



# Solidarity!

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## 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.*

## Welcome New Teachers: Attend MTI's New Professionals' Nights

Again this year, your MTI family is hosting a series of evenings to welcome and support new MMSD educators in your transition. Socialize, share a bite, and learn about your city, your job, your district, and your Union. These nights are intended to support you as a professional with finances, employee systems, protections, and rights. 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 in MMSD).** Please join us at the MTI building (33 Nob Hill Rd), from 4:15-6:00 p.m. September 18 is the Art Teachers Support Cohort; September 19 is the DLI/ESL and Bilingual Teacher Cohort; and October 3 is the topics of "How to Read Your Paycheck, Calling in Sick and Requesting a Sub". See link for more available nights and topics. Sign up at: <https://goo.gl/forms/696B631CmejGog3X2> to attend any or all of the meetings during the first semester!

## Know Your Rights: Ready, Set, Go Conferences

Elementary teachers across the District have begun the time-honored practice of conducting their Ready, Set, Go (RSG) conferences. Below is a quick reference guide to RSG conferences and pay. If you have questions or concerns, contact Eve Degen ([degene@madisonteachers.org](mailto:degene@madisonteachers.org)) at MTI headquarters.

- Up to 15 minutes per conference is allowed.
- Up to 15 minutes of prep time per conference is allowed. This includes any rescheduling for "no shows."
- Up to 2 parent "no shows" can be compensated, at up to 15 minutes per each "no show" (plus the actual conference, for a total of no more than 45 minutes).
- More than 1 teacher can be compensated for a RSG conference **only** if approved by the principal. Typically, this occurs in instances where a CC or ELL teacher attends due to a specific need.
- If 2 teachers job share, they can divide the conferences between them or divide the RSG compensation.
- Teachers are compensated for RSG conferences by requesting Extended Employment (note, this is **not** the Contract rate) pay; taking RSG comp time (within restrictions); or by having RSG day(s) added to their personal sick leave account. One RSG day may be carried over to the next school year if the teacher is unable to utilize the comp time/PI options.



## 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](http://www.madisonteachers.org)) for step-by-step directions.

## 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, 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 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.

## 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 transfer 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."

## Enter to Win VIP Badger Experience

WEAC is partnering with the UW Badgers to celebrate Wisconsin Public School educators. Nominate yourself or a deserving Wisconsin Public School educator to be recognized for an Outstanding Educator Award. In appreciation for their dedication to students, winners will be treated to a VIP Experience at a Badger home game, and be recognized statewide on the Badger Radio Network and UWBadgers.com. For more info and to enter go to: <https://weac.org/forms/badger-nomination/>.

## Christina Stafslieen Charity Golf Outing September 21

Teachers at LaFollette High School have organized the **14<sup>th</sup> Annual Christina Stafslieen 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 21, at 4:00 p.m. Proceeds from the tournament will go to the **Christina Stafslieen Scholarship Fund** which is awarded to a deserving LaFollette student. Details and sign-up can be obtained from MTI's website ([www.madisonteachers.org](http://www.madisonteachers.org)) or by contacting event organizer and LaFollette teacher Ted Ryan at: [tryan@madison.k12.wi.us/204-3574](mailto:tryan@madison.k12.wi.us/204-3574).

## 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.

## 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](http://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 to 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](mailto:mti@madisonteachers.org)) should you have a question or need assistance with *any work-related matter*.

## Calendar of Events

**MTI/MMSD Handbook Group—Climate/SBLT**  
September 10, 4:30 p.m., MTI

**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](http://www.madisonteachers.org)  
MTI's email - [MTI@madisonteachers.org](mailto:MTI@madisonteachers.org)