



Solidarity!

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Welcome to the 2018-19 School Year!

To each and every one of the nearly 4,000 District employees who are represented by **MTI**, welcome to the 2018-19 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 **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 that 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.

A Message from MTI President Andrew Waity

Welcome to the 2018-19 school year. I'm proud to be able to serve as MTI President for the second year in a full-time release role. Together we accomplished a lot last year, including the largest base-wage increase in over 25 years. I'm looking forward to working with all of you and engaging in continued advocacy for our profession and public education. In addition to the big picture issues, I also will continue to support schools, individuals, and Faculty/Building Reps with things specific to the diverse educational communities across Madison.

We begin every school year with a mixture of hope, anticipation, and even anxiety. This year is no different and there are many challenges that we face as we work to serve our students and our community. These issues challenge us, but also present us with opportunities to be advocates for our beliefs and values. We start the year with a lot to celebrate. First and foremost is that we continue to have a strong, member-led Union that supports the efforts of all educators, including educational support employees (ESEA-MTI) and substitute teachers (USO-MTI). This is not something to be taken lightly in the wake of continued efforts to silence educator voice here in Wisconsin.

Evidence of our collective power is visible in many ways. We continue to grow our Union's leadership and have seen more members become involved in committee work, as Faculty/Building Representatives, and in other advocacy work. MTI employed eight Member Organizers this summer who connected with potential members and new hires, with tremendous results.

This coming year will be one where member engagement will be critical as we work on issues of importance to all of us. 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.

Reach Out to New Hires at your Work Location

Over the last several weeks, a contingent of MTI Summer Member Organizers attended the MMSD New Educator orientation sessions at LaFollette High School, conducting one-on-one conversations with new hires, and welcoming them to the MTI family. We also held an MTI New Educator welcome party at the East Side Club following the first day of orientation, with MTI and WEAC leaders in attendance. As a result of these efforts, over seventy (70) new educators joined our Union in the first two days.

Now, we are asking our MTI Faculty Reps and ESEA Building Reps to connect with new hires at their work location. Many of you will see a number of new faces at work this year. Please reach out and extend your MTI solidarity with them and encourage them to join you as an MTI member.

We are encouraging all MTI member leaders to reach out to new hires at your work location to: 1) welcome them; 2) introduce yourself as an available resource; and 3) encourage them to read the MTI membership materials they received and join you as members.



Join Our Movement

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. Click on the "JOIN" icon/link on the MTI webpage (www.madisonteachers.org) for step-by-step directions.

Keep MTI Updated on Changes

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

Nominations Due for MTI (Teacher) Elected Positions

MTI Teacher Members: Are you looking for ways to have your voice heard in our Union and in the District? 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, and Cabinet on Personnel. Nominations for MTI leadership positions are due by **September 25** and can be called in to MTI Headquarters (257-0491) or made from the floor at the September 25 Faculty Representative Council meeting by an MTI Faculty Representative. Pursuant to MTI Bylaws, elections will be held at the October MTI Faculty Representative Council meeting. Come exercise your voice in your Union.

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 those days. 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.

“Back to School” Night

Pursuant to Section 4.04 (page 114) of the Employee Handbook, “Teachers will be expected to attend one family school-wide event that occurs after the normal workday. Whenever possible, teachers shall be given no less than thirty (30) calendar days notice of such events. Teachers who have a co-curricular conflict or have pre-approved course work to attend may be excused at the discretion of the Principal/administrator. Such conflict should be communicated to the applicable administrator as soon as possible before the date of the school event. To further promote family, youth and community engagement, teachers are encouraged to attend other school-wide events throughout the school year.”

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 2018-19 school year are due at MTI headquarters by October 1, 2018. Applications for the 2019-20 school year or the first semester are due February 1, 2019. An application and the MTI/MMSD agreed-upon policy can be obtained by visiting MTI's web page: (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 60-minute financial consultation**. This is ideal if you are just getting started, have specific questions, or would like a quick check-in. It's a convenient way to meet with someone face-to-face to get some general help or guidance. Consultations are held at MTI Headquarters.

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MTI Faculty Representative Council monthly meeting, Tuesday, September 25, 4:15 p.m., MTI Headquarters.

ESEA-MTI (Educational Support Employees Association) Building Reps Meeting and Employee Handbook Update, Wednesday, 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 26, 5:30-6:30p.m. (invitation will be e-mailed to all MTI teacher members).

USO-MTI (Substitute Teachers) General Membership Meeting and Employee Handbook Update, Thursday, September 27, 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

Semester Begins - September 4

MTI Board of Directors
September 11, 4:30 p.m., MTI

BOE Regular Meeting
September 24, 6:00 p.m., Doyle Auditorium

MTI Faculty Representative Council
September 25, 4:15 p.m., MTI

ESEA-MTI Building Reps
September 26, 4:15 p.m., MTI

USO-MTI General Membership
September 27, 4:15 p.m., MTI

Our Union Makes Us Strong!

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MTI's web page - www.madisonteachers.org
MTI's email - MTI@madisonteachers.org