



Solidarity!

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Uniting for Change

At last Tuesday's Faculty Rep Council meeting, President Andy Waity read a statement to the assembled Union leadership, re-affirming MTI's commitment to the anti-racism work necessary to improve our school community for our students and families of color. This commitment is woven into MTI's Statement of Mission and Beliefs.

MTI membership stands with our students, families, and community in supporting the work on anti-racism within our school district and the entire Madison community. We know that we all must unite and change the reality that exists and work to fulfill the promise of a broad public education for all of our students with no exceptions or exclusions. An education that occurs in a safe, welcoming, and inclusive environment that supports the entirety of the school community. We recognize the traumatic nature of recent events and also the institutional racism and historical barriers that are a part of the reality of those who learn and work in our schools experience. Barriers that all of us are committed to breaking down.

MTI has a pivotal role to play in making positive change happen. To this end, we are working as an organization to support our members as they engage in their daily work with students and families. MTI is committed to raising the voices of educators, our students, families, and community members. We are also committed to listening, and acknowledge that there is much that we need to hear.

We have looked at our Union's structures and adopted Mission and Belief Statements that reflect our aspirational goals. We have formed a Diversity and Equity Committee specifically charged with moving this work forward. We have held equity sessions and provided the organizational structure for district wide involvement in the Black Lives Matter Week of Action. MTI members have answered the call and have participated in large numbers. It is important to realize that these have all been initial steps and we recognize that more needs to be, and will be, done.

At last week's Faculty Rep Council meeting, member leaders discussed additional steps that we can take as a Union. There were a variety of suggestions including wider access to valuable training and professional development, providing direct support by members for members in times of crisis, and bringing educators together to collaborate around curriculum and event planning. We are working on developing ways to share all of the ideas and gather additional feedback from members. The MTI Board of Directors and the Diversity and Equity Committee have been directed to take these ideas and identify ways to move ideas into action. *(For the full statement see MTI's website).*

MTI Faculty Reps/ESEA Building Reps Connecting and Communicating

Our Union's strength comes from our membership. Communication is the glue that holds us together. One of the most important things elected representatives do at their school/worksites is to connect members to each other and to MTI. Reps do this in a number of ways. They have regular contact with staff members to hear their concerns. They organize and facilitate meetings of members at their building. Faculty/Building Reps are a conduit where information is shared which guides the collective work of MTI. Reps also reach out to new staff members and non-members to encourage them to join our ranks.

In order to be the most effective team possible, it is important that all voices at every school/worksites are heard. This means that a team of Reps is needed to connect with staff. Remember, our Faculty/Building Reps are also educators and have their own job responsibilities in addition to their work as MTI leaders. If you would like to learn more about what Faculty/Building Representatives do or how you can be involved contact one of the Reps at your school or MTI President Andy Waity (awaity@madisonteachers.org) or ESEA-MTI President Judy Ferwerda (hkyhouse@tds.net).

Nominations Due for MTI Officers and Bargaining Committee

Any **member** of MTI's "teacher" collective bargaining unit who is

interested in nominating a colleague, or himself/herself, for Vice-President, Secretary, or Treasurer should contact MTI President Andy Waity (awaity@madisonteachers.org) or Executive Director Doug Keillor (keillord@madisonteachers.org). The term of office for these positions is one year. As of this writing, seeking re-election are incumbents **Michael Jones** (Black Hawk) for Vice-President and **Andy Mayhall** (Thoreau) for Treasurer. A vacancy exists for the position of Secretary. Current President **Andy Waity** was re-elected to serve as President through the 2020-21 school year.

Nominations are also open for five (5) positions on the 15-member MTI Bargaining Committee. Of the 15 positions, one position each from elementary school; middle school; and high school levels; plus one at-large and one educational services positions are elected each year. Terms are for three (3) years. Seeking election are: for High School Representative—incumbent **Andrew McCuaig** (LaFollette); Elementary School—incumbent **Nobel Perez** (Muir/Crestwood); At-Large Representative—incumbent **Sean Stubbendick** (Thoreu); and Student Services—incumbent **Holly Hansen** (Lapham). A vacancy exists for Middle School Representative. *(continued on next page)*

Nominations Due for MTI Officers and Bargaining Committee (con't)

Nominations for both MTI Officers and Bargaining Committee will be received and closed at the **March 19** meeting of the MTI Faculty Representative Council. Nominations can also be made by an MTI Faculty Representative, from the floor, at the March 19 meeting. MTI's general election will be held April 22-24.



ESEA-MTI General Meeting March 20; Election of Officers

Members of MTI's Educational Support Employees Association bargaining unit (ESEA-MTI) will meet on **Wednesday, March 20**, commencing at 4:15 p.m., at MTI. There are many issues of importance to discuss, including nominations for positions on the ESEA-MTI Board of Directors (President, Vice-President, Secretary, and four At-Large positions). Members of ESEA may make nominations by contacting Assistant Director Eve Degen via 608-257-0491 or degene@madisonteachers.org. Nominations will also be taken from the floor at the March 20 meeting.

Crash Course: Tax Tips for 2018 Wednesday, March 13, 5-6:00 p.m. WEA Member Benefits

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 website for a link to sign up.

2019 WEAC Representative Assembly, April 27; Delegates Needed

MTI is seeking teacher members to serve as 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. The WEAC RA will be a one-day meeting in Oshkosh where the agenda will be set for the work of the state union for next year. This is a great way to stay informed and be involved in your state-wide union.

MSCR Community Programs

MSCR Outdoor Community Programs provide outdoor experiences for MMSD students. MMSD is lucky to own over 300 acres of School Forest property in the Town of Verona. Liz Just, MSCR Outdoor Recreation and Camps Specialist supports teachers interested in cultivating their students' connection to the outdoors. Liz can help design a field trip, based on your goals, discuss fees, busing and scheduling, and share grant options with you. Contact her at (608) 204-3042 or ekjust@madison.k12.wi.us for more information.

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.

Wednesday, March 13—Tax Tips for Teachers

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

Calendar of Events

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

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

MTI/MMSD Handbook High School Scheduling
March 6, 4:30 p.m., Doyle (Room 103)

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

MTI Faculty Representative Council
March 19, 4:30 p.m., MTI

ESEA-MTI General Membership
March 20, 4:15 p.m., MTI

SPRING BREAK—March 25-29

Our Union Makes Us Strong! **Volume 53, #25, March 4, 2019**

MTI's web page - www.madisonteachers.org
MTI's e-mail - MTI@madisonteachers.org