader of MTI. Positions are currently available on the MTI Board of Directors, Finance Committee, Handbook/Bargaining Committee, Political Action Committee, Cabinet on Personnel, SCFL Delegate or MTI Cares. All MTI teacher unit members have been sent an e-mail communication with information outlining the various opportunities that exist for Union leadership. Nominations for MTI leadership positions are due by September 27 and can be called in to MTI Headquarters (257-0491) or made from the floor at the September Faculty Representative Council meeting by an MTI Faculty Representative. Pursuant to MTI Bylaws, the elections will be held at the October MTI Faculty Rep Council meeting.

Biometric Screening and Health Risk Assessments Again This Fall

This fall, the District’s health insurance carriers are once again conducting biometric screenings and health risk assessments (HRA) for all MMSD employees who carry the District insurance. Participation is voluntary; however, those who complete both activities will avoid an additional 7% health insurance premium charge. This 7% premium charge for not participating will be in addition to the 1.25% or 3.00% premium charge for all MTI-represented employees and will go into effect January 1, 2018. All employees should have received an e-mail from the District regarding this initiative. Biometric screenings at MMSD work sites will start September 18th and must be completed by November 30, 2017, with all paperwork properly submitted no later than December 7, in order to avoid the additional premium contribution. Screenings can be scheduled at an MMSD work site or results can be obtained at your medical provider’s office and submitted to Interra Health on a specific form that is downloadable from the MMSD Employee Wellness webpage. The HRA is a questionnaire provided by your specific insurance carrier.

To schedule an appointment at your work site and to obtain forms for your provider to complete the screening and the appropriate HRA questionnaire, you must visit the MMSD Employee Wellness web page at: www.mmsd.org/employee-wellness. Please contact the Benefits Office (663-5930) with any questions about this process, and contact MTI if you experience difficulty getting your questions answered.

The Employee Wellness program was first initiated in the spring of 2014, and has been instrumental in helping MTI and the District keep insurance premiums down. The rationale is that periodic screenings can help identify medical conditions early and, with advice from a physician, lead to appropriate treatment or healthier lifestyle choices. MTI will continue to review data from this initiative to understand how annual frequent screenings are related to employee well-being.
MTI Cares Marching in the Willy Street Fair – Sunday, September 17

Calling all MTI Members! Join MTI Cares for the Willy Street Fair on Sunday, September 17. MTI members should plan to gather at 10:30 at Plan B to march together in the famous Willy Street Parade, which starts at 11:00 a.m. This is MTI’s 5th consecutive year participating in this event. All Willy Street Fair proceeds help support the Wil-Mar Community Center and you can help just by showing up, spending a little money, and having a good time! The Parade is an absolute blast…we hand out MTI pencils and balloons while welcoming families back to school and hearing our community welcome us back too! When we march, we are showered with love, cheers, and thanks. It’s a great way to start the year! RSVP to MTI@madisonteachers.org.

Christina Stafslien Charity Golf Outing September 29

Teachers at LaFollette High School have organized the 13th Annual Christina Stafslien Charity Golf Outing to honor the memory of their colleague and former LaFollette math teacher. The event will be held at the Monona Municipal Golf Course on Friday, September 29, at 4:00 p.m. Proceeds from the tournament will go to the Christina Stafslien Scholarship Fund which is awarded to a deserving LaFollette student. Details and sign-up can be obtained from MTI's website (www.madisonteachers.org) or by contacting event organizer and LaFollette teacher Ted Ryan (tryan@madison.k12.wi.us/204-3574).

Teachers and Involuntary Transfer

Should the District determine to reduce staff at a given school by involuntarily transferring a teacher due to a “substantial change in the school’s enrollment or substantial program change,” they may do so within the first 25 days of school under the Employee Handbook (Section 3, page 104). The Handbook provides that such transfer “shall be the least senior teacher in the grade level (unit, grade or grade combination, e.g., 1-2) and/or department or subject (whichever is appropriate) from which the teacher must be made.” The Handbook also provides that “any teacher so transferred shall be provided five (5) school days’ notice of the transfer unless the teacher waives the notice or a portion thereof in writing, and shall be afforded at least two (2) school days in the school to which he/she is transferred to prepare lesson plans prior to assuming the new assignment.”

PAC Rebates

The MTI VOTERS’ Political Action Committee is funded to assist in promoting political causes of interest and benefit to MTI members via an assessment of 5% of one’s annual Union dues. Funds are used exclusively to support Committee-approved pro-education candidates and pro-education causes. Any member who does not wish to participate in the Union’s political efforts must deliver WRITTEN NOTICE of their intent to MTI Headquarters by October 1. Advance refund of the school year’s PAC deductions will be issued by November 30. MTI VOTERS endorses candidates who pledge to support education and educators.

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 are providing more opportunities to enhance the financial well-being of MTI members. Sign-up links and information are now available on the MTI website (www.madisonteachers.org) for the following seminars:

- Saving for Your Future —September 27, 4:30-5:30 p.m.
- Retirement Planning 101—October 26, 4:30-5:45 p.m.
- Student Loan Forgiveness —November 29, 4:30-5:30 p.m.

In addition, Steve Pike (retired teacher and current WEA Member Benefits Consultant) is available for a free 30-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. Sign-up is also available on MTI’s website.

ESEA-MTI (Educational Support Employees Association) Social and Employee Handbook Update, Tuesday, September 26, 4:15 p.m., MTI Headquarters (33 Nob Hill Rd.).

MTI National Board Certification Workshop for Teachers. Learn about the benefits of National Board Certification and the supports available for you to achieve it. Wednesday, September 27, 5:00-6:00 p.m. (invitation to be e-mailed to all MTI teacher members).

MTI Faculty Representative Council and Employee Handbook Update, Wednesday, September 27, at 4:15 p.m., at MTI Headquarters (33 Nob Hill Rd.).

USO-MTI (Substitute Teachers) General Membership Meeting and Employee Handbook Update, Thursday, September 28, 4:15 p.m., MTI Headquarters (33 Nob Hill Rd.).

MTI members in need of assistance: See your MTI Faculty Representative or contact MTI staff (608-257-0491 or mti@madisonteachers.org) should you have a question or need assistance with any work-related matter.

Calendar of Events

- Monday, September 11, 5:00 p.m., Doyle Room 103
  BOE Instruction Work Group
- Tuesday, September 12, 4:30 p.m., MTI
  MTI Board of Directors
- Monday, September 18, 5:20 p.m., Doyle Room 103
  BOE Operations Work Group
- Monday, September 25, 6:00 p.m., Doyle Auditorium
  BOE Regular Meeting
- Tuesday, September 26, 4:15 p.m., MTI
  ESEA-MTI Building Reps
- Wednesday, September 27, 4:15 p.m., MTI
  MTI Faculty Representative Council
- Thursday, September 28, 4:15 p.m., MTI
  USO-MTI General Membership
WELCOME to the 2017-18 SCHOOL YEAR!

To each and every one of the nearly 4,000 District employees who are represented by MTI, welcome to the 2017-18 school year! A special welcome to the over 300 new employees who will be joining us. MTI is the collective bargaining agent for all Teachers and non-supervisory professional staff who make up MTI’s Teacher unit; all educational assistants, clerical/technical personnel, and school security assistants who make up the new consolidated Educational Support Employees Association (ESEA-MTI) bargaining unit; and the substitute teachers who make up USO-MTI.

Madison Teachers Inc., is a member-led organization which advocates for its members and students in order to advance quality public education for all students. As a member-led union, we need your voice and leadership to effectively advocate for your profession and for public education. All MTI teacher members should have received an e-mail communication last week listing the many opportunities for leadership positions available within your Union. See also your MTI Faculty Representative or ESEA Building Representative for leadership opportunities available at your work site.

While all the employees referenced above benefit from MTI’s advocacy in the Employee Handbook discussions and base-wage bargaining, MTI representation, leadership opportunities, support and assistance in other areas are only available to those employees who choose to become members of MTI. For those who have yet to join MTI, membership continues to be via the RENEW link at www.madisonteachers.org. Please join over 3,000 of your colleagues as members of MTI.

The weekly MTI Solidarity! newsletter will provide both: 1) general information for all MTI-represented employees; and 2) specific information on seminars, services, and information available only to MTI members.

A Message from MTI President Andrew Waity

Welcome to the 2017-18 school year. I am excited to have the opportunity to serve as MTI President and am looking forward to working with all of you throughout the upcoming year. I begin my two-year term as a full-time release president and will be engaged in realizing the full potential that this position will provide for MTI. I have been meeting with Faculty Representatives from schools to hear the strengths and challenges that exist in the unique school communities around our district.

The start of school always brings out many feelings for educators as we prepare for the many changes and challenges that we face. Changes and challenges can be difficult, but they also represent opportunity. This is especially true here in Madison where we have a strong, member-led union that supports the efforts of all educators, including educational support employees (ESEA-MTI) and substitute teachers (USO-MTI). Working together we can identify solutions and act collectively to promote our profession and advocate for our students, our community, and public education.

Evidence of our strength was clearly demonstrated this summer as we defended our Handbook process and insured that summer school employees received the compensation they had been promised. This strength comes from an engaged membership supported by a high-quality staff and elected leadership. Elements that MTI has an abundance of and that is a consistent source of power for our union.

As the school year progresses keep an eye out for ways to get involved and don't hesitate to contact me (608-257-0491 or awaity@madisonteachers.org) to share ideas or find out other ways to be active in our Union.

Welcome New Staff; MTI Leaders Greet New Hires

On August 23, members of the MTI Board of Directors, Faculty Representative Council, and Union staff greeted approximately 300 of the District’s newly hired teachers as they entered New Teacher Orientation. At the end of the day, MTI hosted a New Educator Social, where the new hires mingled with other new educators and MTI leadership and staff. At the Social, one new teacher won a Kindle Fire, generously donated by WEA Member Benefits; and every new teacher who signed up to become an MTI member received an MTI t-shirt. On August 24, MTI President Andy Waity and MTI Executive Director Doug Keillor addressed the new hires encouraging them to join the thousands before them who have made MTI the best Union possible. Please reach out and welcome any new faces in your work location to express your solidarity with your colleagues.

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 lanyards everyday!
MTI Teacher Members: Do you have ideas on how to improve your profession or better advocate for your students? Consider applying your ideas, energy, and efforts as an elected leader of MTI. MTI is a democratic, member-led Union with nearly two hundred (200) teachers currently serving in an elected or appointed leadership capacity. Serving as an MTI Faculty Representative is the most common point of entry to Union leadership. If you are interested in serving as an MTI Faculty Rep at your work location, see your senior MTI Faculty Rep or contact MTI staff.

For those ready to take the next step in MTI leadership, positions are currently available on the MTI Board of Directors, Finance Committee, Handbook/Bargaining Committee, Political Action Committee, Cabinet on Personnel, SCFL Delegate or MTI Cares. All MTI teacher unit members were sent an e-mail communication last week with information outlining the various opportunities that exist for Union leadership. Nominations for MTI leadership positions are due by September 27 and can be called in to MTI Headquarters (257-0491) or made from the floor at the September Faculty Representative Council meeting by an MTI Faculty Representative. Pursuant to MTI Bylaws, the elections will be held at the October MTI Faculty Representative Council meeting.

Religious Holidays/Observances

MTI encourages District employees not to schedule school events on the evening before or day of religious holidays and/or observances. Similarly, teachers are requested not to schedule major exams or field trips on such days, inasmuch as some students may not be able to attend school on that day. Under the Employee Handbook (Section 8, page 80), the District will allow absence from work for the purpose of observing religious holidays. The employee may elect to utilize any paid leave time available (sick leave, vacation, floating holidays, or accumulated compensatory time). A request for absence must be made in writing to the Director of Human Resources at least ten (10) work days prior to the requested absence, except for religious holidays that are celebrated between the first day of school and September 15, when seven (7) work days’ notice is required.

Sabbatical Leave Deadline October 1

Under the terms of the Employee Handbook (Section 10, page 130), the Board of Education budgets $45,000 for sabbatical leaves for members of MTI’s “teacher” bargaining unit. Such is for the purpose of advanced study and/or research. Either a one-year leave at half pay or a one-semester leave at full pay may be granted. The recipient of a sabbatical leave must agree to return to the Madison District for at least two years of service following the sabbatical leave, or repay the compensation received for the leave. A teachers who receives a sabbatical leave will be permitted to return to the position s/he held at the time the leave was granted. Applications for the second semester of the 2017-18 school year are due at MTI headquarters by October 1, 2017. Applications for the 2018-19 school year or the first semester are due February 1, 2018. An application and the MTI/MMSD agreed upon policy can be obtained by visiting MTI’s webpage: (www.madisonteachers.org).

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. Check the MTI website (www.madisonteachers.org) to sign-up for seminars. Invitations will also be sent via email to MTI members only.

In addition, Steve Pike (retired teacher and current WEA Member Benefits Consultant) is available for a free 30-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.

- Saving for Your Future —September 27, 4:30-5:30 p.m.
- Retirement Planning 101—October 26, 4:30-5:45 p.m.
- Student Loan Forgiveness —November 29, 4:30-5:30 p.m.

ESEA-MTI (Educational Support Employees Association) Building Reps Meeting and Employee Handbook Update, Tuesday, September 26, 4:15 p.m., MTI Headquarters.

MTI National Board Certification Workshop for Teachers. Learn about the benefits of National Board Certification and the supports available for you to achieve it. Wednesday, September 27, 5:00-6:00 p.m. (invitation to be e-mailed to all MTI teacher members).

USO-MTI (Substitute Teachers) General Membership Meeting and Employee Handbook Update, Thursday, September 28, 4:15 p.m., MTI Headquarters.

MTI members in need of assistance: See your MTI Faculty Representative or contact MTI staff (608-257-0491 or mti@madisonteachers.org) should you have a question or need assistance with any work-related matter.

Calendar of Events

- Tuesday, September 5, Semester Begins
- Tuesday, September 12, 4:30 p.m., MTI MTI Board of Directors
- Monday, September 25, 6:00 p.m., Doyle Auditorium BOE Regular Meeting
- Tuesday, September 26, 4:15 p.m., MTI ESEA-MTI Building Reps
- Wednesday, September 27, 4:15 p.m., MTI MTI Faculty Representative Council
- Thursday, September 28, 4:15 p.m., MTI USO-MTI General Membership

Our Union Makes Us Strong!
Volume 52, #1, September 5, 2017
MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org