



# Solidarity!

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

## MTI Responds to Superintendent Cheatham's Resignation

As president of Madison Teachers Inc., the union representing the teachers, substitute teachers, and support staff of the Madison Metropolitan School District, I want to thank Superintendent Cheatham for her service, hard work, and dedication to our public school system.

Over the past six years we have accomplished significant things together. These have included some difficult transitions as the impacts of a state and national climate hostile to public education were felt here in Madison. Her support and leadership helped us develop a collaborative Employee Handbook process that allowed employee voices to be heard in meaningful ways, after collective bargaining rights were eliminated. Together we worked to develop collaborative problem-solving teams of administrators and elected MTI staff representatives at every school, and efforts have been made to expand that to larger district-wide work.

The Strategic Framework has continued the call for school-based leadership to better engage the collective power of the staff who work in our schools. Work that includes a

much needed focus on racial equity and the constant effort to make every school a great place for everyone to work and learn.

As we prepare for the transition to new leadership in our district it is critical that the voice of staff is heard in meaningful ways. We need to build on the existing foundation that calls for shared leadership and collaborative decision making. This vision allows for dialog that creates opportunities to achieve the best results for all of our students, their families, and our entire community. The selection of a new superintendent is one step in furthering this vision and MTI will work to bring staff voice into the process.

MTI membership looks forward to continuing to do the work of educating the most important asset our community has, the students of MMSD. Our members are dedicated to Madison's students and the public schools that serve our community. We all wish Superintendent Cheatham and her family the best as she continues her work as an educator.

Andrew Waity, MTI President

## Why is District Administration Budgeting for a Base-Wage Increase Below the Cost-of-Living?

As MTI prepares to commence bargaining over base-wage pay increases later this month, district administration continues to build a 2019-10 budget assuming a 0.5% base-wage increase, significantly less than the cost-of-living (2.44%). **Why?** District administration maintains 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. Last week's **Solidarity!** focused on the thousands of employees who do not receive "step" pay increases and will receive only the negotiated base-wage increase. This week's article focuses on the important distinction between "base-wage" increases and "step" increases.

### What's the Difference Between "Base-wage" and "Step" Increases?

A **base-wage** increase is a pay increase that increases the salary schedule, **providing a pay increase to all employees**, re-

gardless of their location on the schedule. Increasing base wages by the cost-of-living **maintains the relative value of the salary schedule** and ensures that no employee loses take-home pay due to inflation. Providing cost-of-living increases to the salary schedule is necessary to provide all employees with a cost-of-living pay increase and to maintain the value of the schedule.

A "**step**" (or longevity) increase *does not* increase the salary schedule, but rather provides a pay increase only to those employees scheduled to receive a step increase due to their movement on the schedule. In fact, many employees receive no step increase at all in a given year. Step increases largely focus on early career employees and are necessary to bring them from lower hiring salaries to more professional pay levels.

**Base-wage increases are essential to preserve the economic value of the salary schedule and provide all employees a pay increase. Step increases are critical to retaining and rewarding staff, allowing them to advance to living wages and professional compensation.**

**2.44% COST-OF-LIVING BASE-WAGE INCREASE FOR ALL EMPLOYEES!**

## MTI Election Results

MTI's Election Committee has tallied the ballots cast in last month's MTI teacher bargaining unit general election and has certified the election of MTI officers. Current President **Andy Waity** will continue to serve as release-time President through the 2020-21 school year. Incumbent **Michael Jones** (Black Hawk) was elected as Vice-President; **Molly Walsh Anderson** (Mendota) as Secretary; and incumbent **Andy Mayhall** (Thoreau) as Treasurer.

Elected to the **MTI Bargaining/Handbook Committee** were: High School Rep. - **Andrew McCuaig** (LaFollette); Middle School Rep. - **Maria Brown** (Hamilton); Elementary School Rep. - **Nobel Perez** (Crestwood/Muir); At-Large Rep. - **Sean Stubbendick** (Thoreau); and Student Services Representative - **Holly Hansen** (Lapham).

## Your Feedback Needed on Employee Wellness Program Survey

MTI and MMSD have partnered to create an employee wellness program survey. Please take a few minutes out of your day to complete the 4 question online survey. The goal of the survey is to gather feedback on what we should focus on for the next 3 years.

Click the following link to take the short survey:  
<https://tinyurl.com/mmsdwellness>

## Important Reminder! Teacher Contract Deadline June 15

Signed contracts of all returning teachers must be received in Human Resources no later than **June 15**. **MTI** strongly recommends that teachers return their signed contracts **AS SOON AS POSSIBLE** to the District's office of Human Resources, in person, to assure that it is received on time. Take a copy with you, ask that it be stamped "received," and keep it for your personal records. **Failure to return a signed contract by June 15 results in the District accepting such as one's resignation.**

While the 2019-20 individual contracts will reflect changes made to the salary schedule, they will not include the base-wage pay increase yet to be bargained by MTI and MMSD for 2019-20.

## SUMMER Restorative Practices Retreat June 19-20

*The May Restorative Practices retreat (May 17-19) is completely full!* But no worries, MTI CENTRS is partnering with WEAC to host a **THIRD** Restorative Practices two-day retreat. The retreat will be held at MTI (33 Nob Hill Rd) on June 19-20. Participants will meet from 9-4 p.m. on both days. Participants can choose PAC credits or a \$150 stipend from the MTI CENTRS grant. Registration includes training materials, light breakfast, and lunch. The retreat is open to members of WEAC, which includes all members of MTI's teacher bargaining unit. Space is limited to 30, and only 20 spots remain open. See MTI's webpage ([www.madisonteachers.org](http://www.madisonteachers.org)) for further information and to sign up. We will be designing a future retreat for continuing support. MTI CENTRS is funded through an NEA grant.

## 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](http://www.madisonteachers.org)) to sign-up for seminars.

#### Save the Date— June 25

Understanding WRS: Your State Pension Plan

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 and WEAC Region 6 are again partnering to provide information on **National Board Certification**. Training Workshops for 2019-20 will be scheduled soon and an e-mail with a signup link will be sent to all MTI teacher unit members.

Another opportunity is **WEAC's Jump Start training, July 29-31**. *Jump Start* is an intensive seminar geared for teachers pursuing National Board Certification who intend to submit components in the 2019-20 school year. This professional development opportunity has been designed by NEA members who are Nationally Board Certified Teachers (NBCTs). **Union members** who are just beginning their National Board journey, can register by July 1 by going to: [tinyurl.com/NBCJumpStart](http://tinyurl.com/NBCJumpStart).

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

**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

**SCFL "Bean Feed"**  
May 22, 6:00 p.m., Labor Temple

## 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)