



# Solidarity!

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## **THANK YOU! Faced with New Challenges, MTI-Represented Employees Again Vote for Recertification**

**We continue to “Stand Together!” All MTI bargaining units have successfully recertified!** Over **80%** of all eligible voters cast ballots in the recertification election. Of those who voted, **99%** voted to recertify. In order to recertify, each unit needed 51% of *all eligible* voters to cast a ballot in favor of recertification. **Each MTI bargaining unit beat that requirement**, with the MTI teacher unit leading the way with **90%** of all eligible voters casting a ballot to recertify. The large turnout is a testament to the hard work of over 100 MTI member organizers who reached out and engaged their colleagues in conversations about their Union. The turnout is also a testament to the **3,529** MTI-represented employees who recognize that our public schools and our professions will be better served if we continue to **“Stand Together.”**

**Thanks to all who made their voices heard loud and clear by voting YES MTI!**

**Celebration—November 29, 4:30-7:00 p.m., Pasqual’s**  
(1344 East Washington Ave.)

### **Employee Handbook Update**

Work continues on the MTI-MMSD collaborative Employee Handbook Review process. Meetings have been scheduled as follows: **School Climate and Shared Leadership** issues (**December 10**); **Teacher Planning Time (December 4)**; **Special Education** issues (addressed as part of Planning Time group); **Substitute Teachers** issues; **ESEA** issues; **Extra-Curricular Pay** (e.g. Forensics, Music Performances, Athletics, etc.); and **High School Scheduling (December 3)**. Work has been finalized on the 2019-20 School Calendar and we were successful in continuing the two-week winter break and addressing other issues.

While the High School Scheduling Committee meets to discuss potential block-scheduling considerations for all MMSD high schools, **LaFollette High School** is dealing with acute block scheduling issues now. Therefore, we have pulled together a small MTI-MMSD Work Group to explore scheduling issues at LaFollette, including potential revisions to the Four-Block policy language in the Employee Handbook. The next meeting of this group is being scheduled.

Over fifty (50) MTI member leaders are representing member interests in the various Employee Handbook discussions this fall.

### **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)).

### **MTI 's Equity Mission and Action Plan**

MTI's mission statement adopted by the MTI Board and Faculty Representatives in 2016 states, *“Madison Teachers Inc. is a member-led organization which advocates for its **members and students** in order to advance quality public education for **all** students...Public schools have a moral responsibility to provide a quality education, **broad and equitable in nature, to all students with no exceptions, exclusions, or disparities.**”*

On Friday, November 16, the MTI Board released a statement to all MTI members, as well as the media, expanding and asserting our mission of equity in light of recent incidents of staff use of racial slurs. This statement is unequivocal in our support for the spirit and work of anti-racism and our denouncement of the use of racial slurs.

On Sunday, November 18, the MTI Board met to follow up on the statement with a draft action plan which will be shared at the MTI Faculty Representative Council meeting on **Tuesday, November 27**, commencing at 4:30 p.m., at MTI Headquarters. All interested members are welcome to attend.



## MTI Equity and Diversity Professional Development Series—December 1

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 for MTI members between now and the **Week of Action**.

Our KICKOFF event will be held at MTI on **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).

### Elementary Planning Time Concerns

All full-time elementary teachers should receive 4.5 hours of *individual* planning time each week. This time must be in blocks of 30 minutes or more, and needs to be scheduled during the school day. In addition, all full-time teachers are entitled to a 30-minute duty-free lunch each day. See Addendum A, Section 4.02 of the Employee Handbook.

MTI Staff and Faculty Representatives are reporting that teachers are not getting their scheduled planning time, often due to issues related to providing coverage for students. This seems to be an especially difficult situation for many of our special education teachers.

If you are not getting the planning time you are entitled to, alert your principal, in writing, and request that the situation be rectified. You should also document the dates, the amount of planning time you lose, and the reason. If it is a building-wide problem, it can be discussed in the Collaborative Problem Solving process. If it is still not resolved, contact MTI for assistance in filing a formal grievance, pursuant to Section 4 of the Employee Handbook.

If you lose planning time because you are being assigned to cover students, you may also be eligible to receive class covering compensation. Documentation is essential to make this claim. Planning time is critical to get our individual work done and it is important to protect it. If teachers routinely give it away, then it becomes an expectation that your planning time is not your own. If you have questions about this, please contact MTI for additional information or assistance.

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### ***Our Union Makes Us Strong!*** **Volume 53, #13, November 26, 2018**

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

## 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*.

### ESEA-MTI 2018-19 Holiday Schedule

Members of MTI's Educational Support Employees Association (ESEA-MTI) receive paid holidays on **December 24, 25, 31, 2018; and January 1, 2019**. This includes clerical/technical employees, special education assistants, educational assistants, nurse's assistants, and security assistants.

## ***Calendar of Events***

**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 Equity & Diversity Development Series**  
December 1, 9-12, 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**