



Solidarity!

821 Williamson St. * Madison, Wisconsin 53703-4503 * Phone (608) 257-0491 * Fax (608) 257-1168

All 2018-19 Issues

This .pdf contains all Solidarity! Issues for the 2017-18 school year. Click the date to jump to the Issue you'd like to view. Use Ctrl+F to search for a term or phrase across all Issues.

Date of Issue

9/4/2018	9/10/2018	9/17/2018	9/24/2018
10/1/2018	10/8/2018	10/15/2018	10/22/2018
10/29/2018	11/5/2018	11/12/2018	11/19/2018
11/26/2018	12/3/2018	12/10/2018	12/17/2018
1/7/2019	1/7/2019	1/14/2019	1/22/2019
1/28/2019	2/4/2019	2/11/2019	2/18/2019
2/25/2019	3/4/2019	3/11/2019	3/18/2019
4/1/2019	4/8/2019	4/15/2019	4/22/2019
4/29/2019	5/6/2019	5/13/2019	5/20/2019
5/28/2019	6/3/2019		



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Standing in Solidarity With Our Immigrant, Refugee and Undocumented Students

In February 2017, the MTI Board of Directors and MTI Faculty Representative Council passed a **Safe Zone Proposal**, requesting that the District adopt specific policies to establish Madison schools as safe zones for all of our children. The MTI resolution read, in part:

"All students in the Madison Metropolitan School District should be free to learn and grow in a safe place. For many of our students, their greatest fear in the current political climate is their immigration status. Fear of detention or deportation from Immigration and Customs Enforcement (ICE) Agents is becoming a very real concern. There is only one world that keeps getting smaller and we need to continue to develop global communities in our schools. Scapegoating, deportations, and border walls only add suspicion and fear for children and their families at a time when we should come together in support of all students."

In April 2017, the MMSD Board of Education adopted a resolution which included many of MTI's recommendations, including prohibitions on inquiring about a student's/family member's immigration status; prohibitions on school personnel communicating to federal agencies about a student's immigration status; and denial of access to schools by immigration agents except as required by law.

Recently, the Madison area experienced a dramatic increase in ICE immigration raids, which were swiftly condemned by Madison community leaders and local law enforcement agencies. Hundreds of MTI members, educators, and allies responded with visible expressions of solidarity and support for their immigrant, refugee, and undocumented brothers, sisters, and students. We will need to continue that solidarity in the months ahead as we endeavor to provide safe and healthy environments for all of our students to learn and grow.

MTI-MMSD Safety Committee Meets October 1

School safety issues have once again made the news recently with increasing gun violence in our neighborhoods. The MTI-MMSD School Safety Committee is scheduled to meet on Monday, October 1 to receive an update on school safety infrastructure improvements funded by school safety grants, revisions to the Code Red lock-down procedure to reflect current best-practice, as well as the planning around bringing educator input into considerations for Behavior Education Plan revisions. All MTI members will be provided an update on these critical safety issues following the October 1 meeting.

Nominations Finalized for MTI Teacher Elections

At the September 25 meeting of the MTI Faculty Representative Council, nominations were finalized for a number of MTI (teacher unit) leadership positions. MTI Bylaws call for nominations to be finalized at the September meeting of the Council and the election for all positions at the October meeting of the Council (these positions are elected by the Faculty Rep Council).

Nominated for three (3) at-large positions on the MTI Board of Directors were incumbents **Pete Opps** (LaFollette) and **Jessica Hotz** (East) for two of the positions. Terms are for two years. A vacancy exists due to **Michael Jones** (Black Hawk) being elected as Vice-President. **Amy Turkowski** (Franklin) has been nominated. The term is for one year.

Nominated for two (2) positions on the Cabinet on Personnel were incumbents **Holly Hansen** (Lapham) and **Cindy Ball** (Jefferson). Terms are for two years.

Nominated for three (3) positions on the MTI Finance Committee were incumbents **Bruce Bobb** (Hoyt) and **Holly Hansen** (Lapham). A vacancy exists due to the retirement of **Cindy**

Barbera (Hamilton). The term is for one year. **Melina Lorazno** (Hawthorne) has been nominated.

Nominated for six (6) positions on the MTI Political Action Committee, MTI VOTERS, were incumbents **Sandy Welander** (Schenk), **Kathryn Burns** (Shorewood) and **Liz Donnelly** (Elvehjem). Terms are for two years. Three vacancies exist due to resignations and a retirement. Two positions are for one year. **Abby Morrison** (Olson) and **Nobel Perez** (Muir/Crestwood) have been nominated. The third vacancy is for two years. **Darlinne Kambwa-Bell** (Mendota), **Christina Lopez** (Lincoln) and **Natasha Sullivan** (West) have been nominated.

In addition, two (2) vacancies exist on the MTI Handbook/Bargaining Committee due to a resignation and reassignment. One position is for a Student Services/High School representative. The term is for three years and expires in May 2021. **Jason Pasch** (La Follette) has been nominated. The other position is for an Elementary School Representative. The term expires in May 2019. **Nobel Perez** (Muir/Crestwood) has been nominated.

Being a Voter on November 6 is Critical to Public Education

Public education is front and center in our upcoming mid-term elections. We have an opportunity to make significant change by electing pro-public education candidates on **November 6**. We can start to reverse the inadequate funding and anti-public education policies that have plagued Wisconsin for the past 8 years.

THE TIME IS RIGHT FOR CHANGE.

We need to make sure *every MTI member casts a ballot* and that our friends, family, and neighbors understand that being a voter IN EVERY ELECTION is the only way to create real and lasting change in our state. Every election counts, and non-presidential elections are plagued by the problem of voter drop-off.

Volunteers are needed to help **Get Out the Vote!** Visit the MTI website at: www.madisonteachers.org/elections-fall-2018/ for all things related to the upcoming election, including volunteer opportunities, voter registration, early voting, and voter ID information.

MTI: Collectively We Get Out the Vote! Contact MTI@madisonteachers.org for any questions, to pass along volunteer opportunities, or to find out how you can help.

Health Insurance Annual Choice/ Open Enrollment October 15-November 15

Between October 15 and November 15 each year, there is a choice to switch health insurance providers - GHC and Dean Health Plan.

ANNUAL CHOICE is the period during which MTI represented employees who are already covered under a District health insurance plan **may choose, without having to prove insurability, an alternate plan between those available.** Implementation of coverage is effective **January 1, 2019.**

OPEN ENROLLMENT is available as a result of gains made during MTI's 1999 negotiations. Enrollment in health insurance is available to any employee who is benefit eligible (*an assignment of 19 hours per week or a teacher contract of at least 50%*). Those with health insurance who have **an eligible dependent, who is not now covered, may enroll that dependent during this period.** The effective date of coverage is **January 1, 2019.**

Flexible Spending Account

Now is the time to act. MMSD allows for enrollment in Flexible Spending Accounts to set aside pre-tax dollars to cover employee contributions toward co-pays, medical/dental/vision expenses, as well as dependent care expenses. One can set aside **the maximum IRS allowance of \$2,550 (per employee) for a Medical Flexible Spending Account and up to \$5,000 (per family) for a Dependent Care Flexible Spending Account.** Remember, however, that money set aside and not used during the plan year for such expenses is lost. **Plan now to use the balance of funds set aside for 2018, before the end of the plan year (March 15, 2019).** These can be used for unplanned expenses such as prescription glasses, hearing devices, prescription medications, or mental health therapy; and to adjust your deposit into your Flexible Spending Account for next year. More information can be found on Employee Benefits Corporation's website (www.ebcflex.com). The deadline for electing the Flexible Spending Accounts for **2019 is November 15.**

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 will be providing opportunities to enhance the financial well-being of MTI members. Check the MTI website (www.madisonteachers.org) to sign-up for seminars. Invitations will also be sent via e-mail to MTI members only.

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.

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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 October 10, 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 Safety Committee

October 1, 4:30 p.m., Doyle

MTI Voters Political Action Committee

October 3, 4:30 p.m., MTI

MTI Board of Directors

October 9, 4:30 p.m., MTI

National Board Certification Workshop

October 10, 5:30 p.m., MTI

MTI Special Education Sub-Committee

October 15, 4:15 p.m., MTI

MTI Faculty Representative Council

October 16, 4:30 p.m., MTI

ESEA-MTI Board of Directors

October 17, 4:15 p.m., MTI

MTI Voters Political Action Committee

October 24, 4:30 p.m., MTI

USO-MTI General Membership

October 25, 4:15 p.m., MTI

Recertification Election October 31-November 20

Our Union Makes Us Strong!

Volume 53, #5, October 1, 2018

MTI's web page - www.madisonteachers.org

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Workers' Compensation and the Benefits of MTI Membership

Workers' compensation is a statutory benefit intended to provide compensation for workers who suffer a work-related injury or illness. However, the process does not always work as intended and claims are often delayed and/or denied. Fortunately, in such instances, MTI members can turn to their Union for assistance.

Slips, trips, and falls are some of the most common causes of work-related injuries to District employees. Student-caused injuries are also not uncommon. If an employee is injured at work, they need to complete an **Employee First Report of Injury or Illness** form as soon as possible and, if necessary, see a doctor to have the **Work Status/Medical Service** form completed, and determine what, if any, work restrictions are recommended. See the Employee Handbook on-line for a link to these forms. **MTI Member Advantage #1: members injured on the job can contact MTI staff for assistance with the process. MTI has also produced a workers' compensation fact sheet for members advising of the process and of their rights.**

Once approved, workers' compensation is supposed to compensate the employee at two-thirds (2/3) of the em-

ployee's wage rate up to certain maximum during a period of temporary disability. **MTI Member Advantage #2:** Through MTI's collaborative work with the District on the Employee Handbook, ***injured employees eligible for workers' compensation receive 100% of wages for the first 180 days of injury.***

If a claim is denied, the injured worker can appeal the denial by requesting a hearing before an Administrative Law Judge at the Department of Workforce Development. At such a hearing, the workers' compensation insurer will be represented by an attorney. Therefore, the injured employee will most likely want an attorney of their own. Attorneys who practice workers' compensation law typically are compensated by retaining a third of any award or settlement. **MTI Member Advantage #3: MTI members have highly-qualified MTI staff available to assist with workers' compensation claims. MTI will also provide members with legal representation when necessary, at no additional cost to the injured employee. Therefore, the member receives high-quality representation and 100% of any award or settlement.**



Join Our Movement

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Teacher Salary Schedule Update

The MTI-MMSD Teacher Salary Schedule work group met **September 13** to continue discussions about potential changes to the teacher salary schedule. Members will recall that these discussions started last school year before being suspended in March in order to focus on base-wage bargaining. The District hopes to have any draft recommendations for teacher salary schedule changes ready to share with the Board of Education in November, so that they can be considered at the front-end of the 2019-20 MMSD budget development process. The concepts being explored include narrowing the number of salary tracks/lanes (while maintaining differential between BA and MA degrees); allowing for annual movement (i.e., currently teachers at level 15 and beyond move every other year); replacing indefinite movement with longevity pay; modifying Improvement Levels to encourage PD; adjusting the "curve" of the schedule to provide for professional salaries earlier in one's career; and continuing the discussion of potential salary incentives for hard-to-fill positions. The District is particularly interested in considering changes that would make the salary schedule more "sustainable," given the current fiscal environment. MTI is particularly interested in considering changes that teachers value and which would assist in recruiting and retaining the high-quality teaching staff our students deserve. The MTI-MMSD Salary Schedule work group is scheduled to continue to meet throughout the months of October and November. All MTI members will be provided e-mail updates on the progress of that work and opportunities to provide your voice and input.

November's state-wide elections will be critical in determining what resources will be available to fund our public schools, including the pay and benefits necessary to attract and retain a high-quality workforce.

Credits for Salary Advancement October 1 Deadline

The Employee Handbook (Addendum A, Section 1.04, Movement on the Salary Schedule) requires that teachers earn 6 credits to cross from salary Level 8 to 9, and 12 to 13. These are termed "Improvement Levels." Credits are *granted* upon hire if one is initially placed near one of these Improvement Levels. After Level 15, the requirement becomes 3 credits each 2 years to move to the next Level, which continues for the remainder of one's career. These are termed "Incentive Levels." Each year, the number of credits needed to move to the next Improvement or Incentive Level is provided on the individual teaching contract issued by the District. Either academic credits earned at an accredited university or professional advancement credits (PAC) can be used to pass an Improvement or Incentive Level. PAC credits can also be used to move **horizontally** from one Track on the salary schedule to another, except for Tracks 4, 7 and 8, which require all academic credit. **Track movement increases one's salary an additional 2.5%.**

Credits submitted to the Department of Human Resources by July 1 result in any wage increases occurring on the first payroll check. **However, if credits are submitted to Human Resources by October 1st,** wage increases, including any retroactive compensation due, will occur **beginning November 1.** Credits submitted by **February 1** will cause a retroactive wage adjustment **effective with the beginning of the second semester.** MTI recommends delivering transcripts or professional advancement credits to the Department of Human Resources in person, and that you request a "stamped received" copy for your records to ensure proof of receipt, in the case of lost or misplaced documents.

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Attend the 2018 WEAC Professional Issues Conference October 26-28, at the KI Convention Center in Green Bay

This conference brings together hundreds of aspiring educator members, educational support professionals, and teachers for a weekend of learning and professional networking, as well as the opportunity to think, dialogue, and learn more about the professional issues you face daily. We invite you to join us for a weekend that puts your learning at the forefront! Sign up at:

<http://weac.org/calendar/professional-issues-conference/>

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MTI Faculty Representative Council monthly meeting,
Tuesday, September 25, 4:30 p.m., MTI.

**ESEA-MTI (Educational Support Employees Association)
Building Representatives Meeting,** Wednesday, September 26, 4:15 p.m., MTI.

MTI National Board Certification Workshop for Teachers.
Learn about the benefits of National Board Certification and the supports available for you to achieve it. Wednesday, September 26, 5:30-6:30p.m. (invitation e-mailed to all MTI teacher members).

USO-MTI (Substitute Teachers) General Membership Meeting, Thursday, September 27, 4:15 p.m., 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

BOE Regular Meeting
September 24, 6:00 p.m., Doyle Auditorium

MTI Faculty Representative Council
September 25, 4:30 p.m., MTI

ESEA-MTI Building Reps
September 26, 4:30 p.m., MTI

National Board Certification Workshop
September 26, 5:30 p.m., MTI

USO-MTI General Membership
September 27, 4:15 p.m., MTI

MTI/MMSD Safety Committee
October 1, 4:30 p.m., Doyle

Our Union Makes Us Strong! Volume 53, #4, September 24, 2018

MTI's web page - www.madisonteachers.org
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MTI-MMSD Work Continues on 2019-20 Employee Handbook Review

Representatives from MTI and the MMSD are scheduled to continue meeting to discuss possible revisions to the Employee Handbook effective with the 2019-20 school year (the terms of the 2018-19 Employee Handbook are already set). The collaborative Handbook Review process will involve a number of MTI-MMSD work groups discussing potential Employee Handbook revisions to the **Teacher Salary Schedules**, **School Climate** and **Shared Leadership** issues; **Teacher planning time**; **Special Education** issues; **Substitute Teacher** issues; **ESEA** issues; **Extra-curricular pay** (e.g. Forensics, Music performances, Athletics, etc.); **School Calendar**, and **High School Scheduling**. The goal is for any recommended changes to be advanced to the Board of Education this fall. All MTI members receive e-mail updates summarizing this work. ***Note for retirement planning purposes: No potential changes are being discussed relative to retirement sick leave benefits or TERP benefits, i.e., these benefits are expected to continue unchanged through the 2019-20 school year.*** All MTI members will continue to receive Employee Handbook updates via e-mail as further information becomes available.

2018-19 Pay Increases Reflected on Paychecks; Future Increases Dependent on Elections

Due to our successful bargaining last spring, and the continuation of **all** salary schedules via the Employee Handbook, all MTI-represented employees should notice pay increases reflected on their paychecks this fall. These increases will include:

- The **2.13%** base-wage cost-of-living increase bargained by MTI
- Any scheduled **annual step or longevity pay** increases due the employee
- For **EAs and SEAs**, a **revised and improved salary schedule** with additional pay increases.

MTI has posted copies of the 2018-19 salary schedules on the MTI webpage for members to review to confirm their new pay rate.

These pay increases were made possible due to the work of your Union, the agreement of your Employer, and the financial resources available to MMSD by our community via referendum.

November's statewide political elections will be critical in determining the continued resources available to fund our public schools and whether we can continue to attract and retain the quality staff that our students deserve.

High School Bell Schedule Update

At the end of the 2017-18 school year, many MMSD high school teachers heard rumors of potential changes to their bell schedules, including the consideration of moving to "block" scheduling. Over the summer MTI pulled together a committee of member leaders to meet with District representatives over the rescheduling considerations. At the meeting we discussed the need to inform and include more educators in such considerations. As a result, this week the District will be sharing an "Executive Summary" of the bell schedule considerations, including the drivers for the considerations, the options being considered, and the timeline for gathering input and considering recommendations.

The District will also be administering a survey to inform educators of the options being considered and collect feedback. This feedback will be shared with the MTI-MMSD High School Scheduling work group, as we meet quarterly to continue the discussion. MTI encourages all MTI-represented high school staff to complete the survey to share their thoughts and perspectives.

Additional information, including the Executive Summary, is available on the MTI webpage: www.madisonteachers.org.

3-Ring Binders and Paper Available - Free

Do you need binders and/or paper for your classroom and students? MTI & WEAC have an abundance of sizes, colors, and weights available. If interested, call MTI (257-0491) to set up a time to stop by and look over the selection. ***It's all free.***

Peer Support Needed for New Educators

Are you a teacher of the arts or a bilingual, DBE, DLI or ESL teacher? Are you interested and willing to offer your talents and knowledge to an educator new to MMSD? The CENTRS grant is hoping to create a cohort of support with these and other focus groups. Our first cohort meetings will be September 18th for arts teachers and September 19th for bilingual, DLI, and ESL teachers. Meetings will run from 4:30-6:00 p.m., at MTI. E-mail Kerry Motoviloff at: kmotoviloff@madisonteachers.org if you are a veteran peer and you want to be involved. Veterans are awarded a \$15 stipend. Dinner is included! This is a CENTRS grant-funded activity.

Sabbatical Leave Deadline October 1

Under the terms of the Employee Handbook (Section 10, page 130), the Board of Education budgets \$45,000 for **sabbatical leaves** for members of MTI's "teacher" bargaining unit. Such is for the purpose of advanced study and/or research. **Either a one-year leave at half pay or a one-semester leave at full pay may be granted.** The recipient of a sabbatical leave must agree to return to the Madison District for at least two years of service following the sabbatical leave, or repay the compensation received for the leave. A teachers who receives a sabbatical leave will be permitted to return to the position s/he held at the time the leave was granted. Applications for the second semester of the 2018-19 school year are due at MTI headquarters by October 1, 2018. Applications for the 2019-20 school year or the first semester are due February 1, 2019. An application and the MTL/MMSD agreed upon policy can be obtained by visiting MTI's webpage: www.madisonteachers.org.



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USO-MTI Membership

September 27, 2018

4:15 p.m.

Madison Teachers Inc.

33 Nob Hill Road

Madison, WI 53713

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October 1, 4:30 p.m., Doyle

Our Union Makes Us Strong!

Volume 53, #3, September 17, 2018

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MTI Members and Union Representation: Protect Your Rights - Contact MTI

What should you do? An administrator or supervisor requires your attendance at a meeting about your performance or about an allegation made against you. Or, perhaps the supervisor schedules a meeting with you without telling you what the meeting is about. If you are a member of MTI, you should follow the advice on the back of your MTI membership card, which states, ***"If this discussion could in any way lead to my being disciplined or terminated, I request that my MTI representative be present at this meeting."***

If an issue arises in any meeting with an administrator or supervisor, or if a meeting "becomes disciplinary," or even ***if you have reason to believe the purpose of the meeting may be disciplinary***, MTI members should call MTI for representation. Under such circumstances, MTI members have a **right to Union representation** and may refuse to meet or continue a meeting until an MTI representative is present. ***That is your legal***

right and one of the critical aspects of Union membership!

In previous years, District administration would contact MTI staff in advance to schedule meetings with represented employees relative to performance concerns or discipline. This assured that represented employees received the Union representation to which they were entitled. However, ***given the changes mandated by Act 10***, now ***only members of MTI are entitled to MTI representation*** on such issues. Therefore, District administration will no longer contact MTI staff in advance of said meetings, and it is now incumbent upon MTI members to explicitly request Union representation if they desire representation at such meetings.

Employees who are not members of MTI do not have a right to MTI representation at such meetings.

Welcome New Teachers: Attend MTI's New Professionals' Nights

Again this year, your MTI family is hosting a series of evenings to welcome and support new MMSD educators in your transition. Socialize, share a bite, and learn about your city, your job, your district, and your Union. These nights are intended to support you as a professional with finances, employee systems, protections, and rights. These events are open to members and non-members. **BONUS: attend 3 or more and get a \$25 reward! Limited to 35 participants (in years 1-3 in MMSD).** Please join us at the MTI building (33 Nob Hill Rd), from 4:15-6:00 p.m. September 18 is the Art Teachers Support Cohort; September 19 is the DLI/ESL and Bilingual Teacher Cohort; and October 3 is the topics of "How to Read Your Paycheck, Calling in Sick and Requesting a Sub". See link for more available nights and topics. Sign up at: <https://goo.gl/forms/696B631CmejGog3X2> to attend any or all of the meetings during the first semester!

Know Your Rights: Ready, Set, Go Conferences

Elementary teachers across the District have begun the time-honored practice of conducting their Ready, Set, Go (RSG) conferences. Below is a quick reference guide to RSG conferences and pay. If you have questions or concerns, contact Eve Degen (degene@madisonteachers.org) at MTI headquarters.

- Up to 15 minutes per conference is allowed.
- Up to 15 minutes of prep time per conference is allowed. This includes any rescheduling for "no shows."
- Up to 2 parent "no shows" can be compensated, at up to 15 minutes per each "no show" (plus the actual conference, for a total of no more than 45 minutes).
- More than 1 teacher can be compensated for a RSG conference **only** if approved by the principal. Typically, this occurs in instances where a CC or ELL teacher attends due to a specific need.
- If 2 teachers job share, they can divide the conferences between them or divide the RSG compensation.
- Teachers are compensated for RSG conferences by requesting Extended Employment (note, this is **not** the Contract rate) pay; taking RSG comp time (within restrictions); or by having RSG day(s) added to their personal sick leave account. One RSG day may be carried over to the next school year if the teacher is unable to utilize the comp time/PI options.



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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 on the MTI webpage (www.madisonteachers.org) for step-by-step directions.

Nominations Due for MTI (Teacher) Elected Positions

MTI Teacher Members: Do you have ideas on how to improve your profession or better advocate for your students? Consider applying your ideas, energy and efforts as an elected leader of MTI. **Positions are currently available** on the MTI Board of Directors, Finance Committee, Handbook/Bargaining Committee, Political Action Committee, and Cabinet on Personnel. Nominations for MTI leadership positions are due by **September 25** and can be called in to MTI Headquarters (257-0491) or made from the floor at the September Faculty Representative Council meeting by an MTI Faculty Representative. Pursuant to MTI Bylaws, the elections will be held at the October MTI Faculty Rep Council meeting.

Teachers and Involuntary Transfer

Should the District determine to reduce staff at a given school by involuntarily transferring a teacher due to a "substantial change in the school's enrollment or substantial program change," they may do so within the first 25 days of school under the Employee Handbook (Section 3, page 104). The Handbook provides that such transfer "shall be the least senior teacher in the grade level (unit, grade or grade combination, e.g., 1-2) and/or department or subject (whichever is appropriate) from which the transfer must be made." The Handbook also provides that "any teacher so transferred shall be provided five (5) school days' notice of the transfer unless the teacher waives the notice or a portion thereof in writing, and shall be afforded at least two (2) school days in the school to which he/she is transferred to prepare lesson plans prior to assuming the new assignment."

Enter to Win VIP Badger Experience

WEAC is partnering with the UW Badgers to celebrate Wisconsin Public School educators. Nominate yourself or a deserving Wisconsin Public School educator to be recognized for an Outstanding Educator Award. In appreciation for their dedication to students, winners will be treated to a VIP Experience at a Badger home game, and be recognized statewide on the Badger Radio Network and UWBadgers.com. For more info and to enter go to: <https://weac.org/forms/badger-nomination/>.

Christina Stafslieen Charity Golf Outing September 21

Teachers at LaFollette High School have organized the **14th Annual Christina Stafslieen Charity Golf Outing** to honor the memory of their colleague and former LaFollette math teacher. The event will be held at the Monona Municipal Golf Course on Friday, September 21, at 4:00 p.m. Proceeds from the tournament will go to the **Christina Stafslieen Scholarship Fund** which is awarded to a deserving LaFollette student. Details and sign-up can be obtained from MTI's website (www.madisonteachers.org) or by contacting event organizer and LaFollette teacher Ted Ryan at: tryan@madison.k12.wi.us/204-3574.

PAC Rebates

The MTI VOTERS' Political Action Committee is funded to assist in promoting political causes of interest and benefit to MTI members via an assessment of 5% of one's annual Union dues. Funds are used exclusively to support Committee-approved pro-education candidates and pro-education causes. Any member who does not wish to participate in the Union's political efforts must deliver **WRITTEN NOTICE** of their intent to MTI Headquarters by **October 1**. Advance refund of the school year's PAC deductions will be issued by November 30. MTI VOTERS endorses candidates who pledge to support education and educators.

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 will be providing more opportunities to enhance the financial well-being of MTI members. Check the MTI website (www.madisonteachers.org) to sign-up for seminars. Invitations will also be sent via email to MTI members only.

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 Headquarters.

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MTI Faculty Representative Council monthly meeting,
Tuesday, September 25, 4:15 p.m., MTI Headquarters.

**ESEA-MTI (Educational Support Employees Association)
Building Reps Meeting and Employee Handbook Update**,
Wednesday, September 26, 4:15 p.m., MTI Headquarters.

MTI National Board Certification Workshop for Teachers.
Learn about the benefits of National Board Certification and the supports available for you to achieve it. Wednesday, September 26, 5:30-6:30p.m. (invitation to be e-mailed to all MTI teacher members).

USO-MTI (Substitute Teachers) General Membership Meeting and Employee Handbook Update, Thursday, September 27, 4:15 p.m., MTI Headquarters.

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 Handbook Group—Climate/SBLT
September 10, 4:30 p.m., MTI

MTI Board of Directors
September 11, 4:30 p.m., MTI

BOE Regular Meeting
September 24, 6:00 p.m., Doyle Auditorium

MTI Faculty Representative Council
September 25, 4:15 p.m., MTI

ESEA-MTI Building Reps
September 26, 4:15 p.m., MTI

USO-MTI General Membership
September 27, 4:15 p.m., MTI

Our Union Makes Us Strong!

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MTI's web page - www.madisonteachers.org
MTI's email - MTI@madisonteachers.org