



# Solidarity!

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

## 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 plumb 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 district leadership provide us with an opportunity to reset, honestly reflect, and look at where we move next. MTI staff and leadership will be working over the summer to do just that. We operate by the words, "***Collectively We Decide, United We Act.***"

As a member-led union we must seek ways to engage in dialog about the many issues that we face in our profession and in our society.

We have the highest quality staff who display a very high level of compassion, knowledge, and professionalism in service to our students on a daily basis. There are many ways to measure success and many will seek to emphasize various metrics and student data. However, we all know that much of what we do is largely immeasurable. As Ralph Waldo Emerson so aptly stated, "*.... to find the best in others, to leave the world a bit better, whether by a healthy child, a garden patch or a redeemed social condition; to know even one life has breathed easier because you have lived. This is to have succeeded!*" **MTI members exemplify this definition of success!**

As we move into the summer we will go many different directions. Some of you will be continuing to work for the District, working at other employment, or pursuing professional development. Others are retiring, resigning, or moving on to other chapters in life. I sincerely hope that all of you are able to find time to do the things that you give you joy and relaxation.

***Thanks to each and every one of you for the difference you have made every day.***

Andy Waity, MTI President

## 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](mailto: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](http://www.madisonteachers.org).

### 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](mailto: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.

### 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](mailto: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!

## 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.**

### 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

### Our Union Makes Us Strong!

**Volume 53, #38, June 10, 2019**

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

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