



Solidarity!

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MTI Bylaw Revision: Nominations Due for MTI Release-Time President

At the November meeting of the MTI Faculty Representative Council action was taken to amend the MTI Bylaws to move the election of MTI President from April to February. This amendment was made to address the various complexities associated with the “release-time” position. **Current MTI President Andy Waity is seeking re-election to a second, two-year term.** Any member of MTI’s “teacher” bargaining unit who is interested in nominating a colleague, or himself/herself, for the position of MTI President should call or e-mail MTI Executive Director Doug Keillor (keillord@madisonteachers.org/257-0491). The position is a full-time “release-time” position, meaning the President would secure a leave of absence from their teaching position to serve full-time as President of MTI. The term of office is for two years (2019-21). Nominations will be received and closed at the January 15 meeting of the MTI Faculty Representative Council. The election will be held the fourth Monday of January (January 28) and installation held at the May Council meeting.

Teacher Salary Schedule Update

Good news! At the December 3 meeting of the MTI-MMSD **Teacher Salary Schedule/Compensation work group**, a consensus was reached on recommended teacher salary schedule changes for the 2019-20 school year. These recommendations were forwarded to the Employee Handbook Review Committee for their review on **Thursday, December 6**, and will be shared with the Board of Education on **Monday, December 10**. We are pleased to report that the only recommended changes to the schedule will be those that the MTI participants to the Committee support, including:

- Moving Improvement Levels to every 5 years, with 6 academic and/or PAC credits required to pass
- Removing half-steps for part-time employees, allowing part-time employees to advance a full step annually in same manner as full-time employees
- Removing 2-year holds after Step 15, providing for annual step movement
 - Teachers in the BA tracks at Step 15 and above will receive approximately an 0.87% increase every year instead of 1.75% every two years
 - Teachers in the MA and PhD tracks at Step 15 and above will receive approximately a 1% increase every year instead of 2% every other year
- Renaming steps to alpha rather than numerical

Still to come, bargaining over base-wage increases later this school year.



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).

❄️ Winter Wellness Tips ❄️

The days are short, and December can feel dark. The shopping and crowds. The back-to-back diet-busting parties. The small talk conversations with the in-laws or the dreaded political debates with your uncle Bob. We understand how easy it is to feel not so wonderful at this most wonderful time of the year. That’s why we’ve rounded up a few ways to help you dodge the seasonal blues and stay happy, healthy, and energized. See also: www.health.com.

Think Positive—the holidays may drive you to your breaking point. You are not alone. Negative thinking can trigger the your body’s stress response, just as a real threat does. Remember, it’s time to celebrate with your family and friends (*even if they do stress you out*). An optimistic outlook will help you cope with challenges that come your way.

Fit in Exercise—it may be the last thing you feel like doing when you’re stressed out, but going for a walk or hitting the gym can actually make you feel better. Research has found that workouts can boost your mood for up to 12 hours.

Savor a Spicy Meal—hot foods trigger the release of endorphins—the natural chemicals that trigger feelings of euphoria and well-being. Add some red pepper flakes to your soup or a splash of hot sauce on your tacos.

Join Our Movement

Workplace Bullying

Board of Education Policy 4502A outlines the District's classroom code of conduct for students and parents. Under the policy regarding pupils, it states in part, "Schools must be places where effective learning can occur...students are prohibited from engaging in behaviors which are illegal, life or health threatening, or which impede the orderly operation of the classroom or school." The BOE also approved a policy on workplace bullying several years ago, which is found under the section on personnel. Policy 8013 states in part, "The Madison Metropolitan School District is committed to providing a safe and healthful environment for all employees to work. Realizing that workplace bullying can have a detrimental impact on individuals (i.e., mental anguish, physical illness, undue stress) and the organization as a whole (i.e., lost employee time, poor workplace morale, decreased productivity), the DISTRICT is committed to acknowledging and addressing workplace bullying." Section 8013.8 provides that, "Beginning in the 2011-12 school year, and every other year thereafter, the DIRECTOR or his/her designee shall provide training to all faculty and staff regarding workplace bullying, which shall minimally include information on recognizing workplace bullying and the reporting process set forth in this Policy."

Essay Contest on Labor History: Deadline February 15

Encourage Wisconsin high school students (grades 9-12) to participate in a Labor History Essay Contest. Applicants could win up to \$500. Students are invited to write 750 words on the following theme: "**Unions have been important to my family and community because....**" Students are urged to interview family members, neighbors, friends, or others about their connection to work and labor unions. The contest is easy to enter and is an opportunity for high schoolers to learn more about the labor movement. Visit wisconsin-laborhistory.org for contest rules and more details.

Employee Handbook: Leaves of Absence

Pursuant to the Employee Handbook, the right to **an unpaid childrearing leave of absence** is available to all employees, with an application deadline of at least 90 days in advance (*with some exceptions*). The maximum duration of a childrearing leave is 12 months; there is no minimum duration of this type of leave. Also, an employee is granted only one childrearing leave per child, and only for non-school age children. The employee will retain the right to return to her/his current position upon return from the leave. **All other unpaid leaves of absence**, other than emergencies, must be submitted to the District at least 30 days prior to the beginning of the leave. The District has **sole discretion** in granting unpaid leaves, other than leaves for childrearing. Such leaves may not exceed one calendar year. The employee retains the right to return to his/her current position upon return from the leave.

Keep Your Own "Personnel" Records"

Recordkeeping by an employee is important. **Don't wait for trouble to start before you begin to compile your own personnel records.** Having good records is also very important should you become involved in a grievance over your Handbook rights or benefits, or in a matter involving discipline or dismissal. To enable the Union to provide the best possible protection and representation, every employee should **maintain his/her own "personnel" records. One's file should contain such documents as:** college transcripts, evaluations, accumulated sick leave and days used, direct deposit (wage) records, records of student disciplinary referrals, Wisconsin Retirement System (DETF) records, personal leave, documentation of honors and awards, notes on student accidents and confrontations with parents or administrators, copies of all correspondence with supervisors and administrators; and for teachers: individual teaching contracts for each year, licenses, and teaching assignments by year with subjects taught.

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. Sign-up is available on the MTI website (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) 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

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

MTI Special Education Sub-Committee
December 17, 4:15 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! Volume 53, #15, December 10, 2018

MTI's web page - www.madisonteachers.org
MTI's e-mail - MTI@madisonteachers.org