



# Solidarity!

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## Vote Now to Recertify and Confirm Your Vote to MTI

MTI's recertification election began on October 31 and is off to a great start- 100% turn-out is the goal. **MTI Member Organizers across the District are encouraging everyone represented by MTI to vote.** Both members and non-members in all MTI bargaining units are eligible and encouraged to vote in the recertification election. (MTI continues to represent all of those in all bargaining units on base wage issues, regardless of membership status). Once you have voted, please notify your MTI Faculty Representative, Member Organizer, or MTI Headquarters, and we will remove your name from our recertification election call lists.



Next week, MTI retirees and Member Organizers will begin calling those who have not verified that they have voted. **Phone banks are scheduled November 13 & 14, 4:30-7:00 p.m.,** at MTI Headquarters. Anyone wishing to assist with calls to their colleagues should contact MTI ([mti@madisonteachers.org](mailto:mti@madisonteachers.org)) or 257-0491).

**Why the big effort to turn out the vote?** Two reasons: In the bizarre world of Act 10 recertification elections, **a non-vote counts the same as a "no" vote.** Unlike any other election, Act 10 requires a YES vote by **51% of all eligible voters to recertify a union.** Second, **the larger the turnout, the stronger the message that MTI-represented employees continue to stand together to advocate for the needs of their students and their profession.**

*Together we are stronger. Stand together!*

### Voting Instructions:

- Call (toll-free) 1-866-458-9862 or log-on to [www.aaaelections.org/WERC](http://www.aaaelections.org/WERC)
- One may vote anytime 24 hours a day, 7 days a week, **between now and noon on November 20.**
- *When prompted*, enter the **first four letters** of your last name.
- *When prompted*, enter the **last four digits** of your Social Security number.
- *When prompted*, **VOTE YES** for MTI to continue as your Union representative.
- *When prompted*, **CONFIRM YOUR VOTE.** Do not log off until you see a message thanking you or acknowledging your vote.

**Recertification Election ends at Noon, November 20.  
Stand Together, Vote to Recertify your Union!**

### Employee Handbook Review Update: High School Block Scheduling Being Discussed

Work continues on the MTI-MMSD collaborative Employee Handbook Review process. MTI-MMSD work groups are meeting to discuss: **school climate** and **shared leadership** issues; **teacher planning time**; **special education** issues (addressed as part of Planning Time group); **extra-curricular pay** (e.g. forensics, music performances, athletics, etc.); and **high school scheduling**. The **school calendar** committee recently completed its work. All MTI members were sent an **e-mail update** last **Friday, November 2**, with additional information on these discussions. Over fifty (50) MTI member leaders are representing member interests in the various Employee Handbook discussions this fall. All MTI members receive regular e-mail updates on Handbook discussions which are also posted at [www.madisonteachers.org](http://www.madisonteachers.org) under the Employee Handbook tab.

### VOTE—Tuesday, November 6 Election Critical to Public Education

**The importance of the November 6 election cannot be overstated.** There are many reasons for this, but top among them for your family and your students is **public education!**

For MTI-endorsed candidates and other election related information go to MTI's Political Action website: [Elections - Fall 2018.](#)



## Welcome New MTI Professional Staff Representative Shelle Michalak

We are pleased to welcome **Shelle Michalek** to MTI in her new role as MTI Staff Representative/Communications Specialist. Shelle was selected from a field of thirty (30) applicants, eight of whom were interviewed by a committee consisting of MTI President Andy Waity, MTI Board Member Kerry Motoviloff, MTI Staff Reps Eve Degen and Jeff Knight, and MTI Executive Doug Keillor. The interviewing committee unanimously recommended Shelle to the MTI Cabinet on Personnel who also unanimously approved that recommendation after reviewing the hiring process. Ms. Michalek started November 1. One of her first assignments is leading the migration of content from MTI's current website to a new website which is currently in its development stage. Ms. Michalek will also join current MTI Staff Reps Eve Degen and Jeff Knight in providing support and representation for MTI members. *Please join us in welcoming Shelle to the MTI staff team!*

### Teacher Salary Schedule Discussions; BOE Seeking Recommendations by Nov. 12

The MTI-MMSD Teacher Compensation Committee continues to discuss potential changes to the teacher salary schedule. The Committee has been meeting weekly, including a meeting on October 25 with Superintendent Cheatham in attendance and, most recently, on November 1. The District continues to explore changes meant to make the salary schedule "sustainable" (*i.e., less costly*). MTI continues to oppose proposals intended to reduce investments in teacher salaries but continues to be willing to explore modifications that teachers would support and that would assist the District in attracting and retaining the high-quality educators our students deserve. The District hopes to have recommended proposed changes forwarded to the BOE by **November 12** as they prepare for the 2019-20 MMSD budget. Whether MTI will be supporting the recommendations or vigorously opposing the recommendations depends on how the District responds to the concerns repeatedly raised by the MTI participants to the Committee. The November political election results, which **are critical to determining the revenue our schools will receive**, will largely determine what direction these discussions go. *All MTI members received an e-mail update on the Teacher Salary Schedule discussions last week (November 2).*



### 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.

**Reminder: Health Insurance  
Annual Choice/Open Enrollment/  
Flexible Spending Account  
Deadline November 15**

## 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. Sign-up is available on the MTI website ([www.madisonteachers.org](http://www.madisonteachers.org)).

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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 **November 14**, 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](mailto:mti@madisonteachers.org)) should you have a question or need assistance with **any work-related matter**.

## Calendar of Events

### MMSD BEP Listening Session

November 5, 2:15 p.m., East High School

### ELECTION DAY—VOTE!

November 6

### MTI Board of Directors

November 7, 4:30 p.m., MTI

### MTI/MMSD Handbook/Compensation Comm.

November 8, 4:30 p.m., MTI

### American Education Week

November 12-16

### USO-MTI Board of Directors

November 14, 4:30 p.m., MTI

### MTI/MMSD Retirement Planning Seminars

November 13 and 14, 5:30-7:30 p.m., Doyle

## Recertification Election Ends November 20

### Our Union Makes Us Strong! Volume 53, #10, November 5, 2018

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