



# Solidarity!

33 Nob Hill Road • Madison, Wisconsin 53713-2195 • Phone: (608) 257-0491

## Last Chance to Vote to Recertify; Election ends at Noon, Tuesday, November 20.

The election to recertify MTI ends at 12:00 noon, on Tuesday, November 20. Each bargaining unit needs at least 51% of all eligible voters to vote in favor of recertification in order to maintain MTI as their certified representative. Over 100 MTI Member Organizers, MTI Faculty Reps, and ESEA Building Reps are continuing their efforts to engage their colleagues and remind them to vote in the remaining days. Be sure you do your part. If you have yet to vote, do so TODAY by calling 1-866-458-9862. **The larger the turnout, the more powerful the message.**



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

### Teacher Salary Schedule Update

The Board of Education Operations Work Group met on Monday, **November 12**, to receive an update on the work of the MTI-MMSD Teacher Salary Schedule Committee and to clarify their direction to Human Resources staff. MTI shared our update with the BOE prior to that meeting, along with our request that the BOE support **only those changes which were collaboratively developed and mutually supported by the MTI-MMSD Committee**. After a good discussion about the potential fiscal issues facing the District, the BOE signaled their support for the collaborative MTI-MMSD approach on any salary schedule changes, without seeking reduced investments in the schedule. The BOE further directed District Administration to explore: 1) “repurposing options” to save money (*i.e. reviewing budget items other than teacher salaries to provide any needed savings*); 2) identifying potential tax ramifications of various budget scenarios; and 3) exploring the possibility of a facility and operation budget referendum if needed. The MTI-MMSD Teacher Salary Schedule Committee will be meeting again to work on identifying those recommended changes that have the support of teachers.

### MTI Equity and Diversity Professional Development Series

MTI's Faculty Representative Council has endorsed the promotion of Black Lives Matter during February's **Week of Action** February 4-8. In preparation for that week, MTI's Equity and Diversity Committee is partnering with WEA Academy to offer a series of professional development opportunities between now and the **Week of Action**. Our KICKOFF event will be held at MTI on **Saturday, DECEMBER 1, from 9-12**.

Using *Teaching for Black Lives*, a newly released book published by the non-profit organization Rethinking Schools, we will begin to reflect on our District and classrooms through the lens of equity and identity. The class is **free** to MTI members, \$20 for potential members. Participants who own the book are asked to bring it to the class. Thanks to a WEAC grant, all MTI members who enroll will receive a free book. Others will receive select copies of articles. Stay tuned for future updates and other events, including an author visit, book study, speakers, and a planning day to launch our **Week of Action**.

SIGN UP HERE! <https://goo.gl/forms/DVVIS36fVTpCTohz2>

Questions? Interested in being involved in planning or facilitating? Contact Kerry Motoviloff at: [kmotoviloff@madisonteachers.org](mailto:kmotoviloff@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 for step-by-step directions on the MTI webpage: [www.madisonteachers.org](http://www.madisonteachers.org).



## Still Time to Share Your Holidays

*"It's simple. When children grow up without the right amount and kinds of food, they struggle. Hunger during the early years can have a major impact on a child's development, health and behavior."* - Second Harvest

One in five Dane county children grow up experiencing food scarcity. MTI Cares, MMSD, and AFSCME are joining together with Madison families to support the **Second Harvest and NBC15 Share Your Holidays Food Drive**. This year's Drive is running the entire month of November.

Staff can participate by sending non-perishable food and self-care items (NO GLASS) or checks payable to Second Harvest. Don't forget to include a note about the Drive in your class or school newsletter. You can also make donations on the **Share Your Holidays Food Drive** site under [DONATE](#). Please note in your donation-MTI Cares. **LET'S FILL UP THOSE BARRELS, BROTHERS AND SISTERS!**

## MTI Nights at the Overture

Back by popular demand! MTI has arranged two *MTI Nights at the Overture*. Reserve your tickets now. First come, first serve. Payment (cash or check) is due at MTI within a week of reservation. Make checks payable to MTI. Tickets will be available prior to the show.

- Saturday, January 12, at 8:00 p.m., \$45 mezzanine level for **Finding Neverland**
- Sunday, April 7, at 6:30 p.m., \$50 circle level for **Miss Saigon**

RESERVE YOUR TICKETS at:  
<https://goo.gl/forms/qDSBCHhoiAemi0o53>.

**MAKES A GREAT HOLIDAY GIFT!**  
QUESTIONS? Contact Kerry at:  
[kmotoviloff@madisonteachers.org](mailto:kmotoviloff@madisonteachers.org).

The Overture is hosting a pre-show event with light appetizers and cash bar in the Promenade lobby one hour prior to each show.

## January Paycheck

The January 1, 2019 paycheck is to be deposited on the first banking day in January. This year that day is Wednesday, January 2, given that Tuesday, January 1, 2019 is a Federal Reserve bank holiday. A deposit on December 31 would cause one to have to pay taxes on those funds for 2018, i.e., one would pay income tax on 13 months of wages in 2018. Paper direct deposit statements for teachers will be distributed at each person's work location on January 7, the day school resumes. For those who receive electronic direct deposit statements, e-mails will be sent to district e-mail addresses on or after December 28 with funds being deposited on January 2. For substitute teachers, direct deposit statements will be delivered by the USPS on or about January 4. Members of MTI's Educational Support Employees Association (ESEA-MTI) bargaining unit will have their paychecks directly deposited on January 4. Paper direct deposit statements will be distributed at each person's work location on January 7. For those who receive electronic direct deposit statements, e-mails will be sent to district e-mail addresses on January 2.

## 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 **December 12**, 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

**Parent-Teacher Comp Day**—November 21

**Thanksgiving Break**—November 22-23

**Board of Education Regular Meeting**  
November 26, 6:00 p.m., Doyle

**MTI Faculty Representative Council**  
November 27, 4:30 p.m., MTI

**MTI Voters Political Action Committee**  
November 28, 4:30 p.m., MTI

**MTI/MMSD Handbook/High School Scheduling**  
December 3, 4:00 p.m., MTI

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

**Board of Education Regular Meeting**  
December 17, 6:00 p.m., Doyle

**Winter Break**—December 24-January 4

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**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)