



# Solidarity!

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

## Surplus Process Begins for Teachers and Educational Assistants

The District has sent staffing workbooks to all principals advising them of their allocations for the 2019-20 school year. These allocations include reductions at certain schools due to projected changes in enrollment and other factors. Reductions in allocation can result in staff receiving notice of surplus. While surplus notices can be issued up to **July 1 for teachers** and up to **June 1 for EAs**, the majority of surplus notices are being delivered in the next few weeks.

A surplus occurs within a school when there are more teachers or other educational support staff than there are allocated positions available at the school within the same bargaining unit or certification area. A surplus notice indicates that a staff member's position at the school is no longer available, but that *there will be a position available elsewhere in the District* within the same bargaining unit or certification area. The District intends to refer surplus staff for reassignment in late March and early April.

A **surplus is not the same as a layoff**; with a layoff, there is a determination that there is not a position available anywhere in the District. The District has not indicated a need for any layoffs, in any bargaining unit, thus far and intends to make those decisions (if needed) between late March and mid-April.

Being declared surplus can be a stressful situation for many employees and MTI staff are available to assist **MTI members** with any questions and concerns during the surplus/reassignment process and detailed surplus information is available at the "surplus" link on the MTI website [www.madisonteachers.org](http://www.madisonteachers.org).

## MTI Faculty Reps & ESEA Building Reps—The Cornerstones of Our Union

MTI is a member-led Union and that is reflected in our motto, "**Collectively We Decide, United We Act.**" Faculty/Building Representatives, elected by their colleagues, serve a number of key functions in our collective work. They provide direct support and information to members in every school/worksites across MMSD. They serve on the Faculty Representative Council/Building Representatives meetings, are MTI's policy-making bodies, and meet monthly during the school year to guide the work of our Union. Faculty/Building Reps provide opportunities for members to share ideas and concerns around issues that may be specific or more broadly felt. They represent their colleagues in proactively addressing concerns through Collaborative Problem Solving and other work. The end goal is a Union-strong community for every educator in MMSD.

With all of these roles and responsibilities it is important that a number of people take on the role of Faculty/Building Representative. The Bylaws of both MTI and ESEA-MTI allow for one (1) representative per fifteen (15) members. Additional members can be involved as Alternate Reps. Representatives from both units are elected during the last week in April. Over the next couple of months we will be sharing more about the important role our Reps play in MTI. As you learn more we hope that you will consider becoming involved as a Rep or alternate at your school/worksites. For more information contact one of the Reps at your school or President Andy Waity ([awaity@madisonteachers.org](mailto:awaity@madisonteachers.org)).



### 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).



**ESEA-MTI  
Building Reps  
Meeting  
March 5, 4:15 p.m.,  
MTI (33 Nob Hill Rd.)  
Come and Join the Fun!**

**Crash Course: Tax Tips for 2018**  
**Wednesday, March 13, 5-6:00 p.m.**  
**WEA Member Benefits**  
**(660 John Nolen Dr.)**

As an educator, could you be missing out on important tax deductions for the 2018 tax year? In this course, find out what educator deductions you may be able to claim so you can maximize your tax refund. Whether you are just beginning your career or are nearing the end of it, there is something for you. Join us for this crash course and find out how you can maximize any educator tax deductions you may be eligible for. See the MTI webpage for a link to sign up.

**SIGN UP!**

**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](http://www.madisonteachers.org/bowl-a-thon2019).

**Wisconsin Labor History Conference**  
**in Madison—April 13**

The Wisconsin Labor History Society hosts its 38th Annual Conference on **Saturday, April 13**. The conference theme is, "**How Labor Can Win Again—Direct Action strategies of history offering a promise for the future.**" Join in on the discussion about "**direct actions**," such as rallies, strikes, and other innovative tactics of labor unions. The conference will be held at the Madison Labor Temple (1602 S. Park Street) from 9:00am - 3:00pm with lunch included. Union activists and labor historians will discuss victories in Wisconsin since Act 10 along with a closing discussion about ways members can organize in the future. Registration (\$35) available on Eventbrite.

**2019 WEAC Representative Assembly,**  
**April 27, in Oshkosh;**  
**Become an MTI Delegate**

Seeking MTI teacher members to serve as MTI delegates to the WEAC Representative Assembly on April 27. Nominations will open at the Faculty Representative Council meeting on March 19. If you or a teacher member you know is interested in being nominated, please submit the name at the Council meeting or e-mail MTI President Andy Waity at [awaity@madisonteachers.org](mailto:awaity@madisonteachers.org). The WEAC RA is a one-day meeting in Oshkosh this year. This meeting sets the agenda for the work of the state union for the next year. This is a great way to stay informed and be involved in your state-wide union.

**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.

**Wednesday, March 13—Tax Tips for 2018**

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 **March 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/SBLT/Climate**  
February 25, 4:30 p.m., MTI

**MTI Member Organizers**  
February 25, 4:30 p.m., MTI

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

**MTI/MMSD Joint Safety Committee**  
March 4, 4:30 p.m., Doyle

**ESEA-MTI Building Representatives**  
March 5, 4:15 p.m., MTI

**MTI Voters Political Action Committee**  
March 7, 4:30 p.m., MTI

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

**USO-MTI Board of Directors**  
March 13, 4:15 p.m., MTI

**SPRING BREAK—March 25-29**

**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)