



Solidarity!

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MTI-Voters Endorse Candidates for Spring Elections; Time to Get-Out-The-Vote

MTI-Voters members have confirmed MTI-Voters Committee **recommended 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 Feb 19 primary election. The list of candidate endorsements, completed candidate questionnaires, and candidate websites are available at the **Elections-Spring 2019** tab on MTI's website: www.madisonteachers.org. All MTI-members who participate in the MTI-Voters political action committee have been sent info on the endorsement via e-mail.

Get-out-the-vote: Now that endorsements have been made, endorsed candidates will be looking to MTI members to help with get-out-the-vote activities including literature drops, canvassing, phone banks and other campaign events. BOE candidates will have a spring primary election on February 19 and the general election scheduled for April 2. GOTV opportunities will be shared with all MTI-Voters members and posted at the **Elections-Spring 2019** tab on MTI's website: www.madisonteachers.org.

USO-MTI and MTI-R Members Invited to Join MTI-Voters Political Action Committee

A mailing was sent to all USO-MTI (substitute teachers) and MTI-R (retired) members last week inviting them to join MTI-Voters political action committee. While both groups have had representation on the MTI-Voters Committee for decades, members of these organizations have not participated in contributing funds to MTI-Voters PAC or voted on endorsement recommendations. MTI Bylaws and policies were recently modified to allow and encourage members of these two affiliates to join MTI-Voters, expanding our collective voice in this area.

Teacher Retirement and TERP Deadline February 15

In order to be eligible for the Teacher Emeritus Retirement Program (TERP), a teacher must be full-time and at least 55 years old, with a combined age (*as of August 30 in one's retirement year*) and years of service in the District totaling at least 75. (For example, a teacher who is 57 and has eighteen (18) years of service to MMSD would be eligible: $57 + 18 = 75$.) Teachers who are younger than age 55 are eligible if they have worked for the MMSD at least 30 years. Up to ten (10) part-time teachers may participate in TERP each year *provided* they have worked full-time within the last ten (10) years and meet the eligibility criteria described above. Retirement notifications, including completed TERP agreements, are due in the District's Department of Human Resources no later than **February 15**. MTI was successful in discussions for the 2018-19 MMSD Employee Handbook in gaining the continuance of TERP. Thus, MTI members can be assured that **TERP runs through the 2019-20 school year** and not feel pressured into retirement before they are ready.

Black Lives Matter At School Week of Action



Last week, MTI joined educators across the country in the National **Black Lives Matter at School Week of Action**. The Week of Action, originating in Seattle, is in its third year and uses the principles of the Black Lives Matter movement, along with rich ethnic study-based lessons, to discuss issues of race and equity. MTI adopted NEA's resolution explicitly calling for the hiring of more Black educators, an end to zero tolerance discipline, and support of teaching Black history and ethnic studies. MTI called and, as always, our members rallied behind this urgent work. MTI distributed over 1,400 BLM at School Madison t-shirts, and held three weekend planning events attended by over 160 educators. Throughout the District, educators used ethnic study-based lessons, artwork, discussion circles, and daily messages to declare that Black Lives Matter at School. Our hope is that this collective week of action is bringing critical reflection, honest conversations, and systemic change to the issues that impact racial justice in education.

Black Lives Matter at School Week is part of the ongoing work of MTI, as outlined in our mission statement: "**Public schools have a moral responsibility to provide quality education, broad and equitable in nature, to all students with no exceptions, exclusions or disparities.**" Get involved by joining the Madison Chapter Facebook group: <https://tinyurl.com/y82dh6mt> to share photos and updates from your school.

SAVE THE DATE!

MTI Cares' 6th Annual Bowl-A-Thon Sunday, April 7, Noon-3:00 p.m., at Village Lanes

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). 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.



**Substitute Teachers:
Attend Your General
Membership Meeting
February 21,
4:15 p.m., MTI
(33 Nob Hill Rd.)**

MTI Delegates to SCFL

Nominations are being sought for members interested in serving as an MTI Delegate to the South Central Federation of Labor. Terms expire in March for **Michele Ritt** (Shorewood) and a vacancy exists due to a resignation. Michele is seeking re-election. Terms are for two years. Nominations can be e-mailed to MTI Executive Director Doug Keillor at: keillord@madisonteachers.org, or made at the February 26 meeting of the MTI Faculty Representative Council. The election will be held at the March 19 meeting of the Council.

Temporary Reduction of Contract with Right to Return to Full-Time Deadline March 1

Addendum A, Section 3.09 of the Employee Handbook provides that full-time teachers who wish to work part-time may request to do so for a period of one (1) year, and shall have the right to return to a full-time regular contract at the end of such period. Requests for part-time contracts must be made in writing to the Department of Human Resources on or before **March 1** of the preceding school year. To be eligible to apply for contract reduction under this Section, a teacher must have completed five (5) years of service with the District as a teacher by the time the contract reduction will become effective.

Union Dues and Taxes

Union dues are not tax deductible on 2018 tax returns given tax reforms enacted last spring by Congress. Per the IRS: "***The Tax Cuts and Jobs Act suspends all miscellaneous itemized deductions that are subject to the 2 percent of adjusted gross income floor. This change affects un-reimbursed employee expenses such as uniforms, union dues and the deduction for business-related meals, entertainment and travel.***"



**Please Note:
ESEA-MTI
Building Rep
Meeting Rescheduled
to March 5, 4:15 p.m.,
MTI (33 Nob Hill Rd.)**



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) to sign-up for seminars.

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 **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) should you have a question or need assistance with **any work-related matter**.

Calendar of Events

MTI Finance Committee
February 11, 4:30 p.m., MTI

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

MTI/MMSD Joint Safety/BEP
February 13, 4:30 p.m., MTI

MTI Special Education Sub-Committee
February 18, 4:15 p.m., MTI

MTI Finance Committee
February 18, 4:30 p.m., MTI

Vote—Primary Election February 19

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

MTI Handbook/Bargaining Committee
February 21, 4:30 p.m., MTI

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

Our Union Makes Us Strong!
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MTI's web page - www.madisonteachers.org
MTI's e-mail - MTI@madisonteachers.org