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

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Collectively We Decide, United We Act

Appreciation for A Job Well Done

As the 2018-19 school year comes to an end, MTI extends our appreciation to all MTI-represented employees for your countless contributions to Madison's children: to the EAs who care for and support our most vulnerable students; to the classroom teachers and substitute teachers who stand and deliver every day; to the school secretaries and administrative support staff who keep school operations running; to the school security assistants who build critical relationships while providing safety; to the student support and health services staff who treat emotional and physical wounds; to the central office support staff who provide technical support, instructional support, and administrative support to 4,000 employees across 50+ work sites; to our brothers and sisters in Local 60, who clean and maintain our buildings and feed our students; to our brothers and sisters in the building trades who construct and paint and plum and repair. It truly does take a village to educate a child and you are all a part of that village.

To say that this has been a trying and difficult year doesn’t even come close to describing what we’ve all been through. There have been many successes, but there also have been incredible challenges. The end of the school year and the impending change in leadership will be working over the summer to do just that. We operate by the words, “Collectively We Decide, United We Act.”

No Progress on Base-wage Bargaining; Contact BOE Members

The MTI and MMSD Bargaining Teams met on June 5 to continue negotiations over the 2019-20 base-wage increase, the one item subject to bargaining under Wisconsin law (Act 10). No progress was made. MMSD continues to offer a 0.5% base-wage increase and MTI continues to demand a 2.44% cost-of-living base-wage increase.

MMSD Chief Financial Officer Kelly Ruppel shared information relative to the impact of bargaining on the district’s budget, the expected available revenue, and the district’s projected state aid. MTI Executive Director Doug Keillor and members of the MTI, ESEA-MTI, and USO-MTI bargaining team then shared the impact of base-wage increases on district employees, including:

- The base-wage increase is the only pay increase that increases the salary schedule and provides a pay increase to all employees.
- Step increases should not be included with “cost-of-living” increases since they do not increase the salary schedule, do not apply to all employees, and are intended to advance low paid early-career employees to professional salaries and living wages.
- Over 1,000 District employees, including many of our lowest paid employees, will only receive a base-wage increase in 2019-20.
- MTI-represented employees are no longer willing to accept austerity budgets that will not support cost-of-living increases for employees. Our public schools and public school employees deserve better.

The MMSD bargaining team shared that that the Board of Education has authorized no more than a 0.5% base-wage increase until after the State budget is resolved so that the district can determine how much additional revenue will be available for 2019-20. The State budget is expected to be finalized by the end of the month (June 30).

While MTI is also working to promote additional state investments in public education, we will continue to demand a 2.44% cost-of-living base-wage increase for all employees, regardless of the State budget decisions.

We encourage all MTI members to contact members of the Board of Education (board@madison.k12.wi.us) to convey their expectation for a 2.44% cost-of-living base-wage increase.
Additional Summer Restorative Practices Retreat

MTI CENTRS is partnering with WEAC to host a FOURTH Restorative Practices two-day retreat on June 24th and 25th. Retreats are open to members of WEAC, which includes all members of MTI's teacher bargaining unit. The retreat will be held at MTI (33 Nob Hill Rd). 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. MTI CENTRS is funded through an NEA GPS grant. For more information and to sign up go to MTI’s webpage www.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.

Important Reminder! 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.

MTI Continues into Your Retirement

In September 2016, MTI-Retired became a unit within MTI. Bylaws were created and approved by retired members of MTI and the MTI Board of Directors. MTI-Retired is open to all retirees who were members of MTI: teachers, clerical/technical, educational assistants, substitutes, security staff, etc. If you are planning to retire, please consider joining MTI-Retired so you can remain in touch with your union, school staff, and school news. Interested? Contact MTI-Retired Board member Donna Fogell (dlfogell@gmail.com) to receive a membership form. See our Facebook group (“Madison Teachers Inc. - Retired”) or see the MTI-Retired tab on MTI’s home page.

MTI Office Summer Hours

MTI staff wish all members a safe and enjoyable summer. MTI’s office remains open during the summer to serve our members. Summer hours are 7:30 a.m. - 5:00 p.m. (Monday through Thursday) and 7:30 a.m. - noon on Fridays. Note: The MTI office will be closed July 4 & 5 for the July 4 holiday.

Calendar of Events

Base-Wage Bargaining
June 11, 4:30 p.m., MTI

Semester Ends—June 12
Last Work Day for School Year Employees

June 17—Teacher Contract Deadline
July 4 & 5—MTI Office Closed
July 20—Bike Ride for Boys & Girls Club

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Our Union Makes Us Strong!

Volume 53, #38, June 10, 2019
MTI’s web page - www.madisonteachers.org
MTI’s e-mail - mti@madisonteachers.org

Notify MTI of Financial or Employment Status Changes

We understand things are constantly changing and life can be chaotic. Please notify MTI of any changes to your employment or updates to your financial records. We value our members and rely on members to update us. Also, let us know if your credit card has been lost, stolen, has expired, or your banking information has changed. Feel free to contact MTI at 608-257-0491 or nicholsj@madisonteachers.org.

Summer Updates for MTI Members

Communication is one of the most important functions of a Union. There is no “Collectively We Decide” or “United We Act” without communication. During the school year, MTI-represented employees receive the weekly MTI Solidarity! newsletter with timely and important information. However, when such print publications are suspended over the summer months, MTI members instead receive Solidarity! e-mail updates throughout the summer, updating them on many important matters. Watch your in-box!
Base-Wage Bargaining Begins: District Offers Employees Only 0.5% Increase

Initial bargaining proposals were exchanged last week (May 28) between MMSD and the unions representing District employees. Under Wisconsin Law (Act 10) collective bargaining is allowed for base-wage increases only, with such increases further limited to no more than the cost-of-living. Every year since the Act 10 bargaining restrictions first applied to MTI (2016-17), MTI and the District have bargained cost-of-living base-wage increases for all employees. This year’s cost-of-living increase for contracts commencing July 1, 2019 has been determined to be 2.44%. MTI, as well as the other unions representing District employees, have once again proposed a cost-of-living base-wage increase for all employees. The District has now responded offering an initial bargaining proposal with a pay increase of only 0.5%, far below the cost-of-living and far less than that allowed by Act 10.

MTI has been communicating with District administration and the Board of Education for the past six months about the need for a cost-of-living pay increase to be built into MMSD’s 2019-20 budget. We have provided regular and frequent written communications and have held individual meetings with all members of the BOE. All MTI members, all District employees, expect and deserve a cost-of-living pay increase. A one-half of one percent increase is an insult to all hard-working District employees.

MTI member leaders are speaking out! MTI President Andy Waity presented testimony at the May 13 BOE Operations Work Group meeting in support of a 2.44% cost-of-living base-wage increase. At the May 20 Regular BOE meeting, testimony was offered by MTI member leaders Steve Somerson (East High), Amy Turkowski (Franklin), Michael Jones (Black Hawk), Stephanie Biese Patton (Elvehjem), and Amy Garvoille (East High) in support of cost-of-living base-wage increases. Numerous speakers pointed out the particular needs of lower-paid District employees (such as SEAs), who must often work two or three jobs, and who all need and deserve a 2.44% cost-of-living pay increase.

Bargaining is scheduled to continue on June 5 and it is MTI’s desire to settle the bargain with a cost-of-living increase by the end of the school year, in time for the new wage increases to take effect on July 1. All MTI members will receive regular e-mail updates as bargaining proceeds.

MTI Stands Up Against Gun Violence

Wear Orange—June 7

The MTI Board of Directors approved participation in National Gun Violence Awareness Day happening on Friday, June 7, 2019. MTI members received an e-mail with further information.

Orange has become the defining color of the gun violence prevention movement — and on June 7 we will Wear Orange to draw our nation’s attention to gun violence.

- Save June 7 on your calendar as a day to WEAR ORANGE.
- Purchase an orange “Enough” t-shirt (MTI has extras from 2018 for sale).
- Wear orange gear and represent our union as we raise awareness against gun violence.

Restorative Practices Retreat

Another Session to be Scheduled

The June retreat is full. We are working to schedule another session later in the summer. If you would like to be put on a waiting list to receive an invite, e-mail MTI at: mti@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.
Renew Your License and Complete Background Checks by June 30

Teachers with a Lifetime License will be required to complete a background check every five years. According to DPI, “Educators who have a Lifetime license and have not completed a background check with DPI on or after 01/01/2015 will be required to complete a background check with DPI before June 30, 2019.” DPI was supposed to send an e-mail to any educator who is required to perform this background check. Visit www.madisonteachers.org/licensing-and-evaluation/ for more information.

12 Paycheck Option for 2019-20
Deadline July 31

Enrollment for the 12 paycheck option is open through July 31, 2019 for the 2019-20 school year. This must be done each year, or the 10-month pay option will automatically default. Once a pay plan is chosen it cannot be changed until enrollment is open for the following school year. Per the Employee Handbook, teachers electing the twelve (12)-month pay plan, checks #11 and #12 will be directly deposited to their financial institution on the last day of June.

What are your options?
- Receive 10 paychecks per year – No further action required.
- Receive 12 paychecks per year – Complete the 12-Pay Election Form on the HR website: https://hr.madison.k12.wi.us/teacher-pay-checks.

What do you need to know about electing to receive 12 paychecks?
- Enrollment is open through July 31, 2019 for current teaching staff. (New hire teachers will have a separate opportunity to enroll).
- No late enrollments will be accepted.
- You must annually file an election to receive 12 paychecks.

Questions? Contact Kim Callies Bleiler at: kcalleisblei@madison.k12.wi.us

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

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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).

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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: www.CVENT.com/D/R6Q905.

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.

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.

Calendar of Events

MTI/MMSD Joint Safety Committee
June 3, 4:30 p.m., MTI

Base-Wage Discussion/Bargaining
June 5, 4:30 p.m., MTI

Base-Wage Bargaining (if needed)
June 11, 4:30 p.m., MTI

Semester Ends—June 12
June 17—Teacher Contract Deadline
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July 20—Bike Ride for Boys & Girls Club

Our Union Makes Us Strong!
Volume 53, #37, June 3, 2019
MTI’s web page - www.madisonteachers.org
MTI’s e-mail - mti@madisonteachers.org
Two weeks ago, all District employees received a letter from the MMSD Human Resources Department advising employees of the changes in dental and health insurance premiums effective July 1, 2019. What the letter neglected to share was that the employee health insurance premium amounts communicated in the letter are not finalized and are subject to increase on July 1, likely for those employees with POS plans.

This past winter, MTI staff worked with MMSD Human Resources staff, Benefits Consultants, and the representatives from the two (2) health insurers (Dean and GHC) to explore potential plan design modifications to minimize health insurance premium increases. MTI members received regular reports on these discussions throughout the winter and spring. The MTI/MMSD committee invested many hours exploring various potential changes, with the goal of maintaining high-quality, low-cost employee benefits, while minimizing cost increases to the District. After many weeks of work, a recommendation was advanced to the Board of Education which would modify the plans to: 1) increase the co-pay for ER visits, and 2) increase the employee premium contribution for the more expensive POS plans. These two changes would reduce health insurance premium increases to the level budgeted by the District.

It was our expectation that the BOE would approve these recommended changes in March, allowing the MMSD Benefits Department sufficient time for a comprehensive communications plan to share the benefit changes with employees and provide employees the opportunity to make any needed changes in their individual health plan selections, given the modifications. We have now learned that the BOE has yet to finalize the budget as it relates to health insurance, leaving the status of the July 1 employee health insurance premium amounts uncertain. MTI has contacted members of the BOE requesting that they resolve this issue ASAP so that employees are timely informed of any changes to the plans/premiums. The MMSD Benefits staff have also assured us that the Benefits Department will engage in a comprehensive communications plan with all affected employees once the health insurance plans are finalized.

Renew Your License and Complete Background Checks by June 30

Teachers with a Lifetime License will be required to complete a background check every five years. According to DPI, “Educators who have a Lifetime license and have not completed a background check with DPI on or after 01/01/2015 will be required to complete a background check with DPI before June 30, 2019.” DPI was supposed to send an e-mail to any educator who is required to perform this background check. Visit madisonteachers.org/licensing-and-evaluation/ for more information.
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**Save the Date – June 25**

**Understanding WRS: Your State Pension Plan**

In addition, *Steve Pike* (retired teacher and current WEAC 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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### Packing and Moving - Reminder!

For many years, MTI’s representation assisted teachers in receiving additional compensation when they had to pack, move, and unpack their classrooms, due to construction or other physical necessity in their schools. However, because the District became increasingly intransigent when it came to fairly compensating teachers for doing this work, MTI negotiated specific terms which are now part of the Employee Handbook.

Under Addendum A (Section 15.04) of the Handbook, teachers are **NOT REQUIRED** to pack/move, and/or unpack, teaching materials, either during the school year or during a school recess period due to [major] cleaning (defined as cleaning not regularly associated with annual and/or routine classroom cleaning), construction projects, repairs, electrical upgrades, etc.; due to their classroom being moved at management’s request; **OR** when the District deems it necessary to utilize the teacher’s classroom for classes or other activities during a school recess period. **The District will arrange for the teachers’ materials to be moved to his/her newly assigned location.** If materials are relocated during a period when school is in recess, they will be returned by the District when school resumes.

Teachers may, at their option, use contract time to complete packing and/or unpacking, related to routine classroom cleaning. **Teachers who are asked by their principal to pack, and/or unpack, teaching materials as set forth in paragraph 2 above, are to complete a form available from the principal to be submitted to and approved by the District Director of Human Resources (or his/her designee) prior to commencing said packing or unpacking.** The District will, upon receipt of such form and verification of said work falling within the parameters of paragraph 2, inform the teacher that he/she will not be required to perform the work.

Other than to accommodate employees under the Americans with Disabilities Act (ADA) or Wisconsin Fair Employment Act (WFEA) where their disability prohibits them from packing, unpacking and moving their materials, teachers who request to move from one classroom to another in the same school may be required move their own teaching materials.

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### MTI Stands Up Against Gun Violence

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- **Save June 7** on your calendar as a **day to WEAR ORANGE.**
- **Purchase a shirt** (we have extras from 2018 for sale).
- **Wear your orange gear** and **represent our Union** as we raise awareness against gun violence.

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### Calendar of Events

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

**MTI-Retired Board of Directors**
May 29, 9:00 a.m., MTI

**MTI Diversity & Equity Committee**
May 29, 4:30 p.m., MTI

**MTI/MMSD Joint Safety Committee**
June 3, 4:30 p.m., MTI

**Base-Wage Discussion/Bargaining**
June 5, 4:30 p.m., MTI

**Semester Ends—June 12**

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### Our Union Makes Us Strong!

**Volume 53, #36, May 28, 2019**

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

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

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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
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, regardless 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 Stubendick (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

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Our Union Makes Us Strong!
Volume 53, #34, May 13, 2019
MTI’s web page - www.madisonteachers.org
MTI’s e-mail - mti@madisonteachers.org
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 four (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. For Questions? Contact Kerry Tiffany (608.820.1406) or go to: **https://ktiffany-msbonline.mortgagewebcenter.com**

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**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).

**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

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May 22, 4:30 p.m., MTI
May 1: A Day without Latinxs and Immigrants Rally and March, 11:00 a.m., Capitol

MTI has endorsed and supports the “Day Without Latinxs and Immigrants” march and rally on Wednesday, May 1. This event is being organized by Voces de la Frontera in support of their “Drivers’ Licenses for All” campaign. May 1 is a day of statewide mobilization to urge state legislators to restore drivers’ licenses and state ID cards for immigrant families and low-income people in Wisconsin. In order to succeed in this endeavor, the state legislature’s Joint Finance Committee would need to pass a 2019 state budget that includes drivers’ licenses for all. Staff who are absent from work without an approved leave of absence request may be subject to discipline and loss of pay.

MTI Seeking Social Media Committee Members

MTI is seeking your participation in an ad hoc Social Media Committee. This Committee will meet over the summer to review MTI’s current social media guidelines along with recommending a desired approach for MTI’s social media presence to the MTI Board of Directors. We want to assure members can access Union-related information in an open, safe, and calm on-line environment. The Committee’s recommendations must be completed by mid-August (August 15) for referral to the MTI Board. If you want to be involved in shaping suggestions for MTI’s social media presence by serving on the ad hoc Social Media Committee, please notify President Andy Waity (awaity@madisonteachers.org) by May 3.

Improvements to Teacher Salary Schedule Reflected on Teacher Contracts

Teacher contracts for the 2019-20 school year will be given out on May 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.

The new contracts will reflect the salary schedule improvement recommendations that came from the MTI/MMSD Teacher Compensation Committee including:

- Improvement levels will occur every 5 years with 6 academic and/or PAC credits required to pass. In the transition, all teachers will be awarded 6 “improvement level” credits to use towards the next advancement.

- Half-steps for part-time employees will be removed, allowing part-time employees to advance a full step annually in the same manner as full-time employees.

- 2-year holds after Step 15 will be removed, providing for annual step movement. Teachers in the BA tracks will receive approximately an 0.87% increase every year instead of 1.75% every two years. Teachers in the MA and PhD tracks will receive approximately a 1% increase every year instead of 2% every other year.

- All steps will be renamed as alpha rather than numerical.

As MTI advised when the recommendations were approved last December, these salary schedule improvements represent a significant accomplishment. Last summer, the BOE had initially directed District administration to identify modifications to the teacher salary schedule that would make it “more sustainable,” i.e., less costly. MTI representatives, while committing to collaborate with the District on exploring potential changes that we felt were in our members’ interest, consistently opposed any salary schedule changes that would reduce investments in our teaching staff. The BOE eventually agreed to amend their directive and the above-referenced improvements were approved.

While the 2019-20 individual contracts will reflect these changes to the salary schedule, they will not include the pay increase yet to be bargained by MTI and the MMSD for 2019-20. We now anticipate that the bargaining over the base-wage increase will commence in early June.
License Renewal and Background Check Requirement

MTI Staff have received many phone calls regarding the background check requirement to renew a “Lifetime License.” All teachers with a Lifetime License will be required to complete a background check every five years. According to DPI, “Educators who have a Lifetime license and have not completed a background check with DPI on or after 01/01/2015 will be required to complete a background check with DPI before June 30, 2019.” DPI was supposed to send an email to any educator who is required to perform this background check before June 30, 2019. If you have not received an email but want to know when your last background check was completed, you can find resources to help you determine if you are due at the “Licensing and Evaluation” link in the top menu of MTI’s home page (www.madisonteachers.org).

12 Paycheck Option for 2019-20

Enrollment for the 12 paycheck option is open through July 31, 2019 for the 2019-20 school year. This must be done each year, or the 10-month pay option will automatically default. Once a pay plan is chosen it cannot be changed until enrollment is open for the following school year. Per the Employee Handbook, teachers electing the 12-month pay plan, checks #11 and #12 will be directly deposited to their financial institution on the last day of June.

What are your options?
- Receive 10 paychecks per year – No further action required.
- Receive 12 paychecks per year – Complete the 12-Pay Election Form on the HR website: https://hr.madison.k12.wi.us/teacher-pay-checks.

What do you need to know about electing to receive 12 paychecks?
- Enrollment is open through July 31, 2019 for current teaching staff. (New hire teachers will have a separate opportunity to enroll).
- No late enrollments will be accepted.
- You must annually file an election to receive 12 paychecks.

Questions? Contact Kim Callies Bleiler at: kcalliesblei@madison.k12.wi.us

Errata—Take Kids Fishing Day is June 1 at Vilas Park (Not Tenney Park)

Last week’s newsletter incorrectly stated the location of the 5th annual Madison area Take Kids Fishing Day on June 1 (9-11:30 a.m.) Note that it will be held at Vilas Park (1400 Vilas Park Drive). This event is sponsored by the Building & Construction Trades Council of South Central Wisconsin. The event is free and open to the public, but it is limited to the first 150 kids. All participants must be accompanied by a parent, guardian, or chaperon. Please pre-register by May 18. To register, volunteer, sponsor, or provide door prizes, call Dave Branson at (608)256-3161.

Continue Wearing Your MTI Red

Wear your MTI red at school and in the community to make a positive statement about public education and educators. MTI has t-shirts, polos, button-downs, and sweatshirts for sale. Show SOLIDARITY with your MTI sisters & brothers. Wear MTI RED on MONDAYS and MTI lanyards every day!

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Volume 53, #32, April 29, 2019
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Until 2007, all Wisconsinites could obtain a driver’s license, regardless of immigration status. Restoring drivers’ licenses for all will strengthen our economy, improve public safety, and keep families together.

MTI members are encouraged to support the campaign by:

- Contacting legislators, urging them to vote in support of “Drivers’ Licenses for All” initiative in the state budget.
- Contacting local business owners and community leaders, urging them to support the bill.
- Gathering signatures for petitions.
- Organizing meetings to help educate the public.
- Attend the May Day Rally on May 1, 11:00 am, at the State Capitol (see next article).

MTI Advice for Members Who Wish to Participate in May 1 March and Rally

- All MTI members are free to participate, and are encouraged to participate, in May 1 activities that occur before or after their contractual work day.

- Any MTI-represented teachers (including BRS) who desire to be absent from school in order to participate in May 1 activities occurring within the contractual work day are advised to submit a request for a personal leave day from their building principal. Teachers are expected to notify the school principal at least three working days prior to such an absence; the request may be for either an unpaid personal day or paid personal day (charged to sick leave). Such requests are subject to principal/District approval (see Addendum A, Section 10.04 of the Employee Handbook).

- Any ESEA-represented staff members who desire to be absent from school in order to participate in May 1 activities occurring within the contractual work day are advised to submit a request for an unpaid personal leave day, or a vacation day or floating holiday (if available).

- Staff who are absent from work without an approved leave of absence request may be subject to discipline and loss of pay.

May 1: A Day without Latinxs and Immigrants

Extended Appreciation on Administrative Professionals Day—April 24

Wednesday, April 24, is Administrative Professionals Day, a day of recognition and celebration of the work of secretaries, administrative assistants, and other office professionals for their growing and diverse contributions to the workplace. Administrative Professionals Week was formerly “National Secretaries Week.” In 2000, the Professional Secretaries International changed its name to the “International Association of Administrative Professionals” to reflect the expanding role of office staff. MTI represents approximately 200 MMSD administrative clerks, secretaries, and other administrative support personnel in our Educational Support Employees Association (ESEA-MTI) bargaining unit. These individuals provide critical and often unrecognized support to District employees, students, and families in school offices and central administration. Please take time on April 24 to reach out and extend thanks to the administrative professionals that you interact with who perform this important role and take care of so many of the needs of students and staff in your workplace and across the District.

Solidarity!
**Important Reminder!**

**Teacher Contracts Issued May 15**

Teacher contracts for the 2019-20 school year will be sent to teachers on May 15. Signed contracts of all returning teachers must be received in Human Resources by 4 p.m. on 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.**

The new contracts will reflect the salary schedule improvement recommendations that came from the MTI/MMSD Teacher Compensation Committee including: the elimination of half-steps; removing the two year “holds” after Step 15 (providing for annual movement); moving improvement levels to every 5 years with 6 credits required to pass; and renaming steps to alpha rather than numeric. An explanation of these improvements has been shared by e-mail with all MTI teacher members.

**Restorative Practices Retreat**

**May 17-19**

Back by popular demand, MTI CENTRS is partnering with WEAC to host a second Restorative Practices weekend retreat. The retreat will be held at MTI (33 Nob Hill Road) on May 17-19. Participants will meet 90 minutes on Friday night, 9-4 p.m. on Saturday, and 9-1 p.m. on Sunday. Teachers can choose PAC credits or a $150 stipend from the MTI CENTRS grant. Registration includes training materials, Friday night snacks, and light breakfast and lunch on Saturday and Sunday. The retreat is open to members of WEAC, which includes all members of MTI’s teacher bargaining unit. Space is limited to 30. More information and a link to sign up is on the MTI webpage: [www.madisonteachers.org](http://www.madisonteachers.org).

**Take Kids Fishing Day June 1**

The 5th annual Madison area **Take Kids Fishing Day** will be on June 1, from 9-11:30 a.m., at Tenney Park (300 N. Thornton Ave.). This event is sponsored by the Building & Construction Trades Council of South Central Wisconsin. Dust off your fishing poles and get the kids outside for an exciting morning of catching bluegill and bass. This is a perfect opportunity to introduce youngsters to the benefits of fishing and the abundance of public access opportunities available in our community. Each registered child will receive a fishing pole to keep, so register, grab your camera, and get ready for a fun day at Tenney Park. Be sure to join us after the event for a picnic-style lunch. The event is free and open to the public, but it is limited to the first 150 kids. All participants must be accompanied by a parent, guardian or chaperon. Please pre-register by May 18. To register, volunteer, sponsor, or provide door prizes, call Dave Branson at (608-256-3161).

**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, by lottery drawing from among the eligible applications, are awarded. The application deadline is **June 28**. Scholarship rules and application forms are available at [www.scfl.org](http://www.scfl.org).

**MTI Membership Opportunities**

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

**MTI & WEAC Member Benefits:**

**Financial Services for all MTI Members**

MTI and WEAC 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 Dates:**

- Saving For Your Future—April 25
- Student Loan Forgiveness—May 6

In addition, **Steve Plake** (retired teacher and current WEAC Member Benefit 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 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**

**Administrative Professionals Week**

April 22-26

**MTI General & Faculty/Building Rep Elections**

April 22-26

**MTI/MMSD Joint Safety Committee**

April 22, 4:30 p.m., Doyle

**MTI-Retired**

April 24, 9:00 a.m., MTI

**MTI Equity/Diversity Committee**

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

**USO-MTI General Membership**

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

**New Professionals—Investment Basics**

April 25, 4:30 p.m., MTI

**BOE Regular Meeting**

April 29, 6:00 p.m., Doyle

**Our Union Makes Us Strong!**

Volume 53, #31, April 22, 2019

MTI’s web page - [www.madisonteachers.org](http://www.madisonteachers.org)

MTI’s e-mail - [MTI@madisonteachers.org](mailto:MTI@madisonteachers.org)
The MTI Cares 6th Annual Bowl-A-Thon and Silent Auction is a HUGE Success!

Thanks to everyone who participated in the Bowl-A-Thon at Village Lanes on April 7. Whether you bowled, donated to a team, participated in the Silent Auction, or volunteered to help, your collective efforts raised over $11,000 for the Food for Thought Initiative. We had 116 bowlers participate, including many MTI members and their families, who joined bowlers from across the community, including members from other labor unions and friends of the Food for Thought Initiative. The funds raised will help address hunger among our students and their families. Food for Thought currently runs food pantries in four MMSD schools and will be opening a fifth in the near future. They also run a program called “Thea’s Table” which helps up to 50 families who are experiencing homelessness or other significant hardships. While it is unfortunate that they are so necessary, it is inspiring to work with organizations like the Food for Thought Initiative, who are dedicated to helping the most vulnerable kids in our community. Special thanks go out to MTI Cares Chair and Bowl-A-Thon organizer, Lora Schmid-Dolan, our event Emcee Karlton Porter, Village Lanes, and all of the organizational sponsors and volunteers who helped make this event a huge success. Thank you MTI, together we can make great things happen!

Restorative Practices Retreat
May 17-19

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Join Our Movement

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

MTI General Election April 22-26

Voting by members of MTI’s Teacher bargaining unit for Officers and Bargaining/Handbook Committee will be held April 22-27. MTI Faculty Reps will provide members with information regarding balloting procedures and the voting location at each work site. Ballots must be turned in to MTI by 4:30 p.m., Friday, May 3, 2019.

MTI Faculty Rep/ESEA Building Representative Nominees Posted

According to the MTI Bylaws the names of candidates running for Faculty or Building Representative positions will be shared with staff this week. If you have questions, contact a Rep at your school, President Waitty (awaity@madisonteachers.org), or ESEA President Judy Ferwerda (hkthouse@tds.net). Elections will be held next week. Your Reps will share how this process works at your school/worksite.

USO-MTI General Membership Meeting
April 25, 4:15 p.m.,
MTI (33 Nob Hill Rd.)
Come and Join the Fun!
**Personal Leave Time for Good Friday**

Member who wish to take time off on Good Friday may request personal leave time to do so, per various sections in the Employee Handbook. Teachers and Educational Assistants are permitted to be absent from school responsibilities, in at least one-half (1/2) day increments, for a reason which necessarily cannot be met outside of the school day; and must notify their principal/supervisor at least three (3) working days prior such absence. The total number of teachers allowed to take personal leave on a given day are, per school, two (2) at the elementary level, three (3) at the middle school level, and four (4) at the high school level. Clerical/Technical and School Security Assistants have other options for leave/flex-time and should see the Employee Handbook or call MTI for assistance.

**Nonrenewal of Contract**

The Employee Handbook, Section 8.01 (p. 124) sets forth the procedures that principals are required to use when management notifies a teacher that he/she is being considered for non-renewal of contract. The District is obligated to advise a teacher before May 1, if they are considering non-renewal. Under Wisconsin State Statutes, such a notice must be delivered to the teacher on or before May 15. It is extremely important for any member receiving such a notice to immediately contact MTI. MTI professional staff should be present at any and all meetings between the teacher and any administrator regarding the issue of non-renewal, given that the meeting may indeed affect the teacher’s continued employment status. The teacher has the legal right to MTI representation and does not have to begin or continue a meeting without representation. See the reverse side of your MTI membership card. For probationary teachers, a request for a hearing before the Board of Education must be submitted within five (5) days of the teacher’s receipt of the notice that the Board of Education is considering non-renewal of the teacher’s contract. For non-probationary staff, a request for arbitration must be made within fifteen (15) days of a non-renewal notice.

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In addition, Steve Pile (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 on the MTI website (www.madisonteachers.org).

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New Leadership Springs Forward
MTI-Voters Endorsed Candidates Prevail in Local Elections

New leaders endorsed by MTI-Voters for MMSD Board of Education and Mayor of Madison were elected last week and will assume office shortly, bringing change to the BOE and Madison. For School Board, MTI-Voters endorsed candidates Cris Carusi (Seat 3), Ali Muldrow (Seat 4), and Ananda Mirilli (Seat 5) all prevailed in their races (for seat 5, MTI-Voters had endorsed both Mirilli and her opponent, incumbent TJ Mertz). The newly-elected BOE members will bring their ideas and energy as they join current BOE members Mary Burke, Gloria Reyes, Nicki Vander Meulen, and Kate Toews in representing our community and leading our District. For Mayor of Madison, MTI-Voters endorsed candidate Satya Rhodes-Conway defeated long-time Mayor Paul Soglin and will bring her leadership, energy, and vision to our city.

MTI Extends Appreciation to James Howard, Dean Loumos, TJ Mertz, and Mayor Paul

Exiting the BOE this spring will be Board members James Howard, Dean Loumos, and TJ Mertz, each previously endorsed and supported by MTI-Voters. MTI extends our appreciation and thanks for their years of hard work and self-sacrifice in service to our students, our community, and our public schools. May each find peace and enjoyment in their new Monday evening routines. We also extend our thanks and appreciation for outgoing Mayor Paul Soglin. No other elected leader embodies our city more than Soglin, who has effectively led Madison, on and off, for nearly four decades. We are a better city due to his leadership, and for that we are grateful and wish him well in the next chapter of his life.

Mega Teacher Vacancy Postings

The first vacant teaching positions for the 2019-20 school year were posted last Friday on the District’s Human Resources website: https://hr.madison.k12.wi.us/. Those interested in applying for transfer should do so as soon as possible and review the information available under the Teach Madison section of the MMSD HR website (behind the “Careers” icon). Directions for applying and the deadline for applying are on the posting, as well as the District’s employment website. Vacant positions in the ESEA-MTI bargaining unit will be posted as they occur.

MTI Faculty Rep/ESEA Building Rep Election Processes

We are a couple of weeks away from MTI’s general election week. If you are interested in becoming a Rep, please contact a Rep at your school or President Andy Waity (awaity@madisonteachers.org). Nominations for Rep positions will close at the end of this week and the names of those running for election will be posted next week.

ESEA-MTI Election Results

At the March 20 General Membership meeting, members of MTI’s Educational Support Employees Association (ESEA-MTI) bargaining unit elected the following to the ESEA-MTI Board. Terms are for one year and are effective June 1.

- President: Judy Ferwerda (Memorial)
- Vice President: Anne Hernandez (Hawthorne)
- Secretary: Nancee Killoran (Hawthorne)
- At-Large Representatives:
  - Michelle Erschen (Veteran’s Hospital)
  - Marilyn Fruth (Leopold)
  - Diane Wadzinki (Chavez)

Two winners of Labor History Society Essay Contest

Congratulations to students Josephine Mary Kunkle-Schoen and Ella Jordahl for winning the Wisconsin Labor History Society essay contest! Both students wrote about their experiences growing into the social justice movement as youth during the 2011 “Budget Repair” and Act 10 Uprising. Josephine is in 10th grade at East high school. Her father is Jeff Kunkle, who works at IAE-Lapham and her mother is an AFT member with the McFarland Federation of Teachers. Ella’s mother Calliope is an MTI member working at Thoreau. They will be presented with the awards at the WLHS conference held at the Madison Labor Temple on Saturday, April 13.
In 2018, our Shorewood Hills Elementary School community suffered a great loss as we said goodbye to one of our beloved teachers and MTI member, Erica Eide. Erica will be missed by so many, but her legacy lives on in the lives of the students and families that she worked with over her 20 years of teaching at Shorewood. To honor her life-long commitment to giving so much, a memorial fund has been set up. Your donation will be used to purchase a unique set of percussion playground equipment for the students, as well as an engraved stone. A suggested donation of $20, $50, or $100 is welcome, but any amount you contribute is most appreciated. Make checks payable to Shorewood Elementary School (1105 Shorewood Blvd. Madison, WI 53705) by April 15 with the memo “Erica Eide Memorial Fund.” It is with heavy but grateful hearts that we thank you for remembering Erica through your donation and for helping Shorewood honor her memory.

Restorative Practices Retreat May 17-19

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Remembering Erica Eide

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Ready, Set, Go Compensation Deadline May 1

Pursuant to the Employee Handbook, elementary teachers who completed Ready, Set, Go (RSG) conferences, and whose request for compensatory time cannot be accommo- dated due to the unavailability of a substitute teacher, may upon written notice to their principal by May 1, choose among the following options: (1) request to be com- pensated for RSG conferences, travel time, and up to 15 minutes per conference for any reasonable administrative time associated with each conference; or (2) have said day (s) added to the teacher’s Personal Sick Leave Account (PSLA) or, if the teacher has the maximum amount in that account, the day(s) may be added to the teacher’s Retirement Insurance Account (RIA) [any such days accumulated to one’s RIA from RSG services are not subject to the PSLA or RIA maximum]; or (3) carryover one (1) paid RSG leave day into the following school year; or (4) a combination of items 1-3 above. Questions? Contact MTI Assistant Director Eve Degen: degene@madisonteachers.org.

Calendar of Events

MTI Board of Directors
April 9, 4:30 p.m., MTI

MTI Special Education Committee
April 15, 4:15 p.m., MTI

MTI Cabinet on Personnel
April 15, 4:30 p.m., MTI

MTI Member Organizers
April 15, 4:30 p.m., MTI

MTI Faculty Rep Council/Joint Fiscal Group
April 16, 4:30 p.m., MTI

MTI/ESEA/USO Handbook/Bargaining Teams
April 18, 4:30 p.m., MTI

MTI/MMSD Joint Safety Committee
April 22, 4:30 p.m., Doyle

MTI-Retired, April 24, 9:00 a.m., MTI

MTI Equity/Diversity Committee
April 24, 4:30 p.m., MTI

Our Union Makes Us Strong!
Volume 53, #29, April 8, 2019
MTI’s web page - www.madisonteachers.org
MTI’s e-mail - MTI@madisonteachers.org
Preparing for Collective Bargaining over Base-Wage Increases

Early next month, MTI will commence base-wage bargaining with the District for all MTI-represented bargaining units (Teachers, ESEA, and USO). 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). Cost-of-living for contracts commencing July 1, 2019 has been determined to be 2.44%. As they did last school year, District Administration has been building a budget for 2019-20 assuming a 0.5% base-wage increase, significantly less than the cost-of-living.

All Union Solidarity Support Meeting April 18

As we prepare for the commencement of bargaining over base-wage increases, an All-Union Solidarity Support meeting will be held on April 18, 2019 with bargaining team representatives from MTI, ESEA-MTI, USO-MTI, and the Building Trades Unions, along with association leaders from AFSCME Local 60, to discuss our joint bargaining platform:

COST-OF-LIVING BASE WAGE INCREASES FOR ALL EMPLOYEES!

Nominations Finalized for MTI Officers and Bargaining/Handbook Committee

At the March 19 meeting of the MTI Faculty Representative Council, nominations were finalized for MTI officers, as well as for the MTI Bargaining/Handbook Committee relative to vacancies caused by terms ending in May, 2019. Current President Andy Waity will continue to serve as Release-Time President for the 2019-21 school years. Incumbent Michael Jones (Black Hawk) was nominated for Vice-President; incumbent Andy Mayhall (Thoreau) for Treasurer; and Molly Anderson (Mendota) was nominated for Secretary.

Nominated for the MTI Bargaining/Handbook Committee were: High School Representative - incumbent Andrew McCuaig (LaFollette); Middle School Representative - Maria Brown (Hamilton); Elementary School Representative - incumbent Nobel Perez (Muir/Crestwood); At-Large Representative - incumbent Sean Stubbendick (Thoreau); and Student Services Representative (Elementary) - incumbent Holly Hansen (Lapham). The Bargaining/Handbook Committee is the body responsible for MTI’s Teacher Contract negotiations and consists of 15 members, of which five are elected each year. MTI’s general election will be held April 22-24.

Exercise Your Political Rights

Vote April 2

Tuesday, April 2, is Election Day. Make a plan to vote. See MTI’s webpage under Elections—Spring 2019 for MTI-Voters’ endorsed candidates.

Want to Build Your Union, Develop Your Organizing Skills, and Earn Pay This Summer?

MTI is looking for motivated and outgoing MTI teacher* members to become part of our 2019 Wisconsin Education Summer Member Organizer Program.

- It is an 8-week campaign that begins in June and ends in August after New Teacher Orientation. We will take a break during July to enjoy the summer!
- Organizers must be able to work during New Teacher Orientation (August 21-23).

(continued on reverse)
MTI Faculty/ESEA Building Representatives How To Get Involved

By now you know how important Faculty/Building Reps are to our Union. They make MTI more visible, communicate important information, advocate for members, participate in decision-making processes, and are leaders at their worksite and across the district. We ask a lot of our Reps and they deliver on a regular basis. There are many qualities that make a Rep special. Perhaps the most important is that our Reps are trusted and respected both as MTI members and as MMSD employees. Reps are responsible, honest, and good listeners who motivate and unite their colleagues. They also are good teammates who handle a variety of situations calmly and courageously. MTI is fortunate to have great leaders in every school who serve in this critical role. April is the month where we elect Reps for the following school year. Elections will be held the week of April 22nd and more information will be available at your school/work location. If you think that you would be interested in learning more about how you can get involved in this work, contact a Rep at your school/work location or President Andy Waity (awaity@madisonteachers.org) or ESEA President Judy Ferwerda (hkyhouse@tds.net).

Want to Build Your Union, Develop Your Organizing Skills, and Earn Pay This Summer? (continued)

- The campaign begins with a training in Madison in early June. Organizers must attend this training. The date of the training will be decided based on organizer availability.
- During the campaign, organizers will put in about 20 hours a week making connections with members and working to meet the goals that were set at the training.
- Organizers will connect with potential members, engage in membership conversations and help with organizing membership events.
- During the campaign there will be mandatory weekly check-ins where organizers will meet with the team leader, MTI President (Andy Waity), to reflect on progress and plan for next steps. These check-ins will be scheduled based on organizer availability.
- Organizers will also help organize and train other members in preparation for Welcome Back events and additional membership events.
- Organizers are compensated $600/week.
- There is an application and interview process. Applications are due by April 5 and organizers will be selected by April 19. To view the application on-line go to: https://goo.gl/forms/x37mqmv6SrfZTq5p2

For more information, contact MTI President Andy Waity (awaity@madisonteachers.org).

*This program is partially funded by WEAC and the NEA and is therefore only open to MTI members in the teacher unit who are also members of WEAC and NEA.

Calendar of Events

VOTE! Election Day—April 2

MTI Member Organizers
April 3, 4:30 p.m., MTI

MTI Bowl-a-thon & Silent Auction
April 7, 12-3:00 p.m., Village Lanes

Handbook/High School Scheduling
April 8, 4:30 p.m., Doyle

MTI Board of Directors
April 9, 4:30 p.m., MTI

MTI Special Education Committee
April 15, 4:15 p.m., MTI

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Our Union Makes Us Strong!
Volume 53, #28, April 1, 2019
MTI’s web page - www.madisonteachers.org
MTI’s e-mail - MTI@madisonteachers.org
Exercise Your Political Rights:
Important Elections
Vote—April 2

The Spring 2019 general election takes place right after spring break on Tuesday, April 2. MTI-Voters has endorsed candidates and urges all members to make a plan to vote and to get involved in these important campaigns. See MTI’s webpage under Elections—Spring 2019 for additional information, including opportunities for involvement.

Employee Discipline:
MTI Representation, Due Process, and Just Cause

Some of the most important rights afforded Union members are the right to representation and the right to due process and just cause protection in disciplinary matters. Representation means that the employee is not left alone to navigate such high stakes employment challenges by themselves but will receive representation and support from highly-trained MTI labor relations professionals, and legal counsel as needed. Simply stated, due process and just cause protections are intended to ensure that disciplinary matters are fairly investigated, supported by facts, and that consequences are appropriate. (continued on reverse)
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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.

MTI Faculty Reps/ESEA Building Reps Organizing For Educators

Unions support members by advocating for “bread and butter” issues like wages, benefits, and working conditions. These are important to all of us, but we know that other issues also significantly impact our work and our satisfaction with our jobs. Faculty/Building Reps help organize members around issues by listening and looking for areas where members see a need for change. They connect individuals with others and with existing work being done by MTI. This can result in advocacy on Handbook issues, committee work, and organizing with members of the community and other organizations. MTI members are proud of what we’ve accomplished as a Union and hopeful for the future. Bringing educators together around issues that are widely and deeply felt involves communication and organizing skills. If you think that you would be interested in learning more about how you can get involved in this work contact one of the Reps at your school or President Waity (awaity@madisonteachers.org) or ESEA-MTI President Judy Ferwerda (hkyhouse@tds.net).

Employee Discipline:
MTI Representation, Due Process, and Just Cause (continued)

MTI regularly provides representation to MTI members subject to discipline by District administration. In instances where due process and/or just cause for the discipline are questioned, MTI members have the right via the grievance procedure in the Employee Handbook to challenge such discipline, and MTI staff and legal counsel assist them to ensure these rights are protected. The grievance procedure includes the option to appeal the dispute to an Independent Hearing Office (IHO) who will conduct a hearing, review the facts, and make a determination on whether the District had just cause to discipline the employee. That decision is then subject to review by the Board of Education, which ultimately retains authority for such decisions (a change made with Act 10).

Rather than go through a lengthy grievance appeals process, some employees who have been subject to discipline may choose to resign rather than contest a disciplinary matter. When an MTI member chooses this route, MTI staff may work with them to maximize the terms of any resignation agreement. MTI’s specific representational work on behalf of specific individuals is, appropriately, kept confidential.

District employees who choose not to be members of MTI are also covered by these Employee Handbook rights due to MTI’s advocacy to incorporate these policies in the Employee Handbook. However, MTI provides no staff and/or legal representation for non-members in this or any other area.

Calendar of Events

MTI Special Education Sub-Committee
March 18, 4:15 p.m., MTI

MTI Member Organizers
March 18, 4:30 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

VOTE! Election Day—April 2

MTI Board of Directors
April 9, 4:30 p.m., MTI

Our Union Makes Us Strong!
Volume 53, #27, March 18, 2019
MTI’s web page - www.madisonteachers.org
MTI’s e-mail - Mti@madisonteachers.org

MTI Cares’ Bowl-A-Thon and Silent Auction
Sunday, April 7, 2019, from 12-3 p.m., at Village Lanes in Monona
(208 Owen Road)
Sign up on the MTI website.
Resources for Our Schools: MMSD 2019-20 Budget Discussions Underway

This month will see MMSD Administration and the Board of Education continue work on developing the 2019-20 District budget. The decisions that come from those discussions will determine the financial resources available to support our schools, students, and staff. Reasonable class sizes, critical mental health supports, additional special education staffing for high needs students, alternative programming, expanded training for school staff, continued high-quality health insurance coverage, and cost-of-living pay increases for district employees are all being discussed and prioritized over the next couple of months. Board of Education elections in April will determine which three candidates will join our Board of Education and guide these decisions.

Governor Evers’ recently released biennial budget proposes significant additional investments in our students and our schools. That budget will now be referred to the Joint Finance Committee for deliberation and action. These discussions will be of critical importance to our public schools and our community. Are the additional investments being discussed by the State and the MMSD sufficient for the needs of our students? What more do our students need that is not being adequately funded? MTI will provide regular District and State budget updates to all MTI members throughout this spring’s budget process and encourages all members to tune in to these discussions and help us collectively identify what is missing and needed.

MTI Faculty/ESEA Building Representatives
Advocating for and with Members

One of the primary reasons for joining a union is the representation and collective power that comes from being part of a larger group. We truly are stronger together. MTI Faculty/Building Reps help members advocate for what they need to be the best educators possible. This can happen at the individual level, or as part of a larger organizing effort. There are a number of ways that Reps are involved in advocating for members. Reps provide information about the rights that educators have in the MMSD Employee Handbook. They are involved in regular meetings with administrators where they engage in proactive problem-solving discussions. They also help bring issues to the attention of MTI staff and other elected leaders so that we can improve Employee Handbook policies. The work of members, Reps, and MTI leadership together has allowed us to retain a strong voice in decision-making despite the limitations imposed on public sector unions in Wisconsin. Advocacy and collaborative work take a lot of time, patience, and skill. If you think you would be interested in learning more about how you can get involved in this work, contact one of the Reps at your school or MTI President Andy Waity (awaity@madisonteachers.org).

Recommended 2019-20 MTI Budget and Approval Process

On February 18, the MTI Finance Committee unanimously approved recommendations for the 2019-20 MTI budget. The recommended MTI budget is designed to maintain MTI’s current level of services and programs with no MTI dues increase. The proposed MTI budget will be shared next with the MTI Board of Directors on March 12. Pursuant to MTI Bylaws, the MTI budget will then be presented to the MTI Faculty Representative Council at their March 19 meeting. The meeting will commence at 4:30 p.m., at MTI headquarters. All MTI members, from all bargaining units, are welcome to attend the March 19 MTI budget presentation to learn more about the proposed 2019-20 MTI budget and the work of their Union. Following the presentation at the March 19 Faculty Representative Council meeting, the Bylaws require that the budget next be presented for approval at a meeting of MTI’s Joint Fiscal Group (JFG). The JFG is comprised of representatives of all three (3) MTI bargaining units. That meeting is anticipated to take place at the April 16 Faculty Representative Council meeting. Additional information will be shared with members as the MTI budget approval process continues. Any members who have questions about the MTI budget are welcome to contact MTI Executive Director Doug Keillor at: keillord@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.

Wednesday, March 13—Tax Tips for 2018
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).

Cartesian Product:
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/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.

Reminder:
ESEA-MTI General Membership
Meeting March 20, 4:15 p.m., at MTI; 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 MTI Assistant Director Eve Degen degene@madisonteachers.org. Nominations can also be made from the floor at the March 20 meeting.

It’s Your Union! Get Involved!

MTI Cares’ Bowl-A-Thon and Silent Auction
Sunday, April 7, 2019 from 12-3 p.m., at Village Lanes in Monona (208 Owen Road)
Sign up on the MTI website.

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.

MTI Board of Directors
March 12, 4:30 p.m., MTI

USO-MTI Board of Directors
March 13, 4:15 p.m., MTI

MTI Cares Committee
March 14, 4:00 p.m., MTI

MTI Special Education Sub-Committee
March 18, 4:15 p.m., MTI

MTI Member Organizers
March 18, 4:30 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, #26, March 11, 2019
MTI’s web page - www.madisonteachers.org
MTI’s e-mail - MTI@madisonteachers.org
Uniting for Change

At last Tuesday’s Faculty Rep Council meeting, President Andy Waity read a statement to the assembled Union leadership, reaffirming 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/worksite 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/worksite 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 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 Stubbed (Thoreau); and Student Services—incumbent Holly Hansen (Lapham). A vacancy exists for Middle School Representative. (continued on next page)
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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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.

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, 4:35 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
Surplus Process Begins for Teachers and Educational Assistants

The District has sent staffing workbooks to all principals advising them of their allocations for the 2019-20 school year. These allocations include reductions at certain schools due to projected changes in enrollment and other factors. Reductions in allocation can result in staff receiving notice of surplus. While surplus notices can be issued up to July 1 for teachers and up to June 1 for EAs, the majority of surplus notices are being delivered in the next few weeks.

A surplus occurs within a school when there are more teachers or other educational support staff than there are allocated positions available at the school within the same bargaining unit or certification area. A surplus notice indicates that a staff member's position at the school is no longer available, but that there will be a position available elsewhere in the District within the same bargaining unit or certification area. The District intends to refer surplus staff for reassignment in late March and early April.

A surplus is not the same as a layoff; with a layoff, there is a determination that there is not a position available anywhere in the District. The District has not indicated a need for any layoffs, in any bargaining unit, thus far and intends to make those decisions (if needed) between late March and mid-April.

Being declared surplus can be a stressful situation for many employees and MTI staff are available to assist MTI members with any questions and concerns during the surplus/reassignment process and detailed surplus information is available at the “surplus” link on the MTI website www.madisonteachers.org.

MTI Faculty Reps & ESEA Building Reps—The Cornerstones of Our Union

MTI is a member-led Union and that is reflected in our motto, “Collectively We Decide, United We Act.” Faculty/Building Representatives, elected by their colleagues, serve a number of key functions in our collective work. They provide direct support and information to members in every school/worksite across MMSD. They serve on the Faculty Representative Council/Building Representatives meetings, are MTI’s policy-making bodies, and meet monthly during the school year to guide the work of our Union. Faculty/Building Reps provide opportunities for members to share ideas and concerns around issues that may be specific or more broadly felt. They represent their colleagues in proactively addressing concerns through Collaborative Problem Solving and other work. The end goal is a Union-strong community for every educator in MMSD.

With all of these roles and responsibilities it is important that a number of people take on the role of Faculty/Building Representative. The Bylaws of both MTI and ESEA-MTI allow for one (1) representative per fifteen (15) members. Additional members can be involved as Alternate Reps. Representatives from both units are elected during the last week in April. Over the next couple of months we will be sharing more about the important role our Reps play in MTI. As you learn more we hope that you will consider becoming involved as a Rep or alternate at your school/worksite. For more information contact one of the Reps at your school or President Andy Waity (awaity@madisonteachers.org).

Join Our Movement

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 for step-by-step directions on the MTI webpage: www.madisonteachers.org.
Crash Course: Tax Tips for 2018
Wednesday, March 13, 5-6:00 p.m.
WEA Member Benefits
(660 John Nolen Dr.)
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 webpage for a link to sign up.

SIGN UP!
MTI Cares’ 6th Annual Bowl-A-Thon
Sunday, April 7, Noon-3:00 p.m.,
at Village Lanes
MTI Cares is partnering for a second year with the Food for Thought Initiative (Food4TI) for our 6th Annual Bowl-A-Thon (and silent auction). Food4TI is dedicated to fighting hunger in the MMSD community and currently supports food pantries in four MMSD schools, as well as Thea’s Table (a weekend food program that works with MMSD school social workers to help provide weekend meals for homeless or at-risk families, currently serving over 50 families in need). Sign up your team (minimum 3, maximum 6 bowlers per lane). This fun and purposeful event is open to friends and families of all ages. MTI Cares is also seeking items for the silent auction. These can be original works of art, professional services, or samples, and gift cards from small businesses. To sign up, donate to the silent auction, or for additional information see the MTI Cares Bowl-A-Thon website at: www.madisonteachers.org/bowl-a-thon2019.

Wisconsin Labor History Conference
in Madison–April 13
The Wisconsin Labor History Society hosts its 38th Annual Conference on Saturday, April 13. The conference theme is, “How Labor Can Win Again—Direct Actions strategies of history offering a promise for the future.” Join in on the discussion about “direct actions,” such as rallies, strikes, and other innovative tactics of labor unions. The conference will be held at the Madison Labor Temple (1602 S. Park Street) from 9:00am - 3:00pm with lunch included. Union activists and labor historians will discuss victories in Wisconsin since Act 10 along with a closing discussion about ways members can organize in the future. Registration ($35) available on Eventbrite.

2019 WEAC Representative Assembly,
April 27, in Oshkosh;
Become an MTI Delegate
Seeking MTI teacher members to serve as MTI 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 is a one-day meeting in Oshkosh this year. This meeting sets the agenda for the work of the state union for the next year. This is a great way to stay informed and be involved in your statewide union.

MTI Membership Opportunities
The following meetings, seminars, and workshops are available to MTI members only.

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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 2018
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 Handbook/SBLT/Climate
February 25, 4:30 p.m., MTI

MTI Member Organizers
February 25, 4:30 p.m., MTI

MTI Faculty Representative Council
February 26, 4:30 p.m., MTI

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

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

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

SPRING BREAK—March 25-29

Our Union Makes Us Strong!
Volume 53, #24, February 25, 2019
MTI’s web page - www.madisonteachers.org
MTI’s e-mail - MTI@madisonteachers.org
After Considering Input from MTI, District Determines Make-Up Time for Snow Days

The District has experienced a record number of school closure dates this school year due to weather, with six (6) snow/cold days so far and another month of winter remaining. The extraordinary number of days of school cancellations due to weather has resulted in a need to add instructional hours to meet DPI requirements (1,050 hours for Grades 1-6; at least 1,137 hours for Grades 7-12).

Under the terms of the MMSD Employee Handbook, the District is obligated to consult with MTI’s appointees to the Handbook Review Committee when make-up time is needed in order to consider educator input in the decision. That consultation happened last Tuesday (February 12) during our most recent snow day and while District Administration eventually accepted some of MTI’s recommendations, they rejected others and used their authority to make a final decision.

MTI’s Representatives advocated that in making up instructional minutes the District should consider student and teacher instructional needs first, and that in order to add the necessary instructional hours the District should: 1) convert the February, March, and April ALL STAFF/PD days to instructional days; 2) convert Monday PCT time at middle and high schools to student instructional time; and 3) add the remaining necessary minutes to the elementary instructional day. MTI Representatives reasoned that changing PD and PCT days to instructional time would provide far greater instructional value for students and teachers than adding a minute or two to each class.

The District considered MTI’s input and agreed to convert the February and March ALL STAFF/PD days to instructional days, but also concluded to maintain the April PD day and instead convert the June 12 ALL STAFF/PD day to an instructional day (which MTI opposed since there is little instructional value on the last day of school). The District also decided against converting Monday PCT time at middle and high schools to instructional time and instead concluded to extend the instructional day at the elementary, middle and high schools accordingly. The District will be sharing a detailed communication with the specific changes, as well as the rationale to all stakeholders (parents, staff, and students).

Snow day pay: After gaining three (3) paid days for support staff due to the cold days, MTI is also advocating that support staff be compensated for the most recent snow day and that substitute teachers and substitute clericals who were scheduled to work on all snow/cold days also be compensated.
MTI Delegates to SCFL
Nominations are being sought for members interested in serving as an MTI Delegate to the South Central Federation of Labor. The term expires in March for Michele Ritt (Leopold); and a second vacancy exists due to a resignation. Michele is seeking re-election. Terms are for two years. Nominations can be e-mailed to MTI Executive Director Doug Keillor at keillord@madisonteachers.org, or made at the February 26 meeting of the MTI Faculty Representative Council. The election will be held at the March 19 meeting of the Council.

Crash Course: Tax Tips for Teachers
Wednesday, March 13, 5-6:00 p.m.
WEA Member Benefits
(660 John Nolen Dr.)
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 webpage for a link to sign up.

Please Note:
ESEA-MTI
Building Rep
Meeting Rescheduled
to March 5, 4:15 p.m.,
MTI (33 Nob Hill Rd.)

2019 WEAC Representative Assembly, April 27, in Oshkosh;
Become an MTI Delegate
MTI is seeking teacher members to serve as MTI delegates to the WEAC Representative Assembly on April 27, 2019. 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 is a one-day meeting in Oshkosh this year. This meeting sets the agenda for the work of the state union for the next year. This is a great way to stay informed and be involved in your state-wide union.

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Calendar of Events
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February 18, 4:15 p.m., MTI

MTI Finance Committee
February 18, 4:30 p.m., MTI

Vote—Primary Election February 19

USO-MTI General Membership
February 21, 4:15 p.m., MTI

MTI Handbook/Bargaining Committee
February 21, 4:30 p.m., MTI

MTI/MMSD Handbook/SBLT/Climate
February 25, 4:30 p.m., MTI

MTI Member Organizers
February 25, 4:30 p.m., MTI

MTI Faculty Representative Council
February 26, 4:30 p.m., MTI

Our Union Makes Us Strong!
Volume 53, #23, February 18, 2019
MTI’s web page - www.madisonteachers.org
MTI's e-mail - MTT@madisonteachers.org
MTI-Voters Endorse Candidates for Spring Elections; Time to Get-Out-The-Vote

MTI-Voters members have confirmed MTI-Voters Committee recommended endorsements for BOE Seats 3, 4 and 5, along with Wisconsin Supreme Court. MTI-Voters Committee concluded not to endorse mayoral candidates until after the Feb 19 primary election. The list of candidate endorsements, completed candidate questionnaires, and candidate websites are available at the Elections-Spring 2019 tab on MTI’s website: www.madisonteachers.org. All MTI-members who participate in the MTI-Voters political action committee have been sent info on the endorsement via e-mail.

Get-out-the-vote: Now that endorsements have been made, endorsed candidates will be looking to MTI members to help with get-out-the-vote activities including literature drops, canvassing, phone banks and other campaign events. BOE candidates will have a spring primary election on February 19 and the general election scheduled for April 2. GOTV opportunities will be shared with all MTI-Voters members and posted at the Elections-Spring 2019 tab on MTI’s website: www.madisonteachers.org.

USO-MTI and MTI-R Members Invited to Join MTI-Voters Political Action Committee

A mailing was sent to all USO-MTI (substitute teachers) and MTI-R (retired) members last week inviting them to join MTI-Voters political action committee. While both groups have had representation on the MTI-Voters Committee for decades, members of these organizations have not participated in contributing funds to MTI-Voters PAC or voted on endorsement recommendations. MTI Bylaws and policies were recently modified to allow and encourage members of these two affiliates to join MTI-Voters, expanding our collective voice in this area.

Teacher Retirement and TERP
Deadline February 15

In order to be eligible for the Teacher Emeritus Retirement Program (TERP), a teacher must be full-time and at least 55 years old, with a combined age (as of August 30 in one’s retirement year) and years of service in the District totaling at least 75. (For example, a teacher who is 57 and has eighteen (18) years of service to MMSD would be eligible: 57 + 18 = 75.) Teachers who are younger than age 55 are eligible if they have worked for the MMSD at least 30 years. Up to ten (10) part-time teachers may participate in TERP each year provided they have worked full-time within the last ten (10) years and meet the eligibility criteria described above. Retirement notifications, including completed TERP agreements, are due in the District’s Department of Human Resources no later than February 15. MTI was successful in discussions for the 2018-19 MMSD Employee Handbook in gaining the continuance of TERP. Thus, MTI members can be assured that TERP runs through the 2019-20 school year and not feel pressured into retirement before they are ready.

Black Lives Matter At School Week of Action

Last week, MTI joined educators across the country in the National Black Lives Matter at School Week of Action. The Week of Action, originating in Seattle, is in its third year and uses the principles of the Black Lives Matter movement, along with rich ethnic study-based lessons, to discuss issues of race and equity. MTI adopted NEA’s resolution explicitly calling for the hiring of more Black educators, an end to zero tolerance discipline, and support of teaching Black history and ethnic studies. MTI called and, as always, our members rallied behind this urgent work. MTI distributed over 1,400 BLM at School t-shirts, and held three weekend planning events attended by over 160 educators. Throughout the District, educators used ethnic study-based lessons, artwork, discussion circles, and daily messages to declare that Black Lives Matter at School. Our hope is that this collective week of action is bringing critical reflection, honest conversations, and systemic change to the issues that impact racial justice in education.

Black Lives Matter at School Week is part of the ongoing work of MTI, as outlined in our mission statement: "Public schools have a moral responsibility to provide quality education, broad and equitable in nature, to all students with no exceptions, exclusions or disparities." Get involved by joining the Madison Chapter Facebook group: https://tinyurl.com/y82dh6mt to share photos and updates from your school.

SAVE THE DATE!
MTI Cares’ 6th Annual Bowl-A-Thon
Sunday, April 7, Noon-3:00 p.m., at Village Lanes

MTI Cares is partnering for a second year with the Food for Thought Initiative (Food4TI) for our 6th Annual Bowl-A-Thon (and silent auction). Food4TI is dedicated to fighting hunger in the MMSD community and currently supports food pantries in four MMSD schools, as well as Thea’s Table (a weekend food program that works with MMSD school social workers to help provide weekend meals for homeless or at-risk families, currently serving over 50 families in need). Sign up your team (minimum 3, maximum 6 bowlers per lane). This fun and purposeful event is open to friends and families of all ages. MTI Cares is also seeking items for the silent auction. These can be original works of art, professional services, or samples, and gift cards from small businesses. To sign up, donate to the silent auction, or for additional information see the MTI Cares Bowl-A-Thon website at: www.madisonteachers.org/bowl-a-thon2019.
MTI Delegates to SCFL

Nominations are being sought for members interested in serving as an MTI Delegate to the South Central Federation of Labor. Terms expire in March for Michele Ritt (Shorewood) and a vacancy exists due to a resignation. Michele is seeking re-election. Terms are for two years. Nominations can be e-mailed to MTI Executive Director Doug Keillor at: keillord@madisonteachers.org or made at the February 26 meeting of the MTI Faculty Representative Council. The election will be held at the March 19 meeting of the Council.

Temporary Reduction of Contract with Right to Return to Full-Time Deadline March 1

Addendum A, Section 3.09 of the Employee Handbook provides that full-time teachers who wish to work part-time may request to do so for a period of one (1) year, and shall have the right to return to a full-time regular contract at the end of such period. Requests for part-time contracts must be made in writing to the Department of Human Resources on or before March 1 of the preceding school year. To be eligible to apply for contract reduction under this Section, a teacher must have completed five (5) years of service with the District as a teacher by the time the contract reduction will become effective.

Union Dues and Taxes

Union dues are not tax deductible on 2018 tax returns given tax reforms enacted last spring by Congress. Per the IRS: “The Tax Cuts and Jobs Act suspends all miscellaneous itemized deductions that are subject to the 2 percent of adjusted gross income floor. This change affects un-reimbursed employee expenses such as uniforms, union dues and the deduction for business-related meals, entertainment and travel.”

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.

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).

Calendar of Events

MTI Finance Committee
February 11, 4:30 p.m., MTI

MTI Board of Directors
February 12, 4:30 p.m., MTI

MTI/MMSD Joint Safety/BEP
February 13, 4:30 p.m., MTI

MTI Special Education Sub-Committee
February 18, 4:15 p.m., MTI

MTI Finance Committee
February 18, 4:30 p.m., MTI

Vote—Primary Election February 19

USO-MTI General Membership
February 21, 4:15 p.m., MTI

MTI Handbook/Bargaining Committee
February 21, 4:30 p.m., MTI

MTI Faculty Representative Council
February 26, 4:30 p.m., MTI

Our Union Makes Us Strong!
Volume 53, #22, February 11, 2019
MTI’s web page - www.madisonteachers.org
MTI’s e-mail - MTI@madisonteachers.org
MTI Seeks Snow Day Pay for All MMSD Support Staff

Given the extraordinary number of school closings this school year due to inclement weather, MTI has asked MMSD Administration and the Board of Education to promptly address compensation for MMSD support staff on such days. Specifically, MTI is requesting that MMSD support staff (EAs, Clerical/Technical, SSAs, Substitutes, and others) receive full compensation (similar to teaching staff) when their regularly scheduled work days are disrupted when schools are closed due to inclement weather.

Currently, support staff can only be compensated for such school closures should they have available PI, vacation, or floating holidays, or possibly make up the time at a later date. Many staff have no such time available, nor do we believe support staff should be forced to use such accrued time for these unplanned events. We believe this inequity needs to change and support staff scheduled to work on such days should be treated similarly to teaching staff, i.e., no loss of pay when schools are closed due to weather. Few families can sustain the hit on their paycheck of multiple unpaid days. MTI is further asking that the above practice be implemented immediately for the 2018-19 school year.

At the time this newsletter went to print, District Administration had yet to respond to this request. All MTI members were sent an e-mail blast last week advising them about current practices (see the reverse of this newsletter) relative to compensation on days when schools are closed, MTI's advocacy on the above issue, and the availability of MTI Solidarity Fund loans for members experiencing hardship. MTI will keep members updated on this issue as it progresses.

Snow Day Make-Up Time?

DPI Administrative Rules mandate that each school district annually hold at least 437 hours of direct pupil instruction in kindergarten, 1,050 hours of instruction in Grades 1-6, and 1,137 hours of instruction in Grades 7-12. Given the extraordinary number of days MMSD schools have been closed recently due to inclement weather, MTI anticipates all schools falling short of these required hours. While it is possible that DPI may be willing to waive these requirements given these extraordinary circumstances, it is also possible that make-up time will need to be added.

Effective with the 2017-18 Employee Handbook, MTI was able to gain amended Handbook language to require consultation with MTI-MMSD Handbook Review Committee prior to concluding how time would be made up:

“If there is a need to make up instructional minutes due to inclement weather, the District, in consultation with the Handbook Review Committee, will determine how best to add the time necessary to meet state standards on hours of instruction (including eliminating Staff Only days, eliminating Monday Early Release time, or adding minutes to the instructional day.”

MTI has reminded District Administration of this required consultation and has requested to meet with the District as soon as possible to discuss any required make-up time.

MTI-Voters Interviews BOE, Supreme Court, and Mayoral Candidates and Recommends Endorsements

On January 16 and 29, MTI Voters (MTI’s political action committee) interviewed candidates for MMSD Board of Education, Wisconsin Supreme Court, and Mayor of Madison. Following the interviews, the MTI-Voters Committee concluded to recommend endorsements for BOE Seats 3, 4 and 5, along with Wisconsin Supreme Court. MTI-Voters Committee concluded not to endorse mayoral candidates until after the primary election.

All members of MTI-Voters were sent an e-mail ballot last week asking for their vote on the endorsement recommendations by TODAY (Monday, February 4). Endorsement decisions are not finalized until the balloting process is concluded.

Members are encouraged to review the completed candidate questionnaires and candidate websites available at the Elections-Spring 2019 tab on MTI’s website (www.madisonteachers.org), and complete the endorsement ballot that was sent to you.
Inclined Weather & Closing School

While MTI is advocating for snow day pay for all employees, current Employee Handbook provisions that deal with the impact on members when schools are closed are as follows:

Teacher bargaining unit: Should it become necessary to close or delay the opening of school due to inclement weather, power failures or other circumstances, notice shall be delivered prior to 6:30 a.m. over radio stations whose broadcast studios are located within the city limits of the City of Madison. Teachers shall be compensated for such day in their regular monthly payroll check.

Bilingual Resources Specialists: The Employee Handbook provides that employees who are tardy or absent due to inclement weather are allowed to receive compensation by using personal illness leave or electing to make up the time by performing their regular duties or participating in staff development/training opportunities offered by the District.

EAs/SEAs/NAs: The Employee Handbook allows the option of using personal illness leave to receive payment for time missed due to school closings, along with being able to be paid up-front, provided one makes up the missed time by attending District-provided staff development/training or by performing her/his regular duties within one week of the end of the school year.

Clerical/Technical: The Employee Handbook provides that when an employee is absent from work for more than one hour on a “snow day,” or other emergency school closing, in addition to vacation time and compensatory time, the employee shall have the option to use floating holidays or personal illness leave to receive compensation for such days. In addition, employees are provided the option of receiving pay for the snow day during the payroll period in which the snow day occurs (without utilizing any accrued time) provided the employee makes up the time by attending District-offered staff development/training opportunities by the end of the school year. Employees will also continue to have the option to make up the time by performing their regular duties provided they have their supervisor’s approval.

Security Assistants: The Employee Handbook provides the options of using personal illness or floating holiday time to receive payment for time missed, along with being able to be paid up-front, provided one makes up the missed time by attending District-provided staff development/training or by performing her/his regular duties within one week of the end of the school year.

Substitute Teachers: Receive no compensation on such days.

Work Continues on 2019-20 Employee Handbook

Employee Handbook updates can be found on MTI’s website www.madisonteachers.org under the “Employee Handbook” tab. Work continues this month on other significant Employee Handbook issues, including high school scheduling (February 6); teacher planning time, including common time at the high school level (February 5); special education (addressed as part of planning time); and school climate and shared leadership (February 25).

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.

Thursday, February 7, 5-6:00 p.m.

Student Loan Forgiveness

WEA Member Benefits, 660 John Nolen Drive

For details and registration, go to weabenefits.com/MTI

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 National Board Certification Training Workshops for 2018-19. MTI members pursing National Board Certification are invited to participate in monthly NBC support workshops. The next session is February 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 mt@madisonteachers.org) should you have a question or need assistance with any work-related matter.

Calendar of Events

MTI/MMSD Handbook/Planning Time
February 5, 4:30 p.m., MTI

Staff Only Day—February 8

MTI Board of Directors
February 12, 4:30 p.m., MTI

Primary Election—February 19—VOTE!

USO-MTI General Membership
February 21, 4:15 p.m., MTI

MTI Faculty Representative Council
February 26, 4:30 p.m., MTI

MTI Voters Political Action Committee
February 27, 4:30 p.m., MTI

Save the Date! April 7, 2019

MTI Cares Bowl-A-Thon for Food for Thought Initiative

Our Union Makes Us Strong!
Volume 53, #21, February 4, 2019
MTI’s web page - www.madisonteachers.org
MTI’s e-mail - MTI@madisonteachers.org
**MTI Equity and Diversity Committee Update**

Much is happening as we approach the Black Lives Matter at Schools Week of Action, February 4-8, 2019.

- **Over thirty** MTI members invested time on Saturday, January 12, to help plan for the launch MTI's Black Lives Matter at School Week of Action. For those still looking for instructional resources and materials, information is available at: [https://goo.gl/3Ww9nB](https://goo.gl/3Ww9nB).

- **Over 160** MTI and community members have registered to attend the Fighting for Justice: Teaching for Black Lives presentation at Edgewood College on Sunday, January 27, to learn and plan with others. REGISTER NOW at: [https://goo.gl/MFptiZ](https://goo.gl/MFptiZ).

- **Over 1,200** MTI members and supporters have ordered Black Lives Matter at School t-shirts to promote the week and support the actions. Stay tuned for delivery next week!

- It is not too late to join in! Take the pledge and share your action - #BLMatSchool Madison. [https://goo.gl/i8t6xZ](https://goo.gl/i8t6xZ)

- MTI’s Equity and Diversity Committee met January 25 to discuss next steps in MTI’s equity work.

- Questions about this work? Contact Kerry Motoviloff at: kmotoviloff@madisonteachers.org.

**Progress Made and Work Continues on 2019-20 Employee Handbook**

The Board of Education approved the first set of recommendations advanced for revisions to the 2019-20 Employee Handbook. Included in those recommendations were consensus modifications to the 2019-20 teacher salary schedule, adjustments to various extra duty (e.g., coaching) positions, and other changes. All MTI members received a detailed explanation of the teacher salary schedule (all positive) and the 2019-20 school calendar (we were successful in continuing with a two-week winter break). Handbook updates can be found on MTI's website [www.madisonteachers.org](http://www.madisonteachers.org) under the “Employee Handbook” tab.

While the above recommendations have been approved, work continues this month on other significant Employee Handbook issues, including high school scheduling (January 28); teacher planning time (February 5); special education (addressed as part of planning time); and school climate and shared leadership (February 25).

**MTI Continues to Support Educational Resource Officers (EROs) in MMSD High Schools**

Questions have recently arisen regarding MTI’s support for Black Lives Matter at School week and MTI’s position on Educational Resource Officers (EROs) in MMSD high schools. MTI’s support for the BLM at School week was adopted to include: 1) ending zero tolerance policies and providing restorative justice in all schools; 2) mandating black history and ethnic studies; and 3) hiring more black teachers. Since MTI adopted the platform, national organizers added a plank about removing police officers from schools. While MTI will continue to work to create actions and support for the initial three demands, **MTI continues to support the presence of Educational Resource Officers (EROs) in MMSD high schools**.

When the ERO contract was being discussed in 2016, MTI issued a statement in support of the continuation of EROs in Madison high schools and communicated this position to all members, MMSD administration, the Board of Education, and City of Madison leaders. MTI’s position was based on feedback received from MTI members working with EROs in MMSD high schools who felt the ERO positions were essential. This continues to be MTI’s position. MMSD administration and the Madison Police Department are currently negotiating terms for the renewal of the ERO contract and attempting to incorporate revisions recommended by the Board of Education’s ERO ad hoc committee.

**Election for MTI Release-Time President January 28**

At the January 15 meeting of the MTI Faculty Representative Council, nominations were finalized for MTI’s Release-Time President. Current President Andy Waity was nominated and is seeking reelection to a second two-year term to serve as Release-Time President. The term of office is for two years (2019-21). According to MTI Bylaws, the election is held the fourth Monday of January (this year January 28) and installation held at the May Council meeting. Election materials have been sent to all MTI Faculty Representatives.

**MTI Bylaw Revisions**

At its January 15 meeting, the MTI Faculty Representative Council approved two Bylaw changes: 1) Article II, which allows MTI-Retired members to both contribute to and vote on the endorsement recommendations of MTI Voters Political Action Committee; and 2) Article XII, which adds an ESEA-MTI member to MTI Voters in addition to the President of the unit; and designates the duty of setting the dues amount for MTI-Retired to that of the MTI Faculty Representative Council.
Important Deadlines

- Salary Advancement Credit for passage over a salary barrier or for salary track advancement, effective at the beginning of the second semester, are due in the office of Human Resources by 5:00 p.m., February 1.
- Sabbatical Leave applications for either the first semester of the 2019-20 school year or for the entire school year, are due in the MTI office by 5:00 p.m., February 1.
- Teacher Retirement and Teacher Emeritus Retirement Program (TERP) enrollment applications are due in the office of Human Resources by 5:00 p.m., February 15.
- Temporary Reduction of Contract with Right to Return to Full-Time requests due in the office of Human Resources by 5:00 p.m., March 1.

Cold Weather Update

MTI reminds all members that the District has winter weather guidelines. Members can access the District’s weather page at: www.mmsd.org/weather.

MTI talks with many members during the winter months regarding issues of cold classrooms and heating malfunctions in schools and work sites. MTI advises members to initially contact their school principal/supervisor and head custodian when there is a heating issue in a building; in many cases, the principal is already working with the building services department and custodian to rectify the problem. Members should also feel free to contact MTI regarding any on-going heating or other building issues. Your Union is always happy to intercede and advocate for its members regarding cold classrooms and other building conditions.

Although there is no District-wide policy regarding cold weather and recess, the standing practice is to keep students indoors if the wind chill is lower than -10 degrees. Decisions are usually made at each school site. Allowing recess or keeping children indoors can be a surprisingly contentious issue, with parents often disagreeing with either decision. MTI advises members to work with their school principal, and contact MTI if there are any concerns. The National Weather Service’s wind chill chart can be found at: www.nws.noaa.gov.

SAVE THE DATE: MTI Cares 6th Annual Bowl-A-Thon, Sunday, April 7

MTI Cares is partnering for a second year with the Food for Thought Initiative (Food4TI) for our 6th Annual Bowl-A-Thon (and silent auction). Food4TI is dedicated to fighting hunger in the MMSD community and currently supports food pantries in four MMSD schools, as well as Thea’s Table (a weekend food program that works with MMSD school social workers to help provide weekend meals for homeless or at-risk families, currently serving over 50 families in need).

NOTE NEW LOCATION: The event will take place on Sunday, April 7, from 12-3:00 p.m. at Village Lanes in Monona. Team registration and bidding on silent auction items will begin at 11:30.

Sign up your team (minimum 3, maximum 6 bowlers per lane). This fun and purposeful event is open to friends and families of all ages. MTI Cares is also seeking items for the silent auction. These can be original works of art, professional services, or samples, and gift cards from small businesses. To sign up, donate to the silent auction, or for additional information see the MTI Cares Bowl-A-Thon website at: www.madisonteachers.org/bowl-a-thon2019.

MTI Membership Opportunities

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Thursday, February 7, 5-6:00 p.m.
Student Loan Forgiveness
WEA Member Benefits, 660 John Nolen Drive
For details and registration, go to weabenefits.com/MTI

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 National Board Certification Training Workshops for 2018-19.

MTI members pursing National Board Certification are invited to participate in monthly NBC support workshops. The next session is February 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 mt@madisonteachers.org) should you have a question or need assistance with any work-related matter.

Calendar of Events

Board of Education—Regular Meeting
January 28, 6:00 p.m., Doyle

MTI Bargaining/Handbook Committee
January 30, 4:30 p.m., MTI

MTI/MMSD Handbook/Planning Time
February 5, 4:30 p.m., MTI

Staff Only Day—February 8

MTI Board of Directors
February 12, 4:30 p.m., MTI

Primary Election—February 19—VOTE!

USO-MTI General Membership
February 21, 4:15 p.m., MTI

Save the Dates! February 4-8, 2019
Black Lives Matter at School Week of Action

Our Union Makes Us Strong!
Volume 53, #20, January 28, 2019
MTI’s web page - www.madisonteachers.org
MTI’s e-mail - MTI@madisonteachers.org
MTI-Voters Interviews BOE Candidates and Recommends Endorsements

Last week, MTI Voters (MTI’s political action committee) interviewed candidates for MMSD Board of Education. Following the interviews, the MTI-Voters Committee concluded to recommend endorsements for BOE races for Seats 3 and 5, and delay endorsement in Seat 4 until January 23. All members of MTI-Voters will be sent an e-mail ballot asking for their vote on the BOE endorsement recommendations. Endorsement decisions are not finalized until that ballot is concluded.

- BOE Seat 3: MTI-Voters recommends the endorsement of Cris Carusi.
- BOE Seat 5: MTI-Voters recommends a dual endorsement of both TJ Mertz and Ananda Mirilli.

The MTI-Voters Committee concluded to delay an endorsement recommendation for BOE Seat 4 until the next MTI-Voters Committee meeting scheduled for January 23.

MTI-Voters recommendations for endorsement are not finalized until voted on by the MTI members who participate in the MTI-Voters political action committee. Members are encouraged to review the completed candidate questionnaires and candidate websites available at the Elections-Spring 2019 tab on MTI’s website (www.madisonteachers.org), and complete the endorsement ballot that will be sent you.

TERP & RIA Continue; Teacher Retirement Deadline February 15

Teacher retirement notifications, including completed TERP agreements, are due in the District’s Department of Human Resources no later than February 15. Appointments can be made to complete the TERP agreement and discuss insurance options at retirement by calling the District’s Benefits Manager, Rachelle Hady, at 663-1795.

The Teacher Emeritus Retirement Program (TERP) is a benefit originally negotiated by MTI that provides eligible retiring teachers with a supplemental retirement benefit valued between $30,000 and $50,000 (depending on salary). These funds can be taken as a monthly cash benefit or, as is typically the case, used for the payment of post-retirement insurance benefits. MTI was successful in discussions for the MMSD Employee Handbook in assuring the continuance of TERP through the 2019-20 school year. Thus, MTI members can be assured that TERP benefits will be available at least through the 2019-20 school year. The value of this one benefit alone can be greater than the total amount of Union dues a teacher pays over the course of their career.

In order to be eligible for TERP, a teacher must be working full-time, be at least 55 years old (as of August 30 in one’s retirement year), with a combined age and years of service in MMSD totaling at least 75. (For example, a teacher who is 57 and has eighteen (18) years of service in MMSD would be eligible: 57 + 18 = 75.) Teachers who are younger than age 55 are eligible if they have worked for MMSD at least 30 years. Up to ten (10) part-time teachers may participate in TERP each year, provided they have worked full-time within the last ten (10) years and meet the eligibility criteria described above.

The Retirement Insurance Account (RIA) is another benefit originally negotiated by MTI that provides eligible retiring MTI-represented teachers access at the time of their retirement to accrued sick leave for the payment of post-retirement insurance benefits. Teachers receive the full value of their first 200 days of sick leave and 50% value for any sick leave accrued beyond 200 days. The RIA often provides eligible MTI-represented retirees with a benefit valued between $20,000 and $70,000 (depending on the number of sick days accrued and salary at time of retirement), which can cover a number of years of post-retirement insurance premium costs. MTI was successful in discussions for the 2019-20 MMSD Employee Handbook in assuring the continuance of RIA through the 2019-20 school year. Thus, MTI members can be assured that RIA benefits will be available at least through the 2019-20 school year.

TERP and RIA benefits are two innovative retirement benefits that were originally negotiated by MTI, and have continued to be available to MTI-represented employees due to MTI’s continued advocacy in the MMSD Employee Handbook review process. MTI members can learn more about these benefits by attending scheduled MTI retirement seminars, or by scheduling an individual retirement consultation with WEA Member Benefits consultant Steve Pike. Steve is a retired MMSD teacher and former MTI president, who now works for WEA Member Benefits, providing financial and retirement consultations to MTI-represented employees. Call MTI (257-0491) to schedule an appointment.

See the reverse of this newsletter for ESEA-MTI benefits & deadlines.

Election for MTI Release-Time President January 28

At the January 15 meeting of the MTI Faculty Representative Council, nominations were finalized for MTI Release-Time President. Current President Andy Waity was nominated and is seeking reelection to a second two-year term to serve as Release-Time President. The term of office is for two years (2019-21).

According to the MTI Bylaws, the election is held the fourth Monday of January (this year January 28) and installation held at the May Council meeting. Election materials have been sent to MTI Faculty Representatives.
ESEA-MTI Retirement Benefits and Deadlines

Employees represented by MTI’s Educational Support Employees Association (ESEA) bargaining unit who are considering retirement are encouraged to contact District’s Benefits Manager, Rachelle Hady (663-1795) at least four weeks prior to retirement. Clerical and Technical employees are required to provide four (4) weeks notice; EA and SSA employees are required to provide two (2) weeks notice during the school year or by July 1 for a summer retirement. Eligible ESEA-MTI- represented employees are also entitled to Retirement Sick Leave Payments for the payment of post-retirement insurance benefits. This benefit was originally negotiated by MTI, and provides eligible retiring ESEA-MTI represented employees the full value of their first 200 days (1600 hours) of sick leave and 50% value for any sick leave accrued beyond 200 days. MTI was successful in discussions for the MMSD Employee Handbook in assuring the continuance of this benefit through the 2019-20 school year. ESEA-MTI members can learn more about their retirement benefits at regularly-scheduled MTI retirement seminars, or by scheduling an individual retirement consultation with WEA Member Benefits Consultant Steve Pike (257-0491) to schedule an appointment.

Important February Deadlines

- Salary Advancement Credit for passage over a salary barrier or for salary track advancement, effective at the beginning of the second semester, are due in the office of Human Resources by 5:00 p.m., February 1.
- Sabbatical Leave applications for either the first semester of the 2019-20 school year or for the entire school year, are due in the MTI office by 5:00 p.m., February 1.
- Teacher Retirement and Teacher Emeritus Retirement Program (TERP) enrollment applications are due in the office of Human Resources by 5:00 p.m., February 15.

Staff Only Day February 8

There is no school for students on the February 8 “Staff Only” day (formerly known as PD days). The Employee Handbook, Section 4.06, provides that there will be one (1) full staff only day per quarter. “The structure of the day is to be determined collaboratively with the building leadership and the principals. Such time shall include collaborative learning that supports and enhances the quality of teaching and is aligned to each school’s SIP goals and strategies.” Educational Assistants and School Security Assistants have a mandatory workday on February 8. Various professional development opportunities are available to specific groups within these bargaining units.

Temporary Reduction of Contract with Right to Return to Full-Time

Addendum A, Section 3.09 of the Employee Handbook provides that full-time teachers who wish to work part-time may request to do so for a period of one (1) year, and shall have the right to return to a full-time regular contract at the end of such period. Requests for part-time contracts must be in writing to the Department of Human Resources on or before March 1 of the preceding school year. To be eligible to apply for contract reduction under this Section, a teacher must have completed five (5) years of service with the District as a teacher by the time the contract reduction will become effective.

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. 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 pursing National Board Certification are invited to participate in monthly NBC support workshops. The next session is February 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 mtisupport@madisonteachers.org) should you have a question or need assistance with any work-related matter.

Calendar of Events

MTI Voters Political Action Committee
January 23, 4:30 p.m., MTI

Board of Education—Regular Meeting
January 28, 6:00 p.m., MTI

MTI Bargaining/Handbook Committee
January 30, 4:30 p.m., MTI

Staff Only Day—February 8

MTI Board of Directors
February 12, 4:30 p.m., MTI

Primary Election—February 19—VOTE!

USO-MTI General Membership
February 21, 4:15 p.m., MTI

Save the Dates! February 4-8, 2019

Black Lives Matter at School
Week of Action

Our Union Makes Us Strong!
Volume 53, #19, January 22, 2019
MTI’s web page - www.madisonteachers.org
MTI’s e-mail - MTI@madisonteachers.org
Behavior Education Plan Revisions and Resources Being Considered by BOE

In January and February, the Board of Education will be considering changes and revisions to the Behavior Education Plan (BEP), as well as additional resources needed to support the Plan. During the first semester of the school year, District Administration collected feedback on the BEP from staff, parents, and students. Over 1,600 staff responded with survey feedback and over 240 staff attended one of six (6) feedback sessions held throughout the District. When asked to prioritize among potential resources to assist with BEP implementation, staff identified "mental health supports" and "additional supports for high needs students" as the top two priorities. Family feedback produced similar requests for "additional staff.

An ad hoc committee of the BOE is currently considering a number of resource recommendations, including: the expansion of Behavioral Health in school sites by adding four schools (currently eight elementary or middle schools provide this support); piloting a full-time Feeder Pattern Social Worker to focus on neighborhoods and families; additional capacity in alternative settings; and expanded staff training on universal practices, mindsets, race and disproportionality. Is that enough? What more is needed? The MTI-MMSD Safety/Behavior Committee has met regularly to review and discuss these recommendations and is scheduled to meet again in early February.

MTI members are encouraged to learn more about the proposed revisions via the BEP section of the MMSD Student Services website. MTI has sent an e-mail blast to all members with more info and continued opportunities to share your ideas and concerns.

Given the number of candidates, a primary election will be held for Board of Education and Mayor on February 19, with the two leading vote-getters advancing to the April 2 general election. All MTI members are encouraged to learn more about the candidates, attend candidate forums, and work to get out the vote for these crucial positions.

Who is MTI-Voters?
MTI-Voters is the political action committee of MTI that seeks to identify those candidates most likely to advance policies supported by the members of MTI, policies that support MMSD staff and students, and advance the quality of public education in the District. MTI-Voters is a representative body of MTI members, comprised of the Presidents of each MTI bargaining unit, the MTI Treasurer, and nine (9) others elected by MTI’s Faculty Representative Council. This member-comprised committee guides MTI’s political endorsement process and advances recommended endorsements to the thousands of MTI members who contribute to MTI Voters. In this manner, your voice joins the voice of many as we decide who to collectively support.

Dr. Martin Luther King, Jr. Holiday Events and Organizing Opportunities

In 2001, MTI became one of the first Unions in Wisconsin to negotiate a holiday to honor the birth and life of Dr. Martin Luther King, Jr. All Madison schools will be closed and all MTI-represented employees will receive a paid holiday on Monday, January 21. Madison will host multiple events to recognize, honor, and renew the struggle for racial equality and economic justice that was Dr. King’s life. MTI encourages members to participate in these community-building opportunities.

- Friday, January 18, 4:30-7:00 p.m.: MLK Free Community Dinner, Gordon Commons, 770 W. Dayton Street in downtown Madison. Dinner served buffet style from 4:30 to 7:00 p.m. There is NO COST to attend. Info at King Coalition Facebook page.
- Sunday, January 20, 7:30-10:00 a.m.: 35th Annual Urban League Outstanding Young Person Breakfast, Edgewood High School. Middle and high school students are nominated by schools from across Dane County, based on their academic performance, community service, and extra-curricular participation. Tickets are $10 and available online at https://www.ulgm.org/mlkevents.
- Monday, January 21, 5:00 p.m.: 34th Annual Madison & Dane County King Holiday Observance, Overture Center in downtown Madison. Freedom songs in the Overture rotunda at 5:00 pm. Program begins at 6:00 pm. NO COST to attend. More info available on King Coalition Facebook page.
Professional Support Series  
January 23

MTI and WEA Benefits are co-hosting a series of evenings to support educators. These nights are intended to support you as a professional with finances, employee systems, and protections or rights. The events are open to all members and non-members. Join us on January 23, at 4:30 p.m., at MTI for “Make Smart Financial Moves.” More than ever, Wisconsin public school employees need to be aware of common financial pitfalls and how to avoid them, as well as solutions and resources that can help one become financially secure. WEA Member Benefits puts a new twist on financial education with the Don’t Be Jack™ interactive board game. Teams compete while they learn about the advantages or consequences of certain financial actions. SIGN UP at:  https://goo.gl/xVkt9v.

Important February Deadlines

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Union Dues and Taxes

Union dues are not tax deductible on 2018 tax returns given tax reforms enacted last spring by Congress. Per the IRS: “The Tax Cuts and Jobs Act suspends all miscellaneous itemized deductions that are subject to the 2 percent of adjusted gross income floor. This change affects un-reimbursed employee expenses such as uniforms, union dues and the deduction for business-related meals, entertainment and travel.”

Winter Wellness Tips

We understand seasonal blues. Here’s a tip to stay happy, healthy, and energized: Go Tech-Free—Constant cell phone buzzes, notifications, and e-mail alerts keep us in a perpetual fight-or-flight mode due to bursts of adrenaline. Not only is this exhausting, but, it contributes to mounting stress levels. Enjoy spending time with your family and friends by staying present in the moment.

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Calendar of Events

MTI/MMSD Joint Safety Committee
January 14, 4:30 p.m., Doyle

MTI Faculty Representative Council
January 15, 4:30 p.m., MTI

MTI-VOTERS Political Action Committee
January 16, 4:30 p.m., MTI

Dr. Martin Luther King Jr. Day
January 21—Schools Closed

MTI Voters Political Action Committee
January 23, 4:30 p.m., MTI

Board of Education—Regular Meeting
January 28, 6:00 p.m., Doyle

Save the Date! February 4-8, 2019

Black Lives Matter at School Week of Action

Our Union Makes Us Strong!
Volume 53, #18, January 14, 2019
MTI’s web page - www.madisonteachers.org
MTI’s e-mail - MTI@madisonteachers.org
Welcome 2019!

A heartfelt welcome back to all of the school-year, MTI-represented employees returning from winter break this week, as well as those 12-month employees returning to work following holidays and/or vacation. We hope that everyone found time for some well-deserved rest and relaxation as we enter the new year. As you return to all of the rewards and challenges associated with the important work you do, know that your Union is here to support you in that work as we advocate for the schools that our students, staff, and community deserve. Thank you for all you do for our students and our community.

Progress Made and Work Continues on 2019-20 Employee Handbook

In the week prior to winter break, the Board of Education approved the first set of recommendations advanced for revisions to the 2019-20 Employee Handbook. Included in those recommendations were consensus modifications to the 2019-20 teacher salary schedule, adjustments to various extra duty (e.g., coaching) positions, and other changes. All MTI members have already received a detailed explanation of the teacher salary schedule changes (all positive) and will soon receive a detailed summary of the other approved revisions via e-mail. Work has also been completed on the 2019-20 school calendar and we were successful in continuing with a two-week winter break. Handbook updates can be found on MTI’s web site www.madisonteachers.org under the “Employee Handbook” tab.

While those recommendations have been approved, work continues this month on other significant Employee Handbook issues including school climate and shared leadership; teacher planning time; special education (addressed as part of planning time); and high school scheduling (January 28).

Come to MTI’s Black Lives Matter at School Week of Action Launch

MTI’s Equity and Diversity Committee, in partnership with NEA and WEAC, is promoting the Black Lives Matter at Schools week of action February 4-8, 2019. Come to our launch on January 12 from 9:00-12 p.m., at MTI. Sign the pledge for action! Get resources, lesson plans, and time to plan age-appropriate lessons with colleagues. Attend presentations and participate in discussions. WIN DOOR PRIZES! Enroll at https://goo.gl/TdzaWB. This day is part of the MTI Equity Series. These opportunities are FREE to MTI, Region 6, and WEAC members ($20 for non-members). Questions? Contact Kerry Motoviloff at: kmotoviloff@madisonteachers.org.

A local group has been organizing resources and events to support our Week of Action. Use this link (https://goo.gl/bVgu2Z) to:

- Order a t-shirt by January 16
- Sign up for the January 12 launch
- Get MTI-recommended lessons and resources
- Take the pledge to act
- Join the Facebook event page

BEP, School Climate, and Safety Update

The MTI-MMSD Safety Committee met on December 12 to receive an update from District administrators on the BEP feedback received from staff, students, and parents, as well as the draft BEP recommendations being considered. The draft recommendations will be refined further at the BOE Instructional Work Group meeting on January 7 and the BOE Ad Hoc BEP meeting on January 14, with the hope of BOE approval on January 28. MTI members can review the BEP feedback and draft recommendations linked on the MMSD BEP website. The MTI Safety Committee is scheduled to meet again on January 9.

Earlier in October, the Safety Committee received an update on school security matters from District Administrators Joe Balles and Karen Kepler. The District continues to work towards implementing keyless locks on all classroom doors and hopes to have this work completed by the start of next school year. The District is also working with local law enforcement to create safety plans for all MMSD schools to submit to the State by January. Updates and revisions are also being made to the MMSD Code of Conduct plan, which will be finalized and shared over the next few months. The Safety Committee is scheduled to meet again on January 14, 2019 to continue their discussions.

Nominations Due for MTI Release-Time President

Current MTI President Andy Waity is seeking re-election to a second, two-year term. Any member of MTI’s “teacher” bargaining unit who is interested in nominating a colleague, or himself/herself, for the position of MTI President should call or e-mail MTI Executive Director Doug Keilior at: keilior@madisonteachers.org.

The position is a full-time “release-time” position, meaning the President would secure a leave of absence from their teaching position to serve full-time as President of MTI. The term of office is for two years (2019-21). Nominations will be received and closed at the January 15 meeting of the MTI Faculty Representative Council. The election will be held the fourth Monday of January (January 28) and installation held at the May Council meeting.

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Sabbatical Leave Deadline February 1

Under the terms of the Employee Handbook, Section 10, 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. A teacher 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 2019-20 school year or the first semester are due February 1, 2019. An application and the MTI/MMSD agreed upon policy can be obtained by visiting MTI’s website: www.madisonteachers.org.

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Essay Contest on Labor History: Deadline February 15

Wisconsin high school students (grades 9-12) are encouraged to participate in the 2019 Labor History Essay Contest. Applicants can win up to $500. Students are invited to write 750 words on the following theme: “Unions have been important to my family and community because...” Students are encouraged to interview family members, neighbors, friends, or others about their connection to work and labor unions. The contest is easy to enter and is an opportunity for high schoolers to learn more about the labor movement. Visit wisconsinlabohistory.org for contest rules.

Winter Wellness Tips

We understand seasonal blues. Here’s a tip to stay happy, healthy, and energized: **Turn up the tunes**—put on your earbuds and listen to music! Rocking out to your favorite band helps redirect your attention from anxiety-producing thoughts to another space - the power of song. Research from the University of Maryland shows that hearing music you love can relax blood vessels and increase blood flow. That not only calms you down but is good for your heart, too. Crank it up! (References from www.Health.com).

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Dr. Martin Luther King Jr. Day
January 21

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January 23, 4:30 p.m., MTI

Board of Education—Regular Meeting
January 28, 6:00 p.m., Doyle

Save the Date! April 7, 2019
MTI Cares Bowl-A-Thon Fundraiser for Food for Thought Initiative (F4TI)

Our Union Makes Us Strong!
Volume 53, #17, January 7, 2019
MTI’s web page - www.madisonteachers.org
MTI’s e-mail - MTI@madisonteachers.org
MTI School Year Employees, Enjoy Your Break!

2019-20 School Calendar Finalized

We hope you are excited for some well-deserved time away from school. MTI wishes all school year employees (and those 12-month employees taking time off) a safe, relaxing, and enjoyable winter break. Thank you for all of your hard work in 2018 for our students and for your continued commitment to your Union. The strong support for MTI in the recent recertification election (99% voting in favor) is a testament to your belief in our collective efforts, our Union, to advocate for your needs and for those of our students. 2019 will bring its share of challenges, which we will need to meet together in solidarity. MTI is dedicated to ensuring members have vacation, holiday, and floating time to enjoy the holiday season. As a friendly (and happy) reminder, the 2018-19 winter break for school year employees is Monday, December 24 through Friday, January 4, 2019. Please note: The MTI office will be closed on December 24, 25, 26, 31 and January 1, 2019.

2019-20 School Calendar—Next week, we will be sending an e-mail out with more details about the 2019-20 school calendar.

Reminder—January Paycheck

The January 1 paycheck is to be deposited on the first banking day in January. This year that will be Wednesday, January 2, given that Tuesday, January 1, 2019 is a Federal Reserve Bank holiday. A deposit on December 31 would cause one to have to pay taxes on those funds for 2018, i.e., one would pay income tax on 13 months of wages in 2018. Paper direct deposit statements for teachers will be distributed at each person’s work location on January 7, the day school resumes. For those who receive electronic direct deposit statements, e-mails will be sent to district e-mail addresses on or after December 28 with funds being deposited on January 2. For substitute teachers, direct deposit statements will be delivered by the USPS on or about January 4. Members of MTI’s Educational Support Employees Association (ESEA-MTI) bargaining unit will have their paychecks directly deposited on January 4. Paper direct deposit statements will be distributed at each person’s work location on January 7. For those who receive electronic direct deposit statements, e-mails will be sent to district e-mail addresses on January 2.

Behavior Education Plan, School Climate, and Safety Update

The MTI-MMSD Safety Committee met on December 12 with Jay Affeldt and Quinn Craugh to discuss the results of the Behavior Education Plan (BEP) feedback survey and the District’s next steps on considering BEP revisions. Over 1,600 employees participated in the survey, and many others attended BEP feedback sessions held in MMSD high schools. The District plans to finalize the recommendations during the month of January, so that they are ready for consideration for the Board of Education by January 28. Watch for MTI e-mail updates on the draft BEP revisions and opportunities to add your voice to those considerations.

While BEP revisions continue to be explored, the District also continues to work on school safety improvements, including implementing keyless locks on all classroom doors by the start of next school year. The District is working with local law enforcement to create safety plans for all MMSD schools to submit to the State in January. Updates and revisions are also being made to the MMSD Code Red Lockdown procedures, which will be finalized and shared over the next few months. The Safety Committee is scheduled to meet again on January 14, 2019 to continue this discussion.

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Join Our Movement

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 for step-by-step directions on the MTI webpage: www.madisonteachers.org.
Winter Wellness Tips

We understand how easy it is to feel not so wonderful at this most wonderful time of the year. That’s why we’ve rounded up a few ways to help you dodge the seasonal blues and stay happy, healthy, and energized. **Push Perfection to the Side**—Stop obsessing over doing it all. The world is not going to end if the house is a little cluttered or dinner is on the table a few minutes late. "Focus your energy on enjoying the people in your life,” says Donna Schempp, the program director for the Family Caregiver Alliance. Don’t sweat the small stuff and your holiday will be much more enjoyable! References from [www.Health.com](http://www.Health.com)

Notify MTI of Financial or Employment Status Changes

We understand things are constantly changing and life can be chaotic. We want to give members a gentle nudge to please notify MTI of any changes to your employment or updates to your financial records. Oftentimes, MTI does not get these types of updates from the District. We value our members and rely on members to update us on any changes. Please keep MTI in the loop about adjustments to your contract percentage, if you have an impending resignation, or are planning to retire. Also, let us know if your credit card has been lost, stolen, has expired, or your banking information has changed. Feel free to contact MTI at 608-257-0491 or nicholsj@madisonteachers.org. Thank you for keeping MTI in the loop.

No Sick Leave Bank Assessment for 2018-19

The Sick Leave Bank (SLB) is an innovative and progressive benefit negotiated by MTI in the teacher Collective Bargaining Agreement, and now continued for teachers in the Employee Handbook. The SLB was created decades ago with each member of MTI’s teacher bargaining unit donating three sick days to fund the "Bank." The Bank acts as "short-term disability" for teachers needing to be off of work for medical reasons or maternity leave and who have an insufficient number of personal sick leave days available. SLB benefits begin after a teacher has been absent eleven (11) consecutive work days and has exhausted his/her personal sick leave account. Without the SLB, teachers without sufficient sick leave to cover an extended illness or maternity leave would be forced to go without pay for an extended period of time.

Teacher recipients are not required to "repay" the Bank for days withdrawn; rather all teachers are assessed an additional day from their personal sick leave account when the balance of days in the SLB drops below the defined threshold of six (6) days per teacher. To help offset the need for assessment, **MTI negotiated that 80% of the unused sick leave of those teachers who resign are transferred to the SLB.** This has minimized the need for members of the bargaining unit to be assessed days to fund the Bank. Because the Bank is currently adequately funded, no assessment will be required for the 2018-19 school year.

MTI Membership Opportunities

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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)).

MTI National Board Certification Training Workshops for 2018-19. MTI members pursing National Board Certification are invited to participate in monthly NBC support workshops. The next session is **January 9**, 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.

ESEA-MTI 2018-19 Holiday Schedule

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**Calendar of Events**

**MTI Special Education Sub-Committee**

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

**Board of Education Regular Meeting**

December 17, 6:00 p.m., Doyle

**Winter Break December 24—January 4**

**MTI Board of Directors**

January 8, 4:30 p.m., MTI

**MTI Faculty Representative Council**

January 15, 4:30 p.m., MTI

**Martin Luther King Jr. Day**

January 21—Schools Closed

Our Union Makes Us Strong!

**Volume 53, #16, December 17, 2018**

MTI’s web page - [www.madisonteachers.org](http://www.madisonteachers.org)
MTI’s e-mail - MTI@madisonteachers.org
MTI Bylaw Revision: Nominations Due for MTI Release-Time President

At the November meeting of the MTI Faculty Representative Council action was taken to amend the MTI Bylaws to move the election of MTI President from April to February. This amendment was made to address the various complexities associated with the “release-time” position. Current MTI President Andy Waity is seeking re-election to a second, two-year term. Any member of MTI’s “teacher” bargaining unit who is interested in nominating a colleague, or himself/herself, for the position of MTI President should call or e-mail MTI Executive Director Doug Keillor (keillord@madisonteachers.org/257-0491). The position is a full-time “release-time” position, meaning the President would secure a leave of absence from their teaching position to serve full-time as President of MTI. The term of office is for two years (2019-21). Nominations will be received and closed at the January 15 meeting of the MTI Faculty Representative Council. The election will be held the fourth Monday of January (January 28) and installation held at the May Council meeting.

Teacher Salary Schedule Update

Good news! At the December 3 meeting of the MTI-MMSD Teacher Salary Schedule/Compensation work group, a consensus was reached on recommended teacher salary schedule changes for the 2019-20 school year. These recommendations were forwarded to the Employee Handbook Review Committee for their review on Thursday, December 6, and will be shared with the Board of Education on Monday, December 10. We are pleased to report that the only recommended changes to the schedule will be those that the MTI participants to the Committee support, including:

- Moving Improvement Levels to every 5 years, with 6 academic and/or PAC credits required to pass
- Removing half-steps for part-time employees, allowing part-time employees to advance a full step annually in same manner as full-time employees
- Removing 2-year holds after Step 15, providing for annual step movement
  - Teachers in the BA tracks at Step 15 and above will receive approximately an 0.87% increase every year instead of 1.75% every two years
  - Teachers in the MA and PhD tracks at Step 15 and above will receive approximately a 1% increase every year instead of 2% every other year
- Renaming steps to alpha rather than numerical

Still to come, bargaining over base-wage increases later this school year.

Winter Wellness Tips

The days are short, and December can feel dark. The shopping and crowds. The back-to-back diet-busting parties. The small talk conversations with the in-laws or the dreaded political debates with your uncle Bob. We understand how easy it is to feel not so wonderful at this most wonderful time of the year. That's why we've rounded up a few ways to help you dodge the seasonal blues and stay happy, healthy, and energized. See also: www.health.com.

Think Positive—the holidays may drive you to your breaking point. You are not alone. Negative thinking can trigger the your body's stress response, just as a real threat does. Remember, it's time to celebrate with your family and friends (even if they do stress you out). An optimistic outlook will help you cope with challenges that come your way.

Fit in Exercise—it may be the last thing you feel like doing when you're stressed out, but going for a walk or hitting the gym can actually make you feel better. Research has found that workouts can boost your mood for up to 12 hours.

Savor a Spicy Meal—hot foods trigger the release of endorphins—the natural chemicals that trigger feelings of euphoria and well-being. Add some red pepper flakes to your soup or a splash of hot sauce on your tacos.

Join Our Movement

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Workplace Bullying

Board of Education Policy 4502A outlines the District’s classroom code of conduct for students and parents. Under the policy regarding pupils, it states in part, “Schools must be places where effective learning can occur...students are prohibited from engaging in behaviors which are illegal, immoral or threatening, or which impede the orderly operation of the classroom or school.” The BOE also approved a policy on workplace bullying several years ago, which is found under the section on personnel. Policy 8013 states in part, “The Madison Metropolitan School District is committed to providing a safe and healthful environment for all employees to work. Realizing that workplace bullying can have a detrimental impact on individuals (i.e., mental anguish, physical illness, undue stress) and the organization as a whole (i.e., lost employee time, poor workplace morale, decreased productivity), the DISTRICT is committed to acknowledging and addressing workplace bullying.” Section 8013.8 provides that, “Beginning in the 2011-12 school year, and every other year thereafter, the DIRECTOR or his/her designee shall provide training to all faculty and staff regarding workplace bullying, which shall minimally include information on recognizing workplace bullying and the reporting process set forth in this Policy.”

Essay Contest on Labor History: Deadline February 15

Encourage Wisconsin high school students (grades 9-12) to participate in a Labor History Essay Contest. Applicants could win up to $500. Students are invited to write 750 words on the following theme: “Unions have been important to my family and community because....” Students are urged to interview family members, neighbors, friends, or others about their connection to work and labor unions. The contest is easy to enter and is an opportunity for high schoolers to learn more about the labor movement. Visit wisconsin-laborhistory.org for contest rules and more details.

Employee Handbook: Leaves of Absence

Pursuant to the Employee Handbook, the right to an unpaid childrearing leave of absence is available to all employees, with an application deadline of at least 90 days in advance (with some exceptions). The maximum duration of a childrearing leave is 12 months; there is no minimum duration of this type of leave. Also, an employee is granted only one childrearing leave per child, and only for non-school age children. The employee will retain the right to return to her/his current position upon return from the leave. All other unpaid leaves of absence, other than emergencies, must be submitted to the District at least 30 days prior to the beginning of the leave. The District has sole discretion in granting unpaid leaves, other than leaves for childrearing. Such leaves may not exceed one calendar year. The employee retains the right to return to his/her current position upon return from the leave.

Keep Your Own “Personnel” Records

Recordkeeping by an employee is important. Don’t wait for trouble to start before you begin to compile your own personnel records. Having good records is also very important should you become involved in a grievance over your Handbook rights or benefits, or in a matter involving discipline or dismissal. To enable the Union to provide the best possible protection and representation, every employee should maintain his/her own personnel records. One’s file should contain such documents as: college transcripts, evaluations, accumulated sick leave and days used, direct deposit (wage) records, records of student disciplinary referrals, Wisconsin Retirement System (DETF) records, personal leave, documentation of honors and awards, notes on student accidents and confrontations with parents or administrators, copies of all correspondence with supervisors and administrators; and for teachers: individual teaching contracts for each year, licenses, and teaching assignments by year with subjects taught.

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Calendar of Events

MTI/MMSD Handbook/Climate/SBLT
December 10, 4:30 p.m., MTI

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

MTI Voters Political Action Committee
December 13, 4:30 p.m., MTI

MTI Special Education Sub-Committee
December 17, 4:15 p.m., MTI

Board of Education Regular Meeting
December 17, 6:00 p.m., Doyle

Winter Break December 24–January 4

Our Union Makes Us Strong!
Volume 53, #15, December 10, 2018
MTI’s web page - www.madisonteachers.org
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Join Our Movement

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MTI Advances Equity and Diversity Work

In 2016, MTI broadened its mission statement specifically identifying equity as part of our mission. Last summer, the MTI Board created an MTI Equity and Diversity Committee, which has been developing the potential work within our Union. The first action of the Committee was to bring to the MTI Faculty Representative Council, in September, a motion to endorse, promote, and participate in this year’s Black Lives Matter at School week of action February 4-9. The MTI Board has since created and released an Equity and Diversity statement. Last week, the MTI Faculty Representative Council met to approve action items attached to this statement, which were unanimously approved and will be shared with all members this week. Among other things, MTI's statement, "...calls our members to actively engage, both personally and as a collective body, in the work of anti-racism in order to analyze, challenge, and reacclimatize our practices and beliefs to serve all of our students."

On Saturday, December 1, MTI kicked off an Equity and Diversity professional development series. This is the first of an on-going series supporting teachers in the work of anti-racism. Additional opportunities are listed here: https://goo.gl/CXExcv. Please watch for further resources and opportunities to prepare for our week of action in February. As our statement declares, "...with the optimism we all hold in our hearts as educators, we believe this work will truly uplift our children, educators, and community to the ideal educational system we all deserve."

School Calendar 2019-20

The MTI-MMSD School Calendar Committee has finalized their recommendations for the 2019-20 school calendar. Highlights include:

- Retention of a 2-week winter break period (December 23, 2019-January 3, 2020);
- Retention of a 1-week spring break period (March 30-April 3, 2020);
- An additional day off for teachers on February 28, 2020.
- There will continue to be 6 Staff Only days spread throughout the year.
- Parent-teacher conferences for middle and high schools will be held during the third and fourth full weeks of November, and the comp day will continue to be the day before Thanksgiving (November 28 is Thanksgiving).
- The New Teacher days will be August 21-23, followed by the Staff Learning/Prep days August 26-29, and the Voluntary day on August 30.
- The student year will begin the day after Labor Day, September 3, 2019, and end June on 10, 2020, with the last Staff Only day on June 11, 2020.
- The 2019-20 calendar is available on the MTI website: www.madisonteachers.org.

Election Results for MTI Voters

At last week’s meeting of the MTI Faculty Representative Council the following members were elected to six positions on MTI Voters Political Action Committee: incumbents Kathryn Burns (Shorewood), Liz Donnelly (Elvehjem) and Sandy Welander (Schenk); and new members Natasha Sullivan (West); Nobel Perez (Muir/Crestwood); and Darlinne Kambwa-Bell (Mendota). MTI’s Political Action Committee usually meets once per month, and additionally as necessary to interview candidates for election in Wisconsin’s primary and general elections. The Committee recommends endorsements for consideration by MTI members.

MTI Nights at the Overture

MTI is once again hosting MTI Nights at the Overture. All tickets are currently reserved. Payment is now due at the MTI office. Tickets are $45 for Finding Neverland on Saturday, January 12, at 8:00 p.m.; and $50 for Miss Saigon on Sunday, April 7, at 6:30 p.m. Cash or checks accepted. Make checks payable to MTI. Tickets will be available for pick up at MTI prior to the show. If you have questions or wish to be on a waitlist, e-mail Kerry Motoviloff at: kmotoviloff@madisonteachers.org. The Overture is hosting pre-show event with light appetizers and cash bar in the Promenade Lobby one hour prior to each show.
Inclement Weather & Closing School

The Employee Handbook contains provisions that deal with the impact on members when schools are closed. Given winter’s sometimes severe weather, these provisions are called to the attention of those who are represented by MTI.

Teacher bargaining unit: Should it become necessary to close or delay the opening of school due to inclement weather, power failures or other circumstances, notice shall be delivered prior to 6:30 a.m. over radio stations whose broadcast studios are located within the city limits of the City of Madison. Teachers shall be compensated for such day in their regular monthly payroll check.

Bilingual Resources Specialists: The Employee Handbook provides that employees who are tardy or absent due to inclement weather are allowed to receive compensation by using personal illness leave or electing to make up the time by performing their regular duties or participating in staff development/training opportunities offered by the District.

EAs/SEAs/NAs: The Employee Handbook allows the option of using personal illness leave to receive payment for time missed due to school closings, along with being able to be paid up-front, provided one makes up the missed time by attending District-provided staff development/training or by performing her/his regular duties within one week of the end of the school year.

Clerical/Technical: The Employee Handbook provides that when an employee is absent from work for more than one hour on a “snow day,” or other emergency school closing, in addition to vacation time and compensatory time, the employee shall have the option to use floating holidays or personal illness leave to receive compensation for such days. In addition, employees are provided the option of receive pay for the snow day during the payroll period in which the snow day occurs (without utilizing any accrued time) provided the employee makes up the time by attending District-offered staff development/training or by performing her/his regular duties within one week of the end of the school year.

Security Assistants: The Employee Handbook provides the options of using personal illness or floating holiday time to receive payment for time missed, along with being able to be paid up-front, provided one makes up the missed time by attending District-provided staff development/training or by performing her/his regular duties within one week of the end of the school year.

How Cold Is Too Cold?

With the return of winter to our fair city, temperatures have started plunging to freezing levels. When schools and other large buildings experience several days of sub-zero temperatures, heating systems strain to keep rooms warm. Classrooms frequently feel too cold. What can be done? Wisconsin Administrative Code, Chapter 64, states that “[T]he heating system shall be designed to maintain a temperature of not less than ... 67 degrees Fahrenheit for classrooms and offices in schools and other places of instruction.” Staff who experience heating problems in District classrooms or offices should immediately contact their building administrator and custodian for assistance. Whether the heating systems are insufficient or simply old cannot excuse schools/offices being too cold. The cost of energy is of concern to us all, and MMSD, like every other school district in Wisconsin, is experiencing financial problems because of the state-imposed revenue controls. This impacts funds for heating fuel, so energy must be used wisely. However, students and staff are entitled to a proper learning and working environment. Members seeking the Union’s assistance should contact Eve Degen at: (degene@madisonteachers.org).

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Calendar of Events

MTI/MMSD Handbook/Teacher Salary Schedule
December 3, 4:30 p.m., MTI

MTI/MMSD Handbook/Planning Time
December 4, 4:30 p.m., MTI

MTI/MMSD Handbook/Climate/SBLT
December 10, 4:30 p.m., MTI

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

MTI Voters Political Action Committee
December 13, 4:30 p.m., MTI

Board of Education Regular Meeting
December 17, 6:00 p.m., Doyle

Winter Break December 24—January 4

Our Union Makes Us Strong!
Volume 53, #14, December 3, 2018
MTI’s web page - www.madisonteachers.org
MTI’s e-mail - MTI@madisonteachers.org
Thank you! Faced with New Challenges, MTI-Represented Employees Again Vote for Recertification

We continue to “Stand Together!” All MTI bargaining units have successfully recertified! Over 80% of all eligible voters cast ballots in the recertification election. Of those who voted, 99% voted to recertify. In order to recertify, each unit needed 51% of all eligible voters to cast a ballot in favor of recertification. Each MTI bargaining unit beat that requirement, with the MTI teacher unit leading the way with 90% of all eligible voters casting a ballot to recertify. The large turnout is a testament to the hard work of over 100 MTI member organizers who reached out and engaged their colleagues in conversations about their Union. The turnout is also a testament to the 3,529 MTI-represented employees who recognize that our public schools and our professions will be better served if we continue to “Stand Together.”

Thanks to all who made their voices heard loud and clear by voting YES MTI!

Celebration—November 29, 4:30-7:00 p.m., Pasqual’s
(1344 East Washington Ave.)

Employee Handbook Update

Work continues on the MTI-MMSD collaborative Employee Handbook Review process. Meetings have been scheduled as follows:

School Climate and Shared Leadership issues (December 10);
Teacher Planning Time (December 4);
Special Education issues (addressed as part of Planning Time group);
Substitute Teachers issues;
ESEA issues;
Extra-Curricular Pay (e.g. Forensics, Music Performances, Athletics, etc.);
and High School Scheduling (December 3). Work has been finalized on the 2019-20 School Calendar and we were successful in continuing the two-week winter break and addressing other issues.

While the High School Scheduling Committee meets to discuss potential block-scheduling considerations for all MMSD high schools, LaFollette High School is dealing with acute block scheduling issues now. Therefore, we have pulled together a small MTI-MMSD Work Group to explore scheduling issues at LaFollette, including potential revisions to the Four-Block policy language in the Employee Handbook. The next meeting of this group is being scheduled.

MTI’s mission statement adopted by the MTI Board and Faculty Representatives in 2016 states, “Madison Teachers Inc. is a member-led organization which advocates for its members and students in order to advance quality public education for all students...Public schools have a moral responsibility to provide a quality education, broad and equitable in nature, to all students with no exceptions, exclusions, or disparities.”

On Friday, November 16, the MTI Board released a statement to all MTI members, as well as the media, expanding and asserting our mission of equity in light of recent incidents of staff use of racial slurs. This statement is unequivocal in our support for the spirit and work of anti-racism and our denouncement of the use of racial slurs.

On Sunday, November 18, the MTI Board met to follow up on the statement with a draft action plan which will be shared at the MTI Faculty Representative Council meeting on Tuesday, November 27, commencing at 4:30 p.m., at MTI Headquarters. All interested members are welcome to attend.

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MTI Equity and Diversity Professional Development Series—December 1

MTI’s Faculty Representative Council has endorsed the promotion of Black Lives Matter during February’s Week of Action February 4-8. In preparation for that week, MTI’s Equity and Diversity Committee is partnering with WEA Academy to offer a series of professional development opportunities for MTI members between now and the Week of Action.

Our KICKOFF event will be held at MTI on December 1, from 9-12. Using Teaching for Black Lives, a newly released book published by the non-profit organization Rethinking Schools, we will begin to reflect on our District and classrooms through the lens of equity and identity. The class is free to MTI members, $20 for potential members. Participants who own the book are asked to bring it to the class. Thanks to a WEAC grant, all MTI members who enroll will receive a free book. Others will receive select copies of articles. Stay tuned for future updates and other events, including an author visit, book study, speakers, and a planning day to launch our Week of Action. SIGN UP HERE! https://goo.gl/forms/DVVI836fVTpCTohz2

Questions? Interested in being involved in planning or facilitating? Contact Kerry Motoviloff at: kmotoviloff@madisonteachers.org.

Elementary Planning Time Concerns

All full-time elementary teachers should receive 4.5 hours of individual planning time each week. This must be in blocks of 30 minutes or more, and needs to be scheduled during the school day. In addition, all full-time teachers are entitled to a 30-minute duty-free lunch each day. See Addendum A, Section 4.02 of the Employee Handbook.

MTI Staff and Faculty Representatives are reporting that teachers are not getting their scheduled planning time, often due to issues related to providing coverage for students. This seems to be an especially difficult situation for many of our special education teachers.

If you are not getting the planning time you are entitled to, alert your principal, in writing, and request that the situation be rectified. You should also document the dates, the amount of planning time you lose, and the reason. If it is a building-wide problem, it can be discussed in the Collaborative Problem Solving process. If it is still not resolved, contact MTI for assistance in filing a formal grievance, pursuant to Section 4 of the Employee Handbook.

If you lose planning time because you are being assigned to cover students, you may also be eligible to receive class covering compensation. Documentation is essential to make this claim. Planning time is critical to get our individual work done and it is important to protect it. If teachers routinely give it away, then it becomes an expectation that your planning time is not your own. If you have questions about this, please contact MTI for additional information or assistance.

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* * * * *

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Calendar of Events

Board of Education Regular Meeting
November 26, 6:00 p.m., Doyle

MTI Faculty Representative Council
November 27, 4:30 p.m., MTI

MTI Voters Political Action Committee
November 28, 4:30 p.m., MTI

MTI Equity & Diversity Development Series
December 1, 9-12, MTI

MTI/MMSD Handbook/High School Scheduling
December 3, 4:00 p.m., MTI

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

Board of Education Regular Meeting
December 17, 6:00 p.m., MTI

Winter Break December 24—January 4

Our Union Makes Us Strong!
Volume 53, #13, November 26, 2018
MTI’s web page - www.madisonteachers.org
MTI’s e-mail - MTI@madisonteachers.org
Last Chance to Vote to Recertify; Election ends at Noon, Tuesday, November 20.

The election to recertify MTI ends at 12:00 noon, on Tuesday, November 20. Each bargaining unit needs at least 51% of all eligible voters to vote in favor of recertification in order to maintain MTI as their certified representative. Over 100 MTI Member Organizers, MTI Faculty Reps, and ESEA Building Reps are continuing their efforts to engage their colleagues and remind them to vote in the remaining days. Be sure you do your part. If you have yet to vote, do so TODAY by calling 1-866-458-9862. The larger the turnout, the more powerful the message.

Recertification Election ends at Noon, November 20.
Stand Together, Vote to Recertify your Union!

MTI Equity and Diversity Professional Development Series

MTI's Faculty Representative Council has endorsed the promotion of Black Lives Matter during February’s Week of Action February 4-8. In preparation for that week, MTI’s Equity and Diversity Committee is partnering with WEAC Academy to offer a series of professional development opportunities between now and the Week of Action. Our KICKOFF event will be held at MTI on Saturday, December 1, from 9-12.

Using Teaching for Black Lives, a newly released book published by the non-profit organization Rethinking Schools, we will begin to reflect on our District and classrooms through the lens of equity and identity. The class is free to MTI members, $20 for potential members. Participants who own the book are asked to bring it to the class. Thanks to a WEAC grant, all MTI members who enroll will receive a free book. Others will receive select copies of articles. Stay tuned for future updates and other events, including an author visit, book study, speakers, and a planning day to launch our Week of Action.

SIGN UP HERE! https://goo.gl/forms/DVVIIs36fVTpCTOhz2

Questions? Interested in being involved in planning or facilitating? Contact Kerry Motoviloff at kmotoviloff@madisonteachers.org.

Teacher Salary Schedule Update

The Board of Education Operations Work Group met on Monday, November 12, to receive an update on the work of the MTI-MMSD Teacher Salary Schedule Committee and to clarify their direction to Human Resources staff. MTI shared our update with the BOE prior to that meeting, along with our request that the BOE support only those changes which were collaboratively developed and mutually supported by the MTI-MMSD Committee. After a good discussion about the potential fiscal issues facing the District, the BOE signaled their support for the collaborative MTI-MMSD approach on any salary schedule changes, without seeking reduced investments in the schedule. The BOE further directed District Administration to explore: 1) “repurposing options” to save money (i.e. reviewing budget items other than teacher salaries to provide any needed savings); 2) identifying potential tax ramifications of various budget scenarios; and 3) exploring the possibility of a facility and operation budget referendum if needed. The MTI-MMSD Teacher Salary Schedule Committee will be meeting again to work on identifying those recommended changes that have the support of teachers.

Join Our Movement

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Still Time to Share Your Holidays

“It’s simple. When children grow up without the right amount and kinds of food, they struggle. Hunger during the early years can have a major impact on a child’s development, health and behavior.” - Second Harvest

One in five Dane county children grow up experiencing food scarcity. MTI Cares, MMSD, and AFSCME are joining together with Madison families to support the Second Harvest and NBC15 Share Your Holidays Food Drive. This year’s Drive is running the entire month of November.

Staff can participate by sending non-perishable food and self-care items (NO GLASS) or checks payable to Second Harvest. Don’t forget to include a note about the Drive in your class or school newsletter. You can also make donations on the Share Your Holidays Food Drive site under DONATE. Please note in your donation-MTI Cares. LET’S FILL UP THOSE BARRELS, BROTHERS AND SISTERS!

MTI Nights at the Overture

Back by popular demand! MTI has arranged two MTI Nights at the Overture. Reserve your tickets now. First come, first serve. Payment (cash or check) is due at MTI within a week of reservation. Make checks payable to MTI. Tickets will be available prior to the show.

- Saturday, January 12, at 8:00 p.m., $45 mezzanine level for Finding Neverland
- Sunday, April 7, at 6:30 p.m., $50 circle level for Miss Saigon

RESERVE YOUR TICKETS at: https://goo.gl/forms/qD8BC1hOiAemi0053.

MAKES A GREAT HOLIDAY GIFT! QUESTIONS? Contact Kerry at: kmotoviloff@madisonteachers.org.

The Overture is hosting a pre-show event with light appetizers and cash bar in the Promenade lobby one hour prior to each show.

January Paycheck

The January 1, 2019 paycheck is to be deposited on the first banking day in January. This year that day is Wednesday, January 2, given that Tuesday, January 1, 2019 is a Federal Reserve bank holiday. A deposit on December 31 would cause one to have to pay taxes on those funds for 2018, i.e., one would pay income tax on 13 months of wages in 2018. Paper direct deposit statements for teachers will be distributed at each person’s work location on January 7, the day school resumes. For those who receive electronic direct deposit statements, e-mails will be sent to district e-mail addresses on or after December 28 with funds being deposited on January 2. For substitute teachers, direct deposit statements will be delivered by the USPS on or about January 4. Members of MTI’s Educational Support Employees Association (ESEA-MTI) bargaining unit will have their paychecks directly deposited on January 4. Paper direct deposit statements will be distributed at each person’s work location on January 7. For those who receive electronic direct deposit statements, e-mails will be sent to district e-mail addresses on January 2.

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. 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 December 12, 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

Parent-Teacher Comp Day—November 21
Thanksgiving Break—November 22-23
Board of Education Regular Meeting
November 26, 6:00 p.m., Doyle
MTI Faculty Representative Council
November 27, 4:30 p.m., MTI
MTI Voters Political Action Committee
November 28, 4:30 p.m., MTI
MTI/ MMSD Handbook/High School Scheduling
December 3, 4:00 p.m., MTI
MTI Board of Directors
December 11, 4:30 p.m., MTI
Board of Education Regular Meeting
December 17, 6:00 p.m., Doyle
Winter Break—December 24-January 4

Our Union Makes Us Strong!
Volume 53, #12, November 19, 2018
MTI’s web page - www.madisonteachers.org
MTI’s e-mail - MTI@madisonteachers.org
We’re Halfway There: Have You Voted to Recertify?

Today (Monday, November 12) marks the mid-point of the MTI recertification election and we will receive a report from the Wisconsin Employment Relations Commission (WERC) on how many votes have been cast in each bargaining unit (MTI-Teachers, ESEA-MTI, and USO-MTI). Each unit needs at least 51% of all eligible voters to vote in favor of recertification in order to maintain MTI as their certified representative. The larger the turnout, the more powerful the message.

In order to drive voter turnout, MTI member organizers have been active across the District, encouraging their coworkers to vote and, after they vote, contacting MTI staff to remove the voter’s name for further contact lists. Phone banks will be held this week to contact those eligible employees who have yet to confirm with MTI that they have voted. If you can help with phone banking, please contact MTI (257-0491/mti@madisonteachers.org). Pizza will be provided for phone bank volunteers.

Be sure you do your part. Vote today by calling 1-866-458-9862, and then confirm your vote with MTI so we can remove you from further contact lists.

Recertification Election ends at Noon, November 20.

Stand Together, Vote to Recertify your Union!

A New Day!

In 2011, Governor Walker entered office with an intentional strategy to “divide and conquer.” His signature Act 10 dramatically cut funding for education by $1 billion, stripped public employees of nearly all bargaining rights, and discouraged a generation of young people from entering public service. Our state and nation have been divided and simplified into two colors - neither of which adequately represents the myriad shades of our common humanity.

While the people have been divided, we have not been conquered. When the state abdicated its responsibility to adequately fund our public schools, local communities, including Madison, stepped up and passed school referenda in overwhelming numbers to help fund their public schools. When the state stripped bargaining rights, unions such as MTI reorganized and adapted to the new political environment, finding new and innovative ways to collectively advocate for public education, students, and educators. We continue to stand together!

Last Tuesday, we elected a new Governor, Tony Evers, who is intent on uniting our state rather than dividing us further, driven by issues rather than ideology. Evers is a pragmatist with a lifelong commitment to advancing public education and restoring respect to those who teach our children and serve our communities. Evers will be joined by Mandela Barnes who shares his passion for public education and inclusion, and will proudly serve our state as the first African-American elected to serve as Lieutenant Governor.

Unfortunately, Tony and Mandela will not be joined by new pro-education majorities in either the State Assembly or the State Senate, and will be challenged in advancing all of the goals they shared during the campaign. But, make no mistake, this is a huge victory and brings hope and opportunity for public education and educators.

We will have much collective work ahead of us as we continue to work to build the schools that our students deserve, but we will now be joined by strong allies in the Governor’s office committed to rolling up their sleeves and doing the hard work with us. Thanks to all of you who contributed to this effort along the way.

Celebrate this new day. And, if you have yet to vote to Stand Together and recertify MTI, please do so at: https://www.aaaelections.org/aaaelections/WERC/index.asp. Thank you!
American Education Week
November 12-16, 2018

American Education Week (AEW) presents all Americans with a wonderful opportunity to celebrate public education and honor individuals who are making a difference in ensuring that every child receives a quality education. Public schools are the cornerstone of our communities. We welcome students of all backgrounds, abilities and incomes, and each of us plays a role in ensuring our schools are open to all. This month during AEW, it's time for us to show our public school pride to the world. Help demonstrate that our public schools are here for each and every student — help show that no matter the circumstance, everyone is welcome and all deserve the support, tools, and time to learn. To join in, just snap a picture that represents your pride in public schools and post it to your social channels using #AEW2018. Together, we can show what makes our public schools some of the best in the world: all of us, each of us. For more information and a list of AEW daily celebrations, including Educational Support Professionals Day (November 14), go to: http://www.nea.org/grants/19823.htm.

Collective Action Gets Results!
Substitute Long-Term Pay Increase Returned to the Budget

Members of USO-MTI (United Substitutes Organization) lobbied the Board of Education to restore to the budget an agreed upon long-term pay rate increase for substitute teachers, after removing it last June. Board member TJ Mertz put forth the amendment and substitute teachers showed up at the BOE’s October Operations Work Group meeting to speak to the need for this increase. The Board, thankfully, reinstated the pay rate increase and agreed to include it in the 2018-19 budget. As a result, substitute teachers who perform long-term assignments will receive an additional increase in their pay rate from $185 to $197 per day. United We Act! This happened thanks to active union members who e-mailed and spoke to the BOE, and Board members who understand that fairly paid substitute teachers are a critical part of the District’s success. Solidarity!

Join Our Movement

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American Education Week
November 12-16

BOE Operations Work Group
November 12, 6:00 p.m., Doyle

Recertification Election Phone Banks
November 13 and 14, 4:30-7:00 p.m., MTI

MTI/MMSD Retirement Planning Seminars
November 13 and 14, 5:30-7:30 p.m., Doyle

USO-MTI Board of Directors
November 14, 4:30 p.m., MTI

Thanksgiving Break—November 21-23

MTI Faculty Representative Council
November 27, 4:30 p.m., MTI

MTI Voters Political Action Committee
November 28, 4:30 p.m., MTI

Recertification Election Ends November 20

Reminder: Health Insurance
Annual Choice/Open Enrollment/
Flexible Spending Account
Deadline November 15
Vote Now to Recertify and Confirm Your Vote to MTI

MTI’s recertification election began on October 31 and is off to a great start- 100% turn-out is the goal. **MTI Member Organizers across the District are encouraging everyone represented by MTI to vote.** Both members and non-members in all MTI bargaining units are eligible and encouraged to vote in the recertification election. (MTI continues to represent all of those in all bargaining units on base wage issues, regardless of membership status). Once you have voted, please notify your MTI Faculty Representative, Member Organizer, or MTI Headquarters, and we will remove your name from our recertification election call lists.

Next week, MTI retirees and Member Organizers will begin calling those who have not verified that they have voted. **Phone banks are scheduled November 13 & 14, 4:30-7:00 p.m., at MTI Headquarters. Anyone wishing to assist with calls to their colleagues should contact MTI (mti@madisonteachers.org) or 257-0491).**

**Why the big effort to turn out the vote?** Two reasons: In the bizarre world of Act 10 recertification elections, a non-vote counts the same as a “no” vote. Unlike any other election, Act 10 requires a YES vote by 51% of all eligible voters to recertify a union. Second, the larger the turnout, the stronger the message that MTI-represented employees continue to stand together to advocate for the needs of their students and their profession.

Together we are stronger. Stand together!

**Voting Instructions:**

- Call (toll-free) 1-866-458-9862 or log-on to [www.aaaelections.org/WERC](http://www.aaaelections.org/WERC)
- One may vote anytime 24 hours a day, 7 days a week, **between now and noon on November 20.**
- When prompted, enter the **first four letters** of your last name.
- When prompted, enter the **last four digits** of your Social Security number.
- When prompted, **VOTE YES** for MTI to continue as your Union representative.
- When prompted, **CONFIRM YOUR VOTE.** Do not log off until you see a message thanking you or acknowledging your vote.

**Recertification Election ends at Noon, November 20.**

Stand Together, Vote to Recertify your Union!

**Employee Handbook Review Update: High School Block Scheduling Being Discussed**

Work continues on the MTI-MMSD collaborative Employee Handbook Review process. MTI-MMSD work groups are meeting to discuss: **school climate** and **shared leadership** issues; **teacher planning time**; **special education** issues (addressed as part of Planning Time group); **extra-curricular pay** (e.g. forensics, music performances, athletics, etc.); and **high school scheduling.** The **school calendar** committee recently completed its work. All MTI members were sent an **e-mail update** last **Friday, November 2,** with additional information on these discussions. Over fifty (50) MTI member leaders are representing member interests in the various Employee Handbook discussions this fall. All MTI members receive regular e-mail updates on Handbook discussions which are also posted at [www.madisonteachers.org](http://www.madisonteachers.org) under the Employee Handbook tab.

**VOTE—Tuesday, November 6**

**Election Critical to Public Education**

The importance of the November 6 election cannot be overstated. There are many reasons for this, but top among them for your family and your students is **public education**!

For MTI-endorsed candidates and other election related information go to MTI’s Political Action website: [Elections - Fall 2018](http://Elections - Fall 2018).
Welcome New MTI Professional Staff Representative Shelle Michalak

We are pleased to welcome Shelle Michalek to MTI in her new role as MTI Staff Representative/Communications Specialist. Shelle was selected from a field of thirty (30) applicants, eight of whom were interviewed by a committee consisting of MTI President Andy Waity, MTI Board Member Kerry Motoviloff, MTI Staff Reps Eve Degen and Jeff Knight, and MTI Executive Doug Keillor. The interviewing committee unanimously recommended Shelle to the MTI Cabinet on Personnel who also unanimously approved that recommendation after reviewing the hiring process. Ms. Michalek started November 1. One of her first assignments is leading the migration of content from MTI’s current website to a new website which is currently in its development stage. Ms. Michalek will also join current MTI Staff Reps Eve Degen and Jeff Knight in providing support and representation for MTI members. Please join us in welcoming Shelle to the MTI staff team!

Teacher Salary Schedule Discussions; BOE Seeking Recommendations
by Nov. 12

The MTI-MMSD Teacher Compensation Committee continues to discuss potential changes to the teacher salary schedule. The Committee has been meeting weekly, including a meeting on October 25 with Superintendent Cheatham in attendance and, most recently, on November 1. The District continues to explore changes meant to make the salary schedule “sustainable” (i.e., less costly). MTI continues to oppose proposals intended to reduce investments in teacher salaries but continues to be willing to explore modifications that teachers would support and that would assist the District in attracting and retaining the high-quality educators our students deserve. The District hopes to have recommended proposed changes forwarded to the BOE by November 12 as they prepare for the 2019-20 MMSD budget. Whether MTI will be supporting the recommendations or vigorously opposing the recommendations depends on how the District responds to the concerns repeatedly raised by the MTI participants to the Committee. The November political election results, which are critical to determining the revenue our schools will receive, will largely determine what direction these discussions go. All MTI members received an e-mail update on the Teacher Salary Schedule discussions last week (November 2).

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Reminder: Health Insurance
Annual Choice/Open Enrollment/
Flexible Spending Account
Deadline November 15

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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 National Board Certification Training Workshops for 2018-19. MTI members pursing National Board Certification are invited to participate in monthly NBC support workshops. The next session is November 14, 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

MMSD BEP Listening Session
November 5, 2:15 p.m., East High School

ELECTION DAY—VOTE!
November 6

MTI Board of Directors
November 7, 4:30 p.m., MTI

MTI/MMSD Handbook/Compensation Comm.
November 8, 4:30 p.m., MTI

American Education Week
November 12-16

USO-MTI Board of Directors
November 14, 4:30 p.m., MTI

MTI/MMSD Retirement Planning Seminars
November 13 and 14, 5:30-7:30 p.m., Doyle

Recertification Election
Ends November 20

Our Union Makes Us Strong!
Volume 53, #10, November 5, 2018
MTI’s web page - www.madisonteachers.org
MTI’s e-mail - mti@madisonteachers.org
MTI Recertification Election Starts Wednesday!

Balloting by all District staff who are represented by MTI begins Wednesday, October 31, at noon. MTI Faculty Representatives are distributing to all MTI-represented staff recertification information and a palm card with specific voting instructions. Information will also be posted in your workplace with directions for voting. **All represented by MTI are eligible to vote.** This includes:

- Union members and non-members;
- Employees on leave of absence;
- Employees in two bargaining units (vote in elections for both units);
- Teachers (and all non-supervisory professionals), BRS, Interpreters; Educational Assistants, Special Education Assistants, Nurse’s Assistants; Clerical/Technical Employees; School Security Assistants; Substitute Teachers; Substitute SEAs; Substitute Clerical Employees; Coaches, and Non-Faculty Coaches; and anyone else represented by MTI.

Voting is very important and takes only a few minutes. **Vote “YES” for recertification,** and be sure your co-workers do the same. **Remember to confirm your vote.**

Recertification Election begins at Noon, October 31, and ends at Noon, November 20. **Stand Together, Vote to Recertify your Union!**

2018 MMSD-MTI Combined Campaign Underway

By now, all employees should have received information about the **2018 Combined Campaign which began on October 15 and runs through November 16.** This is the annual workplace fundraising campaign for employees to make donations to local, national and international umbrella organizations of their choice. Working together, these organizations represent more than 300 worthy non-profit agencies. Last year, MMSD employees and MTI members generously contributed over $58,917 to area non-profits working to make our community the best it can be for those friends and neighbors in greatest need. Donors can choose which agencies will receive their donations and can make a contribution, at any level, through payroll deduction. **All of us, working together, can make our local, national, and global community a better place in which to live.**

Additional information on the 2018 Combined Campaign is available at: [www.madisonteachers.org](http://www.madisonteachers.org).

November 6 Election Critical to Public Education

The importance of the November 6 election cannot be overstated. There are many reasons for this, but top among them for your family and your students is **public education!**

Wisconsin needs a governor and legislature that will support our public schools after years of severe budget cutting and direct attacks on teachers. It’s time for real change.

**Let’s Get Out the Vote!** MTI phone bank Thursday, November 1, 4-8 p.m., at the Labor Temple (1602 S. Park St.). Contact MTI at [mti@madisonteachers.org](mailto:mti@madisonteachers.org) to sign on and bring a friend! These events are critical to getting out every last vote in Dane County.

For MTI-endorsed candidates and other election related information go to MTI's Political Action website: [Elections - Fall 2018](http://www.madisonteachers.org).

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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

MMSD BEP Listening Session
October 29, 2:15 p.m., West High School

MTI/MMSD Handbook/Climate/SBLT
October 29, 4:30 p.m., MTI

MTI/MMSD Handbook/Extra Duty
October 30, 4:30 p.m., MTI

MTI New Professionals Night
November 1, 4:00 p.m., MTI

MTI/MMSD Handbook/Compensation
November 1, 4:30 p.m., MTI

MMSD BEP Listening Session
November 5, 2:15 p.m., East High School

VOTE—November 6!

Recertification Election
October 31-November 20

Reminder: Health Insurance Annual Choice/Open Enrollment/Flexible Spending Account Deadline November 15
**Recertification Information Being Distributed**

**High Voter Turnout Needed**

Engage and inform: That was the charge delivered to MTI Faculty Reps, ESEA Building Reps, and Member Organizers last week as we prepare for our annual MTI recertification elections, which will be conducted from October 31-November 20. The Member Organizers will begin to distribute recertification materials to all MTI-represented employees this week, including “fish-flyers” and palm cards with detailed recertification voting instructions. Many worksites will have **“10-minute meetings”** in the coming weeks to update employees on the status of Employee Handbook discussions and to answer any recertification-related questions.

Get-out-the-vote! Voter turnout is critical in any election, but it is even more important in recertification elections.

Recertification elections require at least 51% of all eligible voters to vote YES in order to prevail, not just a majority of those voting as in most elections. Unlike political elections, in recertification elections a non-vote counts as a NO vote. MTI has prevailed overwhelmingly in the past four annual recertification elections because of high voter turnout and our experience shows that when employees vote, they overwhelmingly vote **Union YES!** Where recertification elections have been lost in other school districts, it is frequently because less than 51% of the eligible voters cast a ballot. Both members and non-members are eligible and encouraged to vote.

Additional information on MTI’s recertification election is available at: www.madisonteachers.org.

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**Make Your Voice Heard:**

**Attend a BEP Feedback Session**

The District is currently engaged in a review of the Behavior Education Plan (BEP) and MTI is working to ensure that employee feedback is part of that process. The District has scheduled multiple BEP feedback sessions for staff to attend and at MTI’s urging, staff feedback sessions have been scheduled during Monday PCT time to allow staff to attend during the work day. Principals have been advised to accommodate staff who want to participate. MTI encourages all interested members to participate as their schedule allows. The District has also sent out a survey to gather feedback from staff and MTI encourages all members to participate in this survey. The information obtained from the feedback sessions and survey will inform work on needed revisions to the BEP.

Members can also contact the MTI Safety Committee with concerns/ideas they have on: mti@madisonteachers.org. The MTI-MMSD Safety Committee will meet October 22 to discuss additional ways to bring educator voice to these considerations.

MMSD Behavior Education Staff Feedback Sessions (2:15-4:00 p.m.):

- Monday, October 22, La Follette High School, Room TBA
- Monday, October 29, West High School, Room TBA
- Monday, November 5, East High School Auditorium

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**“What’s Next for Our Public Schools?”**

Wednesday, October 24, 2018
6:30pm – 8:00pm
Christ Presbyterian Church
(944 E. Gorham Street)

A public forum is being held to hear from our State Representatives and Senators about what actions they will propose in the next legislative session. Local referenda are passing at record rates, and public school funding has been at the center of our conversations and concerns. K-12 education ranks as one of the top issues among Wisconsin voters. Some of the areas to be discussed on October 24 include accountability, local control, funding of public education, and privatization. **What new approaches to public education will our state legislators be proposing?** All of our local legislators have been invited; many have already confirmed their attendance. The event is free and open to all.

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**Teacher Salary Schedule Being Reviewed**

The MTI-MMSD Teacher Compensation Committee is discussing potential changes to the teacher salary schedule. Last year’s work was suspended in February when the parties shifted focus to base-wage bargaining. The Committee has scheduled meetings over the next four weeks in hopes of having some recommendations to forward to the BOE in November as they prepare their 2019-20 MMSD budget. District representatives have been charged with recommending salary schedule changes that will be more “sustainable” in light of the current revenue limitations. MTI representatives are interested in pursuing recommendations that teachers will value, allowing MMSD to attract and retain the high-quality staff our students deserve. The November political elections, which are critical in determining the revenue our schools will receive, will largely determine the direction of these discussions. All MTI members will receive e-mail updates on these discussions and the status of MTI’s Employee Handbook work.
MTI Teacher Unit Election Results; PAC Nominations Finalized

At its October 16 meeting, the MTI Faculty Representative Council re-elected to the MTI Board of Directors Pete Opps (LaFollette) Jessica Hotz (East) to two-year terms; and elected Amy Turkowski (Franklin) to a one-year term. The MTI Board consists of the President, Vice-President, Past-President, Secretary, Treasurer, and four at-large positions. Officers are elected by the general membership each April, and two at-large positions by the MTI Faculty Representative Council each October.

In other elections, the Council re-elected Holly Hansen (Lapham) and Cindy Ball (Jefferson) to the MTI Cabinet on Personnel. Terms are for two years.

Elected to the MTI Finance Committee were incumbents Bruce Bobb (Hoyt) and Holly Hansen (Lapham); and Melina Lozano (Hawthorne). Terms are for one year.

Two (2) vacancies existed on the MTI Handbook/Bargaining Committee. Elected as a high school student services representative was Jason Pasch (LaFollette) and as an elementary school representative was Nobel Perez (Muir/Crestwood).

In addition, nominations were finalized for six (6) positions on MTI’s Political Action Committee, MTI VOTERS. Three (3) positions (1, 2, and 3) are currently held by incumbents Sandy Welander (Schenk), Kathryn Burns (Shorewood), and Liz Donnelly (Elvehjem). Terms are for two years. The other three (3) positions (4, 5 and 6) are vacant due to retirements/resignation. Natasha Sullivan (West) was nominated for position 4 (one year term); Darlinee Kambwa-Bell (Muir/Crestwood) and Abby Morrison (Olson) were nominated for position 5 (one year term); and Nobel Perez (Muir/Crestwood) was nominated for position 6 (two year term). The election will be held at the November 27 Council meeting.

November 6 Election Critical to Public Education

The importance of the election on November 6 cannot be overstated. There are many reasons for this, but top among them for your family and your students is public education!

Wisconsin needs a governor and legislature that will support our public schools after years of severe budget cutting and direct attacks on teachers. It’s time for real change.

Let’s Get Out the Vote! MTI VOTERS Volunteer Events:

• Saturday, October 27 - Canvass from the Labor Temple, pick up materials between 9 a.m. and 1 p.m. (Wear Red for Public Ed).

• Thursday, November 1 - MTI Phone Bank, 4-8 p.m., Rm. 212 - Labor Temple.

Contact mti@madisonteachers.org to sign-on and bring a friend! These events are critical to getting out every last vote in Dane County. Contact MTI at 608.257.0491 with any questions.

For MTI-endorsed candidates and other election related information go to MTI’s Political Action Website: Elections - Fall 2018.

MTI Membership Opportunities

The following meetings, seminars, and workshops are available to MTI members only.

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MTI National Board Certification Training Workshops for 2018-19. MTI members pursing National Board Certification are invited to participate in monthly NBC support workshops. The next session is November 14, at 5:30 p.m., at MTI.

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Calendar of Events

MMSD BEP Listening Session
October 22, 2:15 p.m., LaFollette

MTI/MMSD Safety Committee
October 22, 4:30 p.m., MTI

MTI/MMSD Handbook/Planning Time Committee
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What’s Next for our Public Schools Forum
October 24, 6:30 p.m., Christ Presbyterian

USO-MTI General Membership
October 25, 4:15 p.m., MTI

MTI/MMSD Handbook/Compensation Committee
October 25, 4:30 p.m., Doyle (Room 100A)

Staff Only Day—October 26

Recertification Election
October 31-November 20

VOTE! General Election November 6

Our Union Makes Us Strong!
Volume 53, #8, October 22, 2018
MTI’s web page - www.madisonteachers.org
MTI’s e-mail - MTI@madisonteachers.org
You Are the Union and Your Help Is Needed for MTI’s Recertification Election (Oct. 31-Nov. 20)

As previously reported, Governor Walker’s Act 10 requires public sector unions, except police & fire, to participate in an annual **recertification election** in order for the union to continue as the certified representative. **This year’s recertification election will be conducted between October 31-November 20.** Voting will be via telephone or online (flyers with voting details will start to be distributed over the next two weeks).

MTI Faculty Representatives, ESEA Building Representatives, and Member Organizers at every school/work location have been asked to assist in building awareness of the importance of the recertification election, and to assure that staff at their school/work location **VOTE** in the recertification elections. Starting this week, recertification materials will be distributed to all MTI-represented employees, both members and non-members, eligible to vote in the recertification elections. In fact, it is critical that all eligible voters cast a ballot since the law requires a Union to win **51% of all eligible votes** in order to win recertification.

**MTI Member Organizers are essential to successful recertification.** MTI needs Member Organizers from all three bargaining units (MTI, ESEA-MTI, & USO-MTI) to help raise awareness and turn out the vote. Retired union members will also be assisting. See your MTI Faculty Representative or ESEA Building Representative to find out how you can assist in this effort at your work location.

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**MTI All Member Update**

MTI members received an e-mail blast last week including links to the following updates on some of the important work that your Union is currently engaged in:

- School Safety and School Climate
- Teacher Salary Schedule Considerations
- Employee Handbook Review

MTI will continue to provide all MTI members with regular updates as this work continues and to offer you opportunities to provide input and feedback.

The first month of school is complete and all members have now received paychecks which include the **2.13% cost-of-living pay increase MTI bargained**, as well as any scheduled salary schedule step increases. The MMSD has sent communications (and corrected communications) on this and any MTI member with questions is welcome to contact MTI for assistance.

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**“What’s Next for Our Public Schools?”**

**WEDNESDAY, OCTOBER 24, 2018**

6:30pm – 8:00pm

Christ Presbyterian Church
(944 E. Gorham Street)

Three education-focused groups are co-hosting a forum about public education. GRUMPS (Grandparents United for Madison Public Schools), WPEN (Wisconsin Public Education Network), and MTI (Madison Teachers Inc.) invite the public to hear from our State Representatives and Senators about what actions they will propose in the next legislative session.

Local referenda are passing at record rates, and public school funding has been at the center of our conversations and concerns. K-12 education ranks as one of the top issues among Wisconsin voters. Some of the areas to be discussed on October 24 include: accountability; local control; funding of public education; and privatization. **What new approaches to public education will our state legislators be proposing?**

All our local legislators have been invited; many have already confirmed their attendance. **The event is free and open to all.**

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**Join Our Movement**

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.
Health Insurance Annual Choice/ Open Enrollment & Flex Spending 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 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%). Employees may enroll and/or change their benefits, including enrolling in an expanded dental plan, make changes to vision insurance and review & change supplemental life insurance. Those with health/dental/vision 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. More information about Open Enrollment and how to enroll can be found at https://hr.madison.k12.wi.us/openenrollment.

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 (daycare) expenses. One can set aside the maximum IRS allowance of $2,650 (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, and not used during the plan year for such expenses is lost. 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 pursing National Board Certification are invited to participate in monthly NBC support workshops. The next session is November 14, 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.

2018 MMSD-MTI Combined Campaign

The 2018 Combined Campaign begins on October 15 and runs through November 16. This is the annual workplace fundraising campaign for which one can make donations to local, national and international umbrella organizations. Working together, these organizations represent more than 200 worthy non-profit agencies. Donors can choose which agencies will receive their donations. One can make a contribution, at any level, through payroll deduction. Donations can also be made online. Everyone is encouraged to give to a cause of their choice. **All of us, working together, can make our local, national, and global community a better place to in which to live.**

MTI Membership Opportunities

The following meetings, seminars, and workshops are available to MTI members only.

MTI Special Education Sub-Committee
October 15, 4:15 p.m., MTI

MTI/MMSD Handbook/High School Scheduling
October 15, 3:30 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/MMSD Handbook/Planning Time Comm.
October 23, 4:30 p.m., MTI

What’s Next for our Public Schools Forum
October 24, 6:30 p.m., Christ Presbyterian

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Staff Only Day—October 26

Recertification Election
October 31-November 20

Calendar of Events

**VOTE!**

General Election
November 6

Our Union Makes Us Strong!
Volume 53, #7, October 15, 2018
MTI’s web page - www.madisonteachers.org
MTI’s e-mail - mti@madisonteachers.org
It’s That Time of the Year: MTI Recertification Elections Scheduled for October 31-November 20

Governor Walker’s Act 10 requires public sector unions, except police & fire, to engage in annual recertification elections to retain their status as the certified representative of the employees who elected the union to represent them. And unlike political elections in which the candidate with the most votes wins, Act 10 further requires that to win recertification, the union must win 51% of all eligible voters. Those who do not vote are counted against recertification. Therefore, it is critical that all eligible employees cast a ballot. MTI has undergone such elections in each of the past two school years and has been recertified overwhelmingly each time. This year’s elections by all MTI-represented employees will be conducted between Oct. 31-Nov. 20 via telephone or on-line balloting (more detailed information will be forthcoming).

Why is Recertification Important?  The recertification election will determine whether MTI continues to be the legally recognized “certified representative” for District employees in MTI’s three (3) bargaining units. This status allows MTI to bargain base-wage increases and to represent MTI members on employment matters. Just as important, when one votes to recertify MTI, that individual is also voting to “stand together” to support his/her profession and his/her colleagues. A YES vote sends a message to policymakers that employee groups stand together on important issues that affect their profession, schools, and students. Standing together gives us a stronger voice than we have as individual employees.

How can you help? Over the next few weeks MTI will be seeking Member Organizers who are willing to engage and inform their co-workers of the importance and need to recertify. It is these individuals who produced our success in past elections. Please contact MTI and mti@madisonteachers.org if you are willing to serve in this capacity.

Educational Assistants: What Has Your Union Done for You Lately?

In addition to the 2.13% cost-of-living increase that MTI bargained for all EAs and other MTI-represented employees last summer, MTI also won a $250,000 worth of additional improvements to the EA wage schedule. As part of the 2017-18 Employee Handbook review process, a joint MTI-MMSD EA/SEA salary schedule committee worked to modify the EA salary schedule to provide the higher SEA pay rate for all EA work hours, as well modifying the wage “steps” on the EA salary schedule. These increases became effective with the start of the 2018-19 school year, resulting in most, if not all, EAs receiving a well-deserved increase on their bi-weekly paychecks. In the previous year, MTI was successful in increasing the minimum rate for all newly-hired EAs, SEAs, and sub SEAs to at least $15 per hour.

These wage increases have been major advances for all educational assistants. If you hear a colleague ask, “What has the Union done for me lately?” tell them about the above pay raises and remind them that these gains can only be accomplished by the collective work of our Union and the committed support of its members. Ask all non-member EAs at your school to support and continue the work of their Union by joining ESEA-MTI.

Educational Assistants: What Has Your Union Done for You Lately?

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Wear Your MTI Red

Wear your MTI red at school and in the community to make a positive statement about public education and educators. MTI has t-shirts, polos, button-downs, and sweatshirts for sale. Show SOLIDARITY with your MTI sisters & brothers. Wear MTI RED on MONDAYS and MTI lanyards every day!

Join Our Movement

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.
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.

Courage to Teach 2018-19

Applications are now being accepted for the 2018-19 Courage to Teach retreat series at Bethel Horizons, near Governor Dodge State Park. This year-long series of four sessions (Friday evenings through Sunday afternoons) is based on the work of noted educator, writer, and activist Parker J. Palmer. Educators experience extended time to explore “the heart of a teacher” and reconnect with their core values and the passion that brought them to teaching. Each retreat follows a seasonal theme, using the rich metaphors of nature, reflections on personal stories and classroom practice, poetry, and insights from various wisdom traditions. Dates for the retreats are: November 2-4; January 18-20; April 5-7; June 28-30.

Based on evaluations gathered over the last 15 years, participants consistently report:

♦ Renewed satisfaction and commitment to their profession;
♦ Improved connections with students and classroom practice; and
♦ Strengthened collegial relations at their school sites.

Barb Hummel and Bonnie Trudell have been co-facilitating Courage to Teach retreats for the past 15 years and are prepared by and affiliated with the Center for Courage and Renewal.


Questions? Contact Barb (bhummel@chorus.net) or Bonnie (bkt.1943@gmail.com).

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Calendar of Events

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Recertification Election

October 31-November 20

Our Union Makes Us Strong! Volume 53, #6, October 8, 2018
MTI’s web page - www.madisonteachers.org
MTI’s e-mail - MTI@madisonteachers.org
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.
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**THE TIME IS RIGHT FOR CHANGE.**

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**Flexible Spending Account**

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**Recertification Election**

**October 31-November 20**

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**Our Union Makes Us Strong!**

**Volume 53, #5, October 1, 2018**

MTI's web page - [www.madisonteachers.org](http://www.madisonteachers.org)

MTI's e-mail - [MTI@madisonteachers.org](mailto:MTI@madisonteachers.org)
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 employee’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.

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.

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.

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](http://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 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, 5:30-6:30 p.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](http://www.madisonteachers.org)

MTI’s e-mail - MTI@madisonteachers.org

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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/](http://weac.org/calendar/professional-issues-conference/)
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 February 1, 2019. An application and the MTI/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
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.

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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/696B63lCmejGog3X2 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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**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!**

*Volume 53, #2, September 10, 2018*

MTI’s website - www.madisonteachers.org

MTI’s email - MTI@madisonteachers.org
Welcome to the 2018-19 School Year!

To each and every one of the nearly 4,000 District employees who are represented by MTI, welcome to the 2018-19 school year! A special welcome to the over 300 new employees who will be joining us. MTI is the collective bargaining agent for all teachers and non-supervisory professional staff who make up MTI's Teacher unit; all educational assistants, clerical/technical personnel, and school security assistants who make up the Educational Support Employees Association (ESEA-MTI) bargaining unit; and the substitute teachers who make up USO-MTI.

Madison Teachers Inc. is a member-led organization that advocates for its members and students in order to advance quality public education for all students. As a member-led Union, we need your voice and leadership to effectively advocate for your profession and for public education. All MTI teacher members should have received an e-mail communication last week listing the many opportunities for leadership positions available within your Union. See also your MTI Faculty Representative or ESEA Building Representative for leadership opportunities available at your work site.

Reach Out to New Hires at your Work Location

Over the last several weeks, a contingent of MTI Summer Member Organizers attended the MMSD New Educator orientation sessions at LaFollette High School, conducting one-on-one conversations with new hires, and welcoming them to the MTI family. We also held an MTI New Educator welcome party at the East Side Club following the first day of orientation, with MTI and WEAC leaders in attendance. As a result of these efforts, over seventy (70) new educators joined our Union in the first two days.

Now, we are asking our MTI Faculty Reps and ESEA Building Reps to connect with new hires at their work location. Many of you will see a number of new faces at work this year. Please reach out and extend your MTI solidarity with them and encourage them to join you as an MTI member.

We are encouraging all MTI member leaders to reach out to new hires at your work location to: 1) welcome them; 2) introduce yourself as an available resource; and 3) encourage them to read the MTI membership materials they received and join you as members.

Keep MTI Updated on Changes

Please call, write, or e-mail MTI if you have a change in name, home address, home email address, telephone number, work location, certification, percent of contract, or hours of work. Having this information allows MTI to serve you better.

A Message from MTI President Andrew Waity

Welcome to the 2018-19 school year. I’m proud to be able to serve as MTI President for the second year in a full-time release role. Together we accomplished a lot last year, including the largest base-wage increase in over 25 years. I’m looking forward to working with all of you and engaging in continued advocacy for our profession and public education. In addition to the big picture issues, I also will continue to support schools, individuals, and Faculty/Building Reps with things specific to the diverse educational communities across Madison.

We begin every school year with a mixture of hope, anticipation, and even anxiety. This year is no different and there are many challenges that we face as we work to serve our students and our community. These issues challenge us, but also present us with opportunities to be advocates for our beliefs and values. We start the year with a lot to celebrate. First and foremost is that we continue to have a strong, member-led Union that supports the efforts of all educators, including educational support employees (ESEA-MTI) and substitute teachers (USO-MTI). This is not something to be taken lightly in the wake of continued efforts to silence educator voice here in Wisconsin.

Evidence of our collective power is visible in many ways. We continue to grow our Union’s leadership and have seen more members become involved in committee work, as Faculty/Building Representatives, and in other advocacy work. MTI employed eight Member Organizers this summer who connected with potential members and new hires, with tremendous results.

This coming year will be one where member engagement will be critical as we work on issues of importance to all of us. As the school year progresses, keep an eye out for ways to get involved and don’t hesitate to contact me (608-257-0491 or awaity@madisonteachers.org) to share ideas or find out other ways to be active in our Union.

Join Our Movement

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:** Are you looking for ways to have your voice heard in our Union and in the District? Consider applying your ideas, energy, and efforts as an elected leader of MTI. MTI is a democratic, member-led Union with nearly two hundred (200) teachers currently serving in an elected or appointed leadership capacity. Serving as an **MTI Faculty Representative** is the most common point of entry to Union leadership. If you are interested in serving as an MTI Faculty Rep at your work location, see your senior MTI Faculty Rep or contact MTI staff.

For those ready to take the next step in MTI leadership, **positions are currently available** on the MTI Board of Directors, Finance Committee, Handbook/Bargaining Committee, Principal/administrator, Council, 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 25 Faculty Representative Council meeting by an MTI Faculty Representative. Pursuant to MTI Bylaws, elections will be held at the October MTI Faculty Representative Council meeting. Come exercise your voice in your Union.

**Religious Holidays/Observances**

MTI encourages District employees not to schedule school events on the evening before or day of religious holidays and/or observances. Similarly, teachers are requested not to schedule major exams or field trips on such days, inasmuch as some students may not be able to attend school on those days. Under the Employee Handbook (Section 8, page 80), the District will allow absence from work for the purpose of observing religious holidays. The employee may elect to utilize any paid leave time available (sick leave, vacation, floating holidays, or accumulated compensatory time). A request for absence must be made in writing to the Director of Human Resources at least ten (10) work days prior to the requested absence, except for religious holidays that are celebrated between the first day of school and September 15, when seven (7) work days’ notice is required.

**“Back to School” Night**

Pursuant to Section 4.04 (page 114) of the Employee Handbook, “Teachers will be expected to attend one family school-wide event that occurs after the normal workday. Whenever possible, teachers shall be given no less than thirty (30) calendar days notice of such events. Teachers who have a co-curricular conflict or have pre-approved course work to attend may be excused at the discretion of the Principal/administrator. Such, and all other conflicts should be communicated to the applicable administrator as soon as possible before the date of the school event. To further promote family, youth and community engagement, teachers are encouraged to attend other school-wide events throughout the school year.”

**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 teacher 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 MTI/MMSD agreed-upon policy can be obtained by visiting MTI’s webpage: (www.madisonteachers.org).