



# Solidarity!

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

## MTI Equity and Diversity Committee Update

Much is happening as we approach the **Black Lives Matter at Schools Week of Action, February 4-8, 2019.**

- **Over thirty** MTI members invested time on Saturday, January 12, to help plan for the launch MTI's **Black Lives Matter at School Week of Action.** For those still looking for instructional resources and materials, information is available at: <https://goo.gl/3Ww9nB>.
- **Over 160** MTI and community members have registered to attend the **Fighting for Justice: Teaching for Black Lives** presentation at Edgewood College on Sunday, January 27, to learn and plan with others. **REGISTER NOW** at: <https://goo.gl/MfptiZ>.
- **Over 1,200** MTI members and supporters have ordered **Black Lives Matter at School** t-shirts to promote the week and support the actions. Stay tuned for delivery next week!
- It is not too late to join in! **Take the pledge** and share your action - #BLMatSchool Madison. <https://goo.gl/i8t6xZ>
- MTI's Equity and Diversity Committee met **January 25** to discuss next steps in MTI's equity work.
- Questions about this work? Contact Kerry Motoviloff at: [kmotoviloff@madisonteachers.org](mailto:kmotoviloff@madisonteachers.org).

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

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 received a detailed explanation of the teacher salary schedule (*all positive*) and the 2019-20 school calendar (*we were successful in continuing with a two-week winter break*). Handbook updates can be found on MTI's website [www.madisonteachers.org](http://www.madisonteachers.org) under the "Employee Handbook" tab.

While the above recommendations have been approved, work continues this month on other significant Employee Handbook issues, including **high school scheduling** (January 28); **teacher planning time** (February 5); **special education** (addressed as part of planning time); and **school climate** and **shared leadership** (February 25).

## MTI Continues to Support Educational Resource Officers (EROs) in MMSD High Schools

Questions have recently arisen regarding MTI's support for Black Lives Matter at School week and MTI's position on Educational Resource Officers (EROs) in MMSD high schools. MTI's support for the BLM at School week was adopted to include: 1) ending zero tolerance policies and providing restorative justice in all schools; 2) mandating black history and ethnic studies; and 3) hiring more black teachers. Since MTI adopted the platform, national organizers added a plank about removing police officers from schools. While MTI will continue to work to create actions and support for the initial three demands, **MTI continues to support the presence of Educational Resource Officers (EROs) in MMSD high schools.**

When the ERO contract was being discussed in 2016, MTI issued a statement in support of the continuation of EROs in Madison high schools and communicated this position to all members, MMSD administration, the Board of Education, and City of Madison leaders. MTI's position was based on feedback received from MTI members working with EROs in MMSD high schools who felt the ERO positions were essential. This continues to be MTI's position. MMSD administration and the Madison Police Department are currently negotiating terms for the renewal of the ERO contract and attempting to incorporate revisions recommended by the Board of Education's ERO ad hoc committee.

## Election for MTI Release-Time President January 28

At the January 15 meeting of the MTI Faculty Representative Council, nominations were finalized for MTI's Release-Time President. Current President **Andy Waity** was nominated and is seeking reelection to a second two-year term to serve as Release-Time President. The term of office is for two years (2019-21). According to MTI Bylaws, the election is held the fourth Monday of January (this year January 28) and installation held at the May Council meeting. Election materials have been sent to all MTI Faculty Representatives.

## MTI Bylaw Revisions

At its January 15 meeting, the MTI Faculty Representative Council approved two Bylaw changes: 1) Article II, which allows MTI-Retired members to both contribute to and vote on the endorsement recommendations of MTI Voters Political Action Committee; and 2) Article XII, which adds an ESEA-MTI member to MTI Voters in addition to the President of the unit; and designates the duty of setting the dues amount for MTI-Retired to that of the MTI Faculty Representative Council.

## Important Deadlines

- **Salary Advancement Credit for passage over a salary barrier or for salary track advancement, effective at the beginning of the second semester,** are due in the office of Human Resources by 5:00 p.m., **February 1.**
- **Sabbatical Leave applications** for either the first semester of the 2019-20 school year or for the entire school year, are due in the MTI office by 5:00 p.m., **February 1.**
- **Teacher Retirement and Teacher Emeritus Retirement Program (TERP)** enrollment applications are due in the office of Human Resources by 5:00 p.m., **February 15.**
- **Temporary Reduction of Contract with Right to Return to Full-Time** requests due in the office of Human Resources by 5:00 p.m., **March 1.**

## Cold Weather Update

MTI reminds all members that the District has winter weather guidelines. Members can access the District's weather page at: [www.mmsd.org/weather](http://www.mmsd.org/weather).

MTI talks with many members during the winter months regarding issues of cold classrooms and heating malfunctions in schools and work sites. MTI advises members to initially contact their school principal/supervisor and head custodian when there is a heating issue in a building; in many cases, the principal is already working with the building services department and custodian to rectify the problem. Members should also feel free to contact MTI regarding any on-going heating or other building issues. Your Union is always happy to intercede and advocate for its members regarding cold classrooms and other building conditions.

Although there is no District-wide policy regarding cold weather and recess, the standing practice is to keep students indoors if the wind chill is lower than -10 degrees. Decisions are usually made at each school site. Allowing recess or keeping children indoors can be a surprisingly contentious issue, with parents often disagreeing with either decision. MTI advises members to work with their school principal, and contact MTI if there are any concerns. The National Weather Service's wind chill chart can be found at: [www.nws.noaa.gov](http://www.nws.noaa.gov).

## SAVE THE DATE: MTI Cares 6th Annual Bowl-A-Thon, Sunday, April 7

MTI Cares is partnering for a second year with the **Food for Thought Initiative** (Food4TI) for our **6th Annual Bowl-A-Thon** (and silent auction). Food4TI is dedicated to fighting hunger in the MMSD community and currently supports food pantries in four MMSD schools, as well as **Thea's Table** (a weekend food program that works with MMSD school social workers to help provide weekend meals for homeless or at-risk families, currently serving over 50 families in need).

**NOTE NEW LOCATION:** The event will take place on Sunday, April 7, from 12-3:00 p.m. at **Village Lanes in Monona**. Team registration and bidding on silent auction items will begin at 11:30.

Sign up your team (minimum 3, maximum 6 bowlers per lane). This fun and purposeful event is open to friends and families of all ages. **MTI Cares is also seeking items for the silent auction. These can be original works of art, professional services, or samples, and gift cards from small businesses.** To sign up, donate to the silent auction, or for additional information see the MTI Cares Bowl-A-Thon website at: [www.madisonteachers.org/bowl-a-thon2019](http://www.madisonteachers.org/bowl-a-thon2019).

## 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 are 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.

**Thursday, February 7, 5-6:00 p.m.**

#### Student Loan Forgiveness

WEA Member Benefits, 660 John Nolen Drive

For details and registration, go to [weabenefits.com/MTI](http://weabenefits.com/MTI)

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 **February 13**, 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

**Board of Education—Regular Meeting**  
January 28, 6:00 p.m., Doyle

**MTI Bargaining/Handbook Committee**  
January 30, 4:30 p.m., MTI

**MTI/MMSD Handbook/Planning Time**  
February 5, 4:30 p.m., MTI

**Staff Only Day—February 8**

**MTI Board of Directors**  
February 12, 4:30 p.m., MTI

**Primary Election—February 19—VOTE!**

**USO-MTI General Membership**  
February 21, 4:15 p.m., MTI

**Save the Dates! February 4-8, 2019**

**Black Lives Matter at School  
Week of Action**

**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)