



# Solidarity!

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

## Welcome 2019!

A heartfelt welcome back to all of the school-year, MTI-represented employees returning from winter break this week, as well as those 12-month employees returning to work following holidays and/or vacation. We hope that everyone found time for some well-deserved rest and relaxation as we enter the new year. As you return to all of the rewards and challenges associated with the important work you do, know that your Union is here to support you in that work as we advocate for the schools that our students, staff, and community deserve. **Thank you for all you do for our students and our community.**

### Progress Made and Work Continues on 2019-20 Employee Handbook

In the week prior to winter break, the Board of Education approved the first set of recommendations advanced for revisions to the 2019-20 Employee Handbook. Included in those recommendations were consensus modifications to the 2019-20 teacher salary schedule, adjustments to various extra duty (e.g., coaching) positions, and other changes. All MTI members have already received a detailed explanation of the teacher salary schedule changes (all positive) and will soon receive a detailed summary of the other approved revisions via e-mail. Work has also been completed on the 2019-20 school calendar and we were successful in continuing with a two-week winter break. Handbook updates can be found on MTI's web site [www.madisonteachers.org](http://www.madisonteachers.org) under the "Employee Handbook" tab.

While those recommendations have been approved, work continues this month on other significant Employee Handbook issues including **school climate** and **shared leadership; teacher planning time; special education** (addressed as part of planning time); and **high school scheduling (January 28)**.

### 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, is promoting 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. Sign the **pledge** for action! Get resources, lesson plans, and time to plan age-appropriate lessons with colleagues. 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).

A local group has been organizing resources and events to support our *Week of Action*. Use this link (<https://goo.gl/bVgu2Z>) to:

- Order a **t-shirt** by January 16
- Sign up for the January 12 **launch**
- Get MTI-recommended **lessons** and **resources**
- Take the **pledge** to act
- Join the **Facebook** event page

### BEP, School Climate, and Safety Update

The MTI-MMSD Safety Committee met on **December 12** to receive an update from District administrators on the BEP feedback received from staff, students, and parents, as well as the draft BEP recommendations being considered. The draft recommendations will be refined further at the BOE Instructional Work Group meeting on **January 7** and the BOE Ad Hoc BEP meeting on **January 14**, with the hope of BOE approval on **January 28**. MTI members can review the BEP feedback and draft recommendations linked on the MMSD BEP website. The MTI Safety Committee is scheduled to meet again on January 9.

Earlier in October, the Safety Committee received an update on school security matters from District Administrators Joe Balles and Karen Kepler. The District continues to work towards implementing keyless locks on all classroom doors and hopes to have this work completed by the start of next school year. The District is also working with local law enforcement to create safety plans for all MMSD schools to submit to the State by January. Updates and revisions are also being made to the MMSD Code of Conduct plan, 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 their discussions.

### Nominations Due for MTI Release-Time President

Current **MTI President Andy Waity** is seeking reelection 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 at: [keillord@madisonteachers.org](mailto:keillord@madisonteachers.org).

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.

## Professional Support Series—Jan. 23

MTI and WEA Benefits are co-hosting a series of evenings to support educators. *These nights are intended to support you as a professional with finances, employee systems, and protections or rights. The events are open to all members and non-members. Join us on January 23, at 4:30 p.m., at MTI for "Make Smart Financial Moves."* More than ever, Wisconsin public school employees need to be aware of common financial pitfalls and how to avoid them, as well as solutions and resources that can help one become financially secure. WEA Member Benefits puts a new twist on financial education with the **Don't Be Jack™** interactive board game. Teams compete while they learn about the advantages or consequences of certain financial actions. SIGN UP at: <https://goo.gl/xVkt9v>.

## Sabbatical Leave Deadline February 1

Under the terms of the Employee Handbook, Section 10, the Board of Education budgets \$45,000 for **sabbatical leaves** for members of MTI's "teacher" bargaining unit. Such is for the purpose of advanced study and/or research. **Either a one-year leave at half pay or a one-semester leave at full pay may be granted.** A teacher who receives a sabbatical leave will be permitted to return to the position s/he held at the time the leave was granted. Applications for the 2019-20 school year or the first semester are due **February 1, 2019**. An application and the MTI/MMSD agreed upon policy can be obtained by visiting MTI's website: [www.madisonteachers.org](http://www.madisonteachers.org).

## Staff Only Day February 8

There is no school for students on the February 8 "**Staff Only**" day (formerly known as PD days). The Employee Handbook, Section 4.06, provides that there will be one (1) full staff only day per quarter. "**The structure of the day is to be determined collaboratively at the building level by the principal and SBLT.**" Such time shall include collaborative learning that supports and enhances the quality of teaching and is aligned to each school's SIP goals and strategies." **Educational Assistants and School Security Assistants have a mandatory workday on February 8.** Various professional development opportunities are available to specific groups within these bargaining units.

## Essay Contest on Labor History: Deadline February 15

Wisconsin high school students (grades 9-12) are encouraged to participate in the 2019 Labor History Essay Contest. Applicants can 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 encouraged 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 [wisconsinlaborhistory.org](http://wisconsinlaborhistory.org) for contest rules.



## Winter Wellness Tips



We understand seasonal blues. Here's a tip to stay happy, healthy, and energized: **Turn up the tunes**—put on your earbuds and listen to music! Rocking out to your favorite band helps redirect your attention from anxiety-producing thoughts to another space - the power of song. Research from the University of Maryland shows that hearing music you love can relax blood vessels and increase blood flow. That not only calms you down but is good for your heart, too. Crank it up! (References from [www.Health.com](http://www.Health.com)).

## 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)).

\* \* \* \* \*

**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**.

## Calendar of Events

### MTI Board of Directors

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

### MTI/MMSD Joint Safety Committee

January 14, 4:30 p.m., Doyle

### MTI Faculty Representative Council

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

### Dr. Martin Luther King Jr. Day

January 21

### MTI Voters Political Action Committee

January 23, 4:30 p.m., MTI

### Board of Education—Regular Meeting

January 28, 6:00 p.m., Doyle

**Save the Date! April 7, 2019**

**MTI Cares Bowl-A-Thon Fundraiser for  
Food for Thought Initiative (F4TI)**

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

**Volume 53, #17, January 7, 2019**

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

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