



Solidarity!

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

Base-Wage Bargaining to Commence for All MTI Bargaining Units on May 28

The exchange of initial bargaining proposals between the District and MTI and the Building Trades unions has now been scheduled for **Tuesday, May 28**. Act 10 provides for collective bargaining over base-wage increases, but limits such increases to no more than the cost-of-living (without going to referendum). District administration maintains that rather than providing a **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 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. **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.

What Can You Do This Week in Support of Bargaining?

- Wear red and attend the **Regular BOE meeting** on Monday, **May, 20, East High School, at 6:00 p.m.**
- **Contact Board of Education Members** and let them know that you deserve and expect a cost-of-living base-wage pay increase.
 - E-mail the BOE at board@madison.k12.wi.us
 - Copy your message to MTI at mti@madisonteachers.org
- Complete an **MTI Cost-of-Living Pledge form** to take action in support of a cost-of-living base-wage increase for all employees.
- MTI Bargaining Updates and the Cost-of-Living Pledge form are available at the “*Bargaining Updates*” tab on MTI’s home page (www.madisonteachers.org).

Important Reminder! Teacher Contract Deadline June 17

Signed contracts of all returning teachers must be received in The District’s HR office no later than **June 17** (given that June 15 is a Saturday). **Failure to return a signed contract by June 17 results in the District accepting such as one’s resignation.**

2,758 Years of Service—Congratulations!

Combined service of **2,758 years** are departing the District, as 112 employees retire. Their pending June retirement was cause for celebration at the annual joint MTI-MMSD reception at the Alliant Energy Center on May 16. Topping the list of years of service to Madison’s children are the following **MTI members**:

Teachers: Deborah Anderson (37); Jacqueline D’Aoust-Trevino (36); Susan Covarrubias (34); Darcy Wanzong (34); and Jane Koval (32). **Educational Assistants:** Elizabeth Landmark (32); JoEllen Day (30); Debra Kosloske (30); Sharon Bartosch (27); and Winifred Kaschub (27). **Clerical/Technical Employees:** Kathy Chrisler (44); Cynthia Ramsfield (31) and Mary Ann Schaffer (12).

Child Rearing Leave Deadline May 26

Pursuant to the Employee Handbook at Section 14.02.A:

*“Employees ... shall make written application for an unpaid child rearing leave to the Benefits Department **at least 90 days in advance** unless the employee is unable to provide such notice due to medical reasons, or in the case of an adoption, the employee is unable to provide such advance notice due to the placement requirements of the adoption process.”*

Because the 2019-20 contract year begins on August 26, 90 days' notice will be no later than May 26 this year. For employees who begin earlier than August 26, e.g., BRS, the deadline to apply for such leave will be earlier. Employees need to complete the District's leave request form and turn it in to the HR office in order to be considered for a child rearing leave. **Important:** Section 14.2.B of the Handbook provides further, *“The maximum length of the leave shall be twelve (12) consecutive months. An employee shall be granted one child rearing leave per child. Child rearing leave shall only be granted for non-school aged children.”*

If you have questions or need assistance in filling out the request form, contact Eve Degen at MTI:
degene@madisonteachers.org

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 a few spots remain open. See MTI's webpage (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.



Join Team MTI Cares for the 2019 Boys and Girls Club Bike Ride July 20

Join MTI members, staff, family, and friends in this fun and healthy midsummer fundraiser. The BGC Bike Ride is one of their largest annual fundraisers, with a goal of \$500,000 this year! The routes are 8, 20 and 50 miles, so there is something for everyone. **The event takes place on Saturday, July 20, at McKee Farms Park.** MTI Cares has sponsored a team for the past five years and we're recruiting at least 20 people **riding in red** for **TEAM MTI CARES** in support this important community organization. Pump those tires up, strap on that helmet, and enjoy the beautiful scenery of South Central Dane County. Friends and family are welcome to join the team. Music, food, and beverages are available at the after the ride party. **Sign-up or donate to our team at the MTI Cares Bike Ride Web Page on the MTI Home page for a link.**

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— 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).

* * * * *

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.

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

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

BOE Regular Meeting
May 20, 6:00 p.m., East High School

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

SCFL “Bean Feed”
May 22, 6:00 p.m., Labor Temple

Memorial Day—May 27

Base-Wage Bargaining Proposal Exchange
May 28, 4:30 p.m., MTI

Our Union Makes Us Strong!

Volume 53, #35, May 20, 2019

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