



# Solidarity!

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## MTI School Year Employees, Enjoy Your Break! 2019-20 School Calendar Finalized

We hope you are excited for some well-deserved time away from school. MTI wishes all school year employees (and those 12-month employees taking time off) a safe, relaxing, and enjoyable winter break. **Thank you for all of your hard work in 2018 for our students and for your continued commitment to your Union.** The strong support for MTI in the recent recertification election (99% voting in favor) is a testament to your belief in our collective efforts, our Union, to advocate for your needs and for those of our students. 2019 will bring its share of challenges, which we will need to meet together in solidarity. MTI is dedicated to ensuring members have vacation, holiday, and floating time to enjoy the holiday season. As a friendly (and happy) reminder, the 2018-19 winter break for school year employees is **Monday, December 24 through Friday, January 4, 2019.** *Please note: The MTI office will be closed on December 24, 25, 26, 31 and January 1, 2019.*

**2019-20 School Calendar**—Next week, we will be sending an e-mail out with more details about the 2019-20 school calendar.

## Reminder—January Paycheck

The January 1 paycheck is to be deposited on the first banking day in January. This year that will be 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.

## Behavior Education Plan, School Climate, and Safety Update

The MTI-MMSD Safety Committee met on **December 12** with Jay Affeldt and Quinn Craugh to discuss the results of the **Behavior Education Plan (BEP) feedback survey** and the District's next steps on considering **BEP revisions**. Over 1,600 employees participated in the survey, and many others attended BEP feedback sessions held in MMSD high schools. The District plans to finalize the recommendations during the month of January, so that they are ready for consideration for the Board of Education by January 28. Watch for MTI e-mail updates on the draft BEP revisions and opportunities to add your voice to those considerations.

While BEP revisions continue to be explored, the District also continues to work on **school safety improvements**, including implementing **keyless locks** on all classroom doors by the start of next school year. The District is working with local law enforcement to create safety plans for all MMSD schools to submit to the State in January. Updates and revisions are also being made to the MMSD Code Red Lockdown procedures, which will be finalized and shared over the next few months. The Safety Committee is scheduled to meet again on **January 14, 2019** to continue this discussion.



## 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).

## Come to MTI's Black Lives Matter at School Week of Action Launch January 12

MTI's Equity and Diversity Committee, in partnership with NEA and WEAC, will promote the **Black Lives Matter at Schools** week of action **February 4-8, 2019.** Come to our **LAUNCH** on **January 12** from 9:00-12 p.m., at MTI. Come learn about and sign the pledge for action! Get resources, lesson plans, and time to plan age-appropriate lessons with colleagues. Find out how to participate in community events. Attend presentations and participate in discussions. **WIN DOOR PRIZES!** Enroll at <https://goo.gl/TdzsWB>. This day is part of the MTI Equity Series. These opportunities are **FREE to MTI, Region 6, and WEAC members** (\$20 for non-members). Questions? Contact Kerry Motoviloff at: [kmotoviloff@madisonteachers.org](mailto:kmotoviloff@madisonteachers.org).

## Winter Wellness Tips

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. **Push Perfection to the Side**—Stop obsessing over doing it all. The world is not going to end if the house is a little cluttered or dinner is on the table a few minutes late. "Focus your energy on enjoying the people in your life," says Donna Schempp, the program director for the Family Caregiver Alliance. Don't sweat the small stuff and your holiday will be much more enjoyable! References from [www.Health.com](http://www.Health.com)

### **Notify MTI of Financial or Employment Status Changes**

We understand things are constantly changing and life can be chaotic. We want to give members a gentle nudge to please notify MTI of any changes to your employment or updates to your financial records. Oftentimes, MTI does not get these types of updates from the District. We value our members and rely on members to update us on any changes. Please keep MTI in the loop about adjustments to your contract percentage, if you have an impending resignation, or are planning to retire. Also, let us know if your credit card has been lost, stolen, has expired, **or your banking information has changed**. Feel free to contact MTI at 608-257-0491 or [nicholsj@madisonteachers.org](mailto:nicholsj@madisonteachers.org). Thank you for keeping MTI in the loop.

### **No Sick Leave Bank Assessment for 2018-19**

The Sick Leave Bank (SLB) is an innovative and progressive benefit negotiated by MTI in the teacher Collective Bargaining Agreement, and now continued for teachers in the Employee Handbook. The SLB was created decades ago with each member of MTI's teacher bargaining unit donating three sick days to fund the "Bank." The Bank acts as "short-term disability" for teachers needing to be off of work for medical reasons or maternity leave and who have an insufficient number of personal sick leave days available. SLB benefits begin after a teacher has been absent eleven (11) consecutive work days and has exhausted his/her personal sick leave account. Without the SLB, teachers without sufficient sick leave to cover an extended illness or maternity leave would be forced to go without pay for an extended period of time.

Teacher recipients are not required to "repay" the Bank for days withdrawn; rather all teachers are assessed an additional day from their personal sick leave account when the balance of days in the SLB drops below the defined threshold of six (6) days per teacher. To help offset the need for assessment, **MTI negotiated that 80% of the unused sick leave of those teachers who resign are transferred to the SLB**. This has minimized the need for members of the bargaining unit to be assessed days to fund the Bank. Because the Bank is currently adequately funded, no assessment will be required for the 2018-19 school year.



## **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 **January 9**, 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**

#### **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***

#### **MTI Board of Directors**

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

#### **MTI Faculty Representative Council**

January 15, 4:30 p.m., MTI

#### **Martin Luther King Jr. Day**

January 21—Schools Closed

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### ***Our Union Makes Us Strong!***

**Volume 53, #16, December 17, 2018**

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

MTI's e-mail - [MTI@madisonteachers.org](mailto:MTI@madisonteachers.org)