



# Solidarity!

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## MTI Seeks Snow Day Pay for All MMSD Support Staff

Given the extraordinary number of school closings this school year due to inclement weather, MTI has asked MMSD Administration and the Board of Education to promptly address compensation for MMSD support staff on such days. Specifically, **MTI is requesting that MMSD support staff** (EAs, Clerical/Technical, SSAs, Substitutes, and others) **receive full compensation** (similar to teaching staff) **when their regularly scheduled work days are disrupted when schools are closed due to inclement weather.**

Currently, support staff can only be compensated for such school closures should they have available PI, vacation, or floating holidays, or possibly make up the time at a later date. Many staff have no such time available, nor do we believe support staff should be forced to use such accrued time for these unplanned events. We believe this inequity needs to change and support staff scheduled to work on such days should be treated similarly to teaching staff, i.e., no loss of pay when schools are closed due to weather. Few families can sustain the hit on their paycheck of multiple unpaid days. MTI is further asking that the above practice be implemented immediately for the 2018-19 school year.

At the time this newsletter went to print, District Administration had yet to respond to this request. All MTI members were sent an e-mail blast last week advising them about current practices (*see the reverse of this newsletter*) relative to compensation on days when schools are closed, MTI's advocacy on the above issue, and the availability of MTI Solidarity Fund loans for members experiencing hardship. MTI will keep members updated on this issue as it progresses.

## Snow Day Make-Up Time?

DPI Administrative Rules mandate that each school district annually hold at least 437 hours of direct pupil instruction in kindergarten, 1,050 hours of instruction in Grades 1-6, and 1,137 hours of instruction in Grades 7-12. Given the extraordinary number of days MMSD schools have been closed recently due to inclement weather, MTI anticipates all schools falling short of these required hours. While it is possible that DPI may be willing to waive these requirements given these extraordinary circumstances, it is also possible that make-up time will need to be added.

Effective with the 2017-18 Employee Handbook, MTI was able to gain amended Handbook language to require consultation with MTI-MMSD Handbook Review Committee prior to concluding how time would be made up:

*"If there is a need to make up instructional minutes due to inclement weather, the District, in consultation with the Handbook Review Committee, will determine how best to add the time necessary to meet state standards on hours of instruction (including eliminating Staff Only days, eliminating Monday Early Release time, or adding minutes to the instructional day."*

MTI has reminded District Administration of this required consultation and has requested to meet with the District as soon as possible to discuss any required make-up time.

## MTI-Voters Interviews BOE, Supreme Court, and Mayoral Candidates and Recommends Endorsements

On January 16 and 29, MTI Voters (MTI's political action committee) interviewed candidates for MMSD Board of Education, Wisconsin Supreme Court, and Mayor of Madison. Following the interviews, the MTI-Voters Committee concluded to **recommend endorsements for BOE Seats 3, 4 and 5**, along with **Wisconsin Supreme Court**. MTI-Voters Committee concluded not to endorse mayoral candidates until after the primary election.

**All members of MTI-Voters were sent an e-mail ballot last week asking for their vote on the endorsement recommendations by TODAY (Monday, February 4).** *Endorsement decisions are not finalized until the balloting process is concluded.*

Members are encouraged to review the completed candidate questionnaires and candidate websites available at the **Elections-Spring 2019** tab on MTI's website ([www.madisonteachers.org](http://www.madisonteachers.org)), and **complete the endorsement ballot that was sent to you.**



## Inclement Weather & Closing School

While MTI is advocating for snow day pay for all employees, current Employee Handbook provisions that deal with the impact on members when schools are closed are as follows:

**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/NAs:** 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.

**Substitute Teachers:** Receive no compensation on such days.

## Work Continues on 2019-20 Employee Handbook

Employee Handbook updates can be found on MTI's website [www.madisonteachers.org](http://www.madisonteachers.org) under the "Employee Handbook" tab. Work continues this month on other significant Employee Handbook issues, including **high school scheduling** (February 6); **teacher planning time, including common time at the high school level** (February 5); **special education** (addressed as part of planning time); and **school climate and shared leadership** (February 25).

### IMPORTANT DEADLINES

Teacher Retirement & TERP Enrollment - February 15, 2018.  
Temporary reduction of contract with the right to return to full-time — March 1, 2018.

## 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

**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

**MTI Faculty Representative Council**  
February 26, 4:30 p.m., MTI

**MTI Voters Political Action Committee**  
February 27, 4:30 p.m., MTI

**Save the Date! April 7, 2019**  
**MTI Cares Bowl-A-Thon for**  
**Food for Thought Initiative**

**Our Union Makes Us Strong!**  
**Volume 53, #21, February 4, 2019**  
MTI's web page - [www.madisonteachers.org](http://www.madisonteachers.org)  
MTI's e-mail - [MTI@madisonteachers.org](mailto:MTI@madisonteachers.org)