



# Solidarity!

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## MTI Advances Equity and Diversity Work

In 2016, MTI broadened its mission statement specifically identifying equity as part of our mission. Last summer, the MTI Board created an MTI Equity and Diversity Committee, which has been developing the potential work within our Union. The first action of the Committee was to bring to the MTI Faculty Representative Council, in September, a motion to endorse, promote, and participate in this year's **Black Lives Matter at School** week of action February 4-9. The MTI Board has since created and released an Equity and Diversity statement. Last week, the MTI Faculty Representative Council met to approve action items attached to this statement, which were unanimously approved and will be shared with all members this week. Among other things, MTI's statement, "... ***calls our members to actively engage, both personally and as a collective body, in the work of anti-racism in order to analyze, challenge, and re-acculturate our practices and beliefs to serve all of our students.***"

On Saturday, December 1, MTI kicked off an Equity and Diversity professional development series. This is the first of an on-going series supporting teachers in the work of anti-racism. Additional opportunities are listed here: <https://goo.gl/CXExcV>. Please watch for further resources and opportunities to prepare for our week of action in February. As our statement declares, "... ***with the optimism we all hold in our hearts as educators, we believe this work will truly uplift our children, educators, and community to the ideal educational system we all deserve.***"

### School Calendar 2019-20

The MTI-MMSD School Calendar Committee has finalized their recommendations for the **2019-20 school calendar**. Highlights include:

- Retention of a **2-week winter break period** (December 23, 2019-January 3, 2020);
- Retention of a **1-week spring break period** (March 30-April 3, 2020);
- An **additional day off for teachers on February 28, 2020**.
- There will continue to be **6 Staff Only days** spread throughout the year.
- **Parent-teacher conferences** for middle and high schools will be held during the third and fourth full weeks of November, and the **comp day will continue to be the day before Thanksgiving** (November 28 is Thanksgiving).
- The **New Teacher** days will be August 21-23, followed by the **Staff Learning/Prep** days August 26-29, and the **Voluntary** day on August 30.
- The student year will begin the day after Labor Day, **September 3, 2019**, and end **June on 10, 2020**, with the last Staff Only day on **June 11, 2020**.
- The 2019-20 calendar is available on the MTI website: [www.madisonteachers.org](http://www.madisonteachers.org).

### Election Results for MTI Voters

At last week's meeting of the MTI Faculty Representative Council the following members were elected to six positions on MTI Voters Political Action Committee: incumbents **Kathryn Burns** (Shorewood), **Liz Donnelly** (Elvehjem) and **Sandy Welander** (Schenk); and new members **Natasha Sullivan** (West); **Nobel Perez** (Muir/Crestwood); and **Darlinne Kambwa-Bell** (Mendota). MTI's Political Action Committee usually meets once per month, and additionally as necessary to interview candidates for election in Wisconsin's primary and general elections. The Committee recommends endorsements for consideration by MTI members.

### MTI Nights at the Overture

MTI is once again hosting **MTI Nights at the Overture**. All tickets are currently reserved. Payment is now due at the MTI office. Tickets are \$45 for **Finding Neverland** on Saturday, January 12, at 8:00 p.m.; and \$50 for **Miss Saigon** on Sunday, April 7, at 6:30 p.m. Cash or checks accepted. Make checks payable to MTI. Tickets will be available for pick up at MTI prior to the show. If you have questions or wish to be on a waitlist, e-mail Kerry Motoviloff at: [kmotoviloff@madisonteachers.org](mailto:kmotoviloff@madisonteachers.org). The Overture is hosting pre-show event with light appetizers and cash bar in the Promenade Lobby one hour prior to each show.

### 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)).



## Inclement Weather & Closing School

The Employee Handbook contains provisions that deal with the impact on members when schools are closed. Given winter's sometimes severe weather, these provisions are called to the attention of those who are represented by MTI.

**Teacher bargaining unit:** Should it become necessary to close or delay the opening of school due to inclement weather, power failures or other circumstances, notice shall be delivered prior to 6:30 a.m. over radio stations whose broadcast studios are located within the city limits of the City of Madison. Teachers shall be compensated for such day in their regular monthly payroll check.

**Bilingual Resources Specialists:** The Employee Handbook provides that employees who are tardy or absent due to inclement weather are allowed to receive compensation by using personal illness leave or electing to make up the time by performing their regular duties or participating in staff development/training opportunities offered by the District.

**EAs/SEAs/NA's:** The Employee Handbook allows the option of using personal illness leave to receive payment for time missed due to school closings, along with being able to be paid up-front, provided one makes up the missed time by attending District-provided staff development/training or by performing her/his regular duties within one week of the end of the school year.

**Clerical/Technical:** The Employee Handbook provides that when an employee is absent from work for more than one hour on a "snow day," or other emergency school closing, in addition to vacation time and compensatory time, the employee shall have the option to use floating holidays or personal illness leave to receive compensation for such days. In addition, employees are provided the option of receiving pay for the snow day during the payroll period in which the snow day occurs (*without utilizing any accrued time*) provided the employee makes up the time by attending District-offered staff development/training opportunities by the end of the school year. Employees will also continue to have the option to make up the time by performing their regular duties provided they have their supervisor's approval.

**Security Assistants:** The Employee Handbook provides the options of using personal illness or floating holiday time to receive payment for time missed, along with being able to be paid up-front, provided one makes up the missed time by attending District-provided staff development/training or by performing her/his regular duties within one week of the end of the school year.

## How Cold Is Too Cold?

With the return of winter to our fair city, temperatures have started plunging to freezing levels. When schools and other large buildings experience several days of sub-zero temperatures, heating systems strain to keep rooms warm. Classrooms frequently feel too cold. What can be done? Wisconsin Administrative Code, Chapter 64, states that "[T]he heating system shall be designed to maintain a temperature of not less than ... **67 degrees Fahrenheit for classrooms and offices in schools and other places of instruction.**" **Staff who experience heating problems in District classrooms or offices should immediately contact their building administrator and custodian for assistance.** Whether the heating systems are insufficient or simply old cannot excuse schools/offices being too cold. The cost of energy is of concern to us all, and MMSD, like every other school district in Wisconsin, is experiencing financial problems because of the state-imposed revenue controls. This impacts funds for heating fuel, so energy must be used wisely. However, students and staff are entitled to a proper learning and working environment. Members seeking the Union's assistance should contact Eve Degen at: ([degene@madisonteachers.org](mailto:degene@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, behavioral and clerical assistants, nurse's assistants, parent liaisons, and security assistants.

## Calendar of Events

**MTI/MMSD Handbook/Teacher Salary Schedule**  
December 3, 4:30 p.m., MTI

**MTI/MMSD Handbook/Planning Time**  
December 4, 4:30 p.m., MTI

**MTI/MMSD Handbook/Climate/SBLT**  
December 10, 4:30 p.m., MTI

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

**MTI Voters Political Action Committee**  
December 13, 4:30 p.m., MTI

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

**Winter Break December 24—January 4**

## 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)