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# Solidarity!

## MTI-MMSD Work Continues on 2019-20 Employee Handbook Review

Representatives from MTI and the MMSD are scheduled to continue meeting to discuss possible revisions to the Employee Handbook effective with the 2019-20 school year (the terms of the 2018-19 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 the **Teacher Salary Schedules**, **School Climate** and **Shared Leadership** issues; **Teacher planning time**; **Special Education** issues; **Substitute Teacher** issues; **ESEA** issues; **Extra-curricular pay** (e.g. Forensics, Music performances, Athletics, etc.); **School Calendar**, and **High School Scheduling**. The goal is for any recommended changes to be advanced to the Board of Education this fall. All MTI members receive e-mail updates summarizing this work. ***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 2019-20 school year.*** All MTI members will continue to receive Employee Handbook updates via e-mail as further information becomes available.

### 2018-19 Pay Increases Reflected on Paychecks; Future Increases Dependent on Elections

Due to our successful bargaining last spring, and the continuation of **all** salary schedules via the Employee Handbook, all MTI-represented employees should notice pay increases reflected on their paychecks this fall. These increases will include:

- The **2.13%** base-wage cost-of-living increase bargained by MTI
- Any scheduled **annual step or longevity pay** increases due the employee
- For **EAs and SEAs**, a **revised and improved salary schedule** with additional pay increases.

MTI has posted copies of the 2018-19 salary schedules on the MTI webpage for members to review to confirm their new pay rate.

***These pay increases were made possible due to the work of your Union, the agreement of your Employer, and the financial resources available to MMSD by our community via referendum.***

***November's statewide political elections will be critical in determining the continued resources available to fund our public schools and whether we can continue to attract and retain the quality staff that our students deserve.***

### High School Bell Schedule Update

At the end of the 2017-18 school year, many MMSD high school teachers heard rumors of potential changes to their bell schedules, including the consideration of moving to "block" scheduling. Over the summer MTI pulled together a committee of member leaders to meet with District representatives over the rescheduling considerations. At the meeting we discussed the need to inform and include more educators in such considerations. As a result, this week the District will be sharing an "Executive Summary" of the bell schedule considerations, including the drivers for the considerations, the options being considered, and the timeline for gathering input and considering recommendations.

The District will also be administering a survey to inform educators of the options being considered and collect feedback. This feedback will be shared with the MTI-MMSD High School Scheduling work group, as we meet quarterly to continue the discussion. MTI encourages all MTI-represented high school staff to complete the survey to share their thoughts and perspectives.

Additional information, including the Executive Summary, is available on the MTI webpage: [www.madisonteachers.org](http://www.madisonteachers.org).

### 3-Ring Binders and Paper Available - Free

Do you need binders and/or paper for your classroom and students? MTI & WEAC have an abundance of sizes, colors, and weights available. If interested, call MTI (257-0491) to set up a time to stop by and look over the selection. ***It's all free.***

## Peer Support Needed for New Educators

Are you a teacher of the arts or a bilingual, DBE, DLI or ESL teacher? Are you interested and willing to offer your talents and knowledge to an educator new to MMSD? The CENTRS grant is hoping to create a cohort of support with these and other focus groups. Our first cohort meetings will be September 18th for arts teachers and September 19th for bilingual, DLI, and ESL teachers. Meetings will run from 4:30-6:00 p.m., at MTI. E-mail Kerry Motoviloff at: [kmotoviloff@madisonteachers.org](mailto:kmotoviloff@madisonteachers.org) if you are a veteran peer and you want to be involved. Veterans are awarded a \$15 stipend. Dinner is included! This is a CENTRS grant-funded activity.

## 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 MTL/MMSD agreed upon policy can be obtained by visiting MTI's webpage: [www.madisonteachers.org](http://www.madisonteachers.org).



## 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.



### USO-MTI Membership

**September 27, 2018**

4:15 p.m.

Madison Teachers Inc.

33 Nob Hill Road

Madison, WI 53713

## 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 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 e-mail 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.

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**MTI Faculty Representative Council monthly meeting,**  
Tuesday, September 25, 4:30 p.m., MTI.

**ESEA-MTI (Educational Support Employees Association)  
Building Reps Meeting,** Wednesday, September 26, 4:15 p.m., MTI.

**MTI National Board Certification Information 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 also be e-mailed to all MTI teacher members).

**USO-MTI (Substitute Teachers) General Membership Meeting,** Thursday, September 27, 4:15 p.m., MTI.

**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

### BOE Regular Meeting

September 24, 6:00 p.m., Doyle Auditorium

### MTI Faculty Representative Council

September 25, 4:30 p.m., MTI

### ESEA-MTI Building Reps

September 26, 4:15 p.m., MTI

### National Board Certification Workshop

September 26, 5:30 p.m., MTI

### USO-MTI General Membership

September 27, 4:15 p.m., MTI

### MTI/MMSD Safety Committee

October 1, 4:30 p.m., Doyle

## Our Union Makes Us Strong!

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MTI's web page - [www.madisonteachers.org](http://www.madisonteachers.org)

MTI's e-mail - [MTI@madisonteachers.org](mailto:MTI@madisonteachers.org)