



# Solidarity!

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

## Appreciation for A Job Well Done

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 Local 60, who clean and maintain our buildings and feed our students; 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 cor-

nerstone 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](mailto: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](http://www.madisonteachers.org) or [www.weabenefits.com/mti](http://www.weabenefits.com/mti).

In addition, **Steve Pike** (retired teacher and current WEA Member Benefits Consultant) is available for a **free 60-minute financial consultation**. This is ideal if you are just getting started, have specific questions, or would like a quick check-in. 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](http://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/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

## Our Union Makes Us Strong!

Volume 51, #38, June 4, 2018  
MTI's web page - [www.madisonteachers.org](http://www.madisonteachers.org)  
MTI's email - [MTI@madisonteachers.org](mailto:MTI@madisonteachers.org)