



# Solidarity!

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

## 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](mailto: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/](http://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: [kcalliesblei@madison.k12.wi.us](mailto:kcalliesblei@madison.k12.wi.us)



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

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

## MTI Membership Opportunities

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

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

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

#### Save the Date– June 25

Understanding WRS: Your State Pension Plan

In addition, **Steve Pike** (retired teacher and current WEA Member Benefits Consultant) is available for a **free 60-minute financial consultation**. This is ideal if you are just getting started, have specific questions, or would like a quick check-in. It's a convenient way to meet with someone face-to-face to get some general help or guidance. Consultations are held at MTI. Sign-up is available on the MTI website ([www.madisonteachers.org](http://www.madisonteachers.org)).

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

Another opportunity is **WEAC's Jump Start training, July 29-31**. *Jump Start* is an intensive seminar geared for teachers pursuing National Board Certification who intend to submit components in the 2019-20 school year. This professional development opportunity has been designed by NEA members who are Nationally Board Certified Teachers (NBCTs). **Union members** who are just beginning their National Board journey, can register by July 1 by going to: [www.CVENT.com/D/R6Q905](http://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](mailto:mti@madisonteachers.org)) should you have a question or need **assistance with any work-related matter**.

## 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

**July 4 & 5**—MTI Office Closed

**July 20**—Bike Ride for Boys & Girls Club

## Our Union Makes Us Strong!

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

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