



Solidarity!

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

Teacher Appreciation Week May 6-10

Teachers give us so much. A boost of confidence when we really need one. Extra help when we are having trouble. A welcoming presence when everything else seems out of control. And though we know we can't ever thank them enough, we can take a moment during National Teacher Appreciation Week to share our appreciation for the special educators in our lives. Join NEA in saying "Thank You"

Gov. Evers's State Budget Proposals and Overdue Investments in Public Education

Last week on May 1, MTI members and MMSD students joined over 10,000 Latinxs, immigrants and supporters at a march and rally at the State Capitol in support of Governor Evers's budget proposal to provide **Drivers Licenses for All**. Allowing all immigrants to obtain driver's licenses (as existed prior to 2007) would positively benefit everyone in Wisconsin - children, families, communities, and the economy. This is one of numerous proposals in the Governor's budget that MTI encourages members to fight for in the coming months as the Legislature takes up the state budget.

Also critical for public education in the Governor's budget are proposals to:

Increase School Funding- The Governor's budget *represents a 10 percent increase — \$1.4 billion — in state spending for schools* and sets a revenue limit adjustment of \$200 per pupil in 2019-20 and \$204 per pupil in 2020-21.

Increase General Aid- The budget provides \$619 million in additional state general aid over the 2019-21 biennium and *incorporates a poverty factor into the calculation of general aid payments to increase funding for economically disadvantaged students.*

Increase Categorical Aid- The *budget increases funding for special education, mental health, English language learners*, and more (increasing the reimbursement rate from 25 percent to 60 percent by 2021).

Student Mental Health and School Safety - The budget has nearly \$64 million more for *student mental health funding*, a tenfold increase. *And much more...*

MTI members will receive additional e-mail communications about ways they can support and fight for Governor Evers's state budget proposals which include long-overdue investments our schools and which our students need.

Base-Wage Bargaining to Commence for All MTI Units Later This Month

After MTI requested to commence base-wage bargaining the District requested to delay bargaining until later this month when they hope to have more clarity regarding Governor Evers's State Budget proposals. Act 10 provides for collective bargaining over base-wage increases only and further restricts such increases to no more than the cost-of-living (*without going to referendum for greater authority*). This year's cost-of-living increase for contracts commencing July 1, 2019 has been determined to be 2.44%. **MTI will be seeking a 2.44% cost-of-living base-wage increase for all MTI-represented employees.**

District Administration is Currently Budgeting for a 0.5% Base-wage Increase. While the law allows for a 2.44% cost-of-living base-wage increase, District administration released a draft budget last week which continues to limit funding for a base-wage increase of only 0.5%, far below the cost-of-living of 2.44%.

Why is District Administration Budgeting for a Base-Wage Increase Below the Cost-of-Living? District administration maintains that rather than providing the 2.44% cost-of-living base-wage increase, employees should accept a 0.5% base-wage increase. They maintain that once the 0.5% base wage increase is combined with the scheduled "step" increases *received by some employees*, it will provide an *average* pay increase for

employees comparable to the cost-of-living (i.e., the 0.5% base-wage increase plus an average "step" increase of 2% would equal a 2.5% increase). There are multiple problems with this approach to wage increases.

First, budgeting for a cost-of-living pay increase *on average* means that half of all District employees would receive less than a cost-of-living increase. Why? Not all employees receive step increases in any given year, leaving those employees who do not get a step increase with only a 0.5% pay increase under the District's budgeting assumptions. In fact, the base-wage increase is **the only pay increase** in 2019-20 that will be received by: **over 700 Substitute Teachers** and **200 Substitute SEAs** who receive **no** step increases; **over 100 EA/SEA/BEA/NA/Clerical EAs** not scheduled to receive step or longevity increases; **over 75 Clerical and Technical employees** not scheduled to receive step or longevity increases; **all of the Building and Construction Trades employees** and **many Local 60-represented employees.**

A second problem with this rationale is that it ignores the important distinction between base-wage and step increases. MTI will cover that issue in greater detail in next week's edition of **MTI Solidarity!** newsletter.

Resignation

MTI-represented staff are requested, if they **plan to resign at the end of the current school year**, to submit notice to the Director of Human Resources, as early as possible to enable timely replacement.

For those in **MTI's teacher bargaining unit** the following sums *may be assessed* for late resignation: a) resignation after the last day of the school year - \$400; b) resignation after July 1 - \$450; c) resignation after August 1 through the subsequent school year - \$500; and d) resignation without providing at least 30 days written notice results in an additional \$100 penalty.

Educational Assistants who plan to resign must do so in writing to the Director of Human Resources at least two (2) weeks prior to the effective date of resignation. Any EA who fails to provide written notice at least 2 weeks prior to the effective date of resignation is required to pay \$50 as liquidated damages for the failure to give such notice. Resignation after July 1 incurs a \$100 penalty.

Clerical/Technical Employees who plan to resign must do so in writing to the Director of Human Resources at least 4 weeks prior to the effective date of resignation. Employees who fail to provide written notice at least four (4) weeks prior to the effective date of resignation are required to pay \$100 as liquidated damages for the failure to give such notice.

SCFL Annual "Bean Feed" May 22

The South Central Federation of Labor's Committee on Political Education will hold its **59th annual COPE Bean Feed**, hosting Madison and Dane County elected officials, legislators, and union members and their families on **Wednesday, May 22, at 6:00 p.m., at the Madison Labor Temple**, 1602 S. Park Street. *One may have all the beans, hot dogs, and potato salad one wishes, plus one free soda or beer.* The meal will be served from 6:00 to 7:15 p.m. **The proceeds pay for SCFL political action activities such as phone banks and mailings to unionists** in Dane, Dodge, Columbia, Jefferson, Sauk, and Iowa counties. MTI members can receive free tickets (first come, first served) by contacting MTI at: mti@madisonteachers.org.

South Central Federation of Labor Scholarship Application Deadline June 28

Members and children of members who belong to any SCFL-affiliated union, have not received a post-secondary degree, and have not previously been awarded a SCFL scholarship, are eligible to apply for the 2019 SCFL Student Scholarship. Four \$1,000 scholarships are awarded, by lottery drawing from among the eligible applications. The application deadline is **June 28**. Scholarship rules and application forms are available at www.scfl.org.

McFarland State Bank's Salute to Service

McFarland State Bank believes in recognizing those with careers that serve our communities in extraordinary ways. MSB is proud to introduce the "*Salute to Service*" program. MTI members can receive a \$600 closing cost credit on qualified purchases. Call or stop in at any MSB location to talk with one of their mortgage loan experts. Questions? Contact Kerry Tiffany (608.820.1406) or go to: <https://ktiffany-msbonline.mortgagewebcenter.com>

Our Union Makes Us Strong!

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

MTI Membership Opportunities

The following meetings, seminars, and workshops are available to **all** MTI, ESEA & USO members (*only*).

MTI & WEA Member Benefits: Financial Services for **all** MTI Members

MTI and WEA Member Benefits are providing opportunities to enhance the financial well-being of all MTI members. Check the MTI website (www.madisonteachers.org) to sign-up for seminars.

Save the Date:

- Student Loan Forgiveness—May 6

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 **May 8**, at 5:30 p.m., at MTI.

MTI members in need of assistance: See your MTI Faculty/Building 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

Teacher Appreciation Week—May 6-10

Student Loan Forgiveness Seminar
May 6, 5:00 p.m., WEA Member Benefits

MTI Member Organizers
May 8, 4:30 p.m., MTI

MTI/MMSD High School Scheduling
May 8, 4:30 p.m., Doyle

National Board Certification Training
May 8, 5:30 p.m., MTI

ESEA-MTI Board of Directors
May 9, 4:00 p.m., MTI

BOE Operations Work Group
May 13, 5:00 p.m., Doyle

MTI Board of Directors
May 14, 4:30 p.m., MTI

MTI Special Ed Sub-Committee
May 20, 4:15 p.m., Lakeside Coffee Shop

MTI Faculty Representative Council
May 21, 4:30 p.m., MTI

MTI Voters Political Action Committee
May 22, 4:30 p.m., MTI