



Solidarity!

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It's That Time of the Year: MTI Recertification Elections Scheduled for October 31-November 20

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 **Oct. 31-Nov. 20** 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.

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 & brothers. Wear **MTI RED** on **MONDAYS** and **MTI lanyards** every day!



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.

Educational Assistants: What Has Your Union Done for You Lately?

In addition to the **2.13% cost-of-living increase** that MTI bargained for all EAs and other MTI-represented employees last summer, MTI also won **\$250,000 worth of additional improvements** to the EA wage schedule. As part of the 2017-18 Employee Handbook review process, a joint MTI-MMSD EA/SEA salary schedule committee worked to modify the EA salary schedule to provide the higher **SEA** pay rate for **all EA** work hours, as well modifying the wage "steps" on the EA salary schedule. These increases became effective with the start of the 2018-19 school year, resulting in most, if not all, EAs receiving a well-deserved increase on their bi-weekly paychecks. In the previous year, MTI was successful in increasing the minimum rate for all newly-hired EAs, SEAs, and sub SEAs to at least \$15 per hour.

These wage increases have been major advances for all educational assistants. If you hear a colleague ask, "**What has the Union done for me lately?**" tell them about the above pay raises and remind them that these gains can only be accomplished by the collective work of our Union and the committed support of its members. Ask all non-member EAs at your school to support and continue the work of their Union by joining ESEA-MTI.

Being a Voter on November 6 is Critical to Public Education

Public education is front and center in our upcoming mid-term elections. We have an opportunity to make significant change by electing pro-public education candidates on **November 6**. We can start to reverse the inadequate funding and anti-public education policies that have plagued Wisconsin for the past 8 years.

The Time is Right for Change. We need to make sure *every MTI member casts a ballot* and that our friends, family, and neighbors understand that being a voter IN EVERY ELECTION is the only way to create real and lasting change in our state. Every election counts, and non-presidential elections are plagued by the problem of voter drop-off.

Volunteers are needed to help Get Out the Vote! Visit the MTI website at:

www.madisonteachers.org/elections-fall-2018/ for all things related to the upcoming election, including volunteer opportunities, voter registration, early voting, and voter ID information.

MTI—Collectively We Get Out the Vote!

Contact MTI@madisonteachers.org for any questions, to pass along volunteer opportunities, or to find out how you can help.

Courage to Teach 2018-19

Applications are now being accepted for the 2018-19 Courage to Teach retreat series at Bethel Horizons, near Governor Dodge State Park. This year-long series of four sessions (Friday evenings through Sunday afternoons) 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 to 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: November 2-4; January 18-20; April 5-7; June 28-30.**

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; and
- ◆ Strengthened collegial relations at their school sites.

Barb Hummel and Bonnie Trudell have been co-facilitating Courage to Teach retreats for the past 15 years and are prepared by and affiliated with the Center for Courage and Renewal.

Further information and application at:

<http://www.couragerenewal.org/events/courage-to-teach-series-wi-18-19>.

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 will be providing 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 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 National Board Certification Training Workshops for 2018-19. MTI members pursuing National Board Certification are invited to participate in monthly NBC support workshops. The next session is October 10, at 5:30 p.m., at MTI.

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

MTI Board of Directors

October 9, 4:30 p.m., MTI

National Board Certification Workshop

October 10, 5:30 p.m., MTI

MTI/MMSD Handbook/Compensation Comm.

October 11, 4:30 p.m., MTI

MTI Special Education Sub-Committee

October 15, 4:15 p.m., MTI

MTI Faculty Representative Council

October 16, 4:30 p.m., MTI

ESEA-MTI Board of Directors

October 17, 4:15 p.m., MTI

MTI/MMSD Handbook/Planning Time Comm.

October 23, 4:30 p.m., MTI

MTI Voters Political Action Committee

October 24, 4:30 p.m., MTI

USO-MTI General Membership

October 25, 4:15 p.m., MTI

Recertification Election October 31-November 20

Our Union Makes Us Strong!

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MTI's web page - www.madisonteachers.org

MTI's e-mail - MTI@madisonteachers.org