



Solidarity!

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

Welcome to the 2019-20 School Year!

To each and every one of the nearly 4,400 District employees who are represented by **MTI**, welcome to the 2019-20 school year! A special welcome to the over 200 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** will receive an e-mail communication 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.

Standing Up for a Cost-of-Living Pay Increase

MMSD and MTI have been engaged in bargaining over 2019-20 salary increases since last May. As the 2018-19 school year came to a close, the District was offering employees a 0.5% pay increase while MTI and its partner unions sought a 2.44% cost-of-living increase. As bargaining continued over the summer, MMSD increased its wage offer to 2.32%, still below the cost-of-living. **MTI is continuing its push for a 2.44% cost-of-living increase for all employees and we need member engagement to make that happen.** Last week, over two hundred (200) MTI members and supporters participated in a rally outside the Doyle Administration Building. The Board of Education has now scheduled a meeting on September 16 (in closed session) to review the status of negotiations and the parties will return to the table shortly thereafter in hopes of resolving the dispute.

All MTI members are encouraged to review the regular bargaining e-mail updates they receive with additional information, including how to get involved. Such updates are also available on the MTI website: www.madisonteachers.org.

A Message from MTI President Andrew Waity

Welcome to the 2019-20 school year. I'm proud to be able to serve as MTI President for the third year in a full-time release role. I'm looking forward to working with all of you and engaging in continued advocacy for our profession and public education. In my role I represent you in district meetings and support schools, individuals, and Faculty/Building Rep teams with things specific to the needs of 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. Our membership has stayed strong and we continue to reach out to new hires and existing employees. We keep fighting to protect the things we've gained over the years. We also advocate for positive changes around planning time and support for USO and ESEA members. We know that having a voice in decision-making is important to our members and we are always working to amplify the voices of educators in decision-making processes. This work keeps us focused on collective decision-making and unified actions.

As a member-led organization your voice is central to the work that your Union does. As the school year progresses, keep an eye out for ways to get involved and don't hesitate to share ideas or find out other ways to be active in our Union. Contact me at:
(608-257-0491 or awaity@madisonteachers.org).

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 Memorial 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 Garner Park following the first day of orientation, with MTI leaders in attendance. As a result of these efforts, over eighty (80) 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.

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, Political Action Committee, and Cabinet on Personnel. Nominations for MTI leadership positions are due by **September 17** and can be called in to MTI Headquarters (257-0491) or made from the floor at the September 17 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.

“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 conflict 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.”

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.

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 more 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 email 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 Headquarters.

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MTI National Board Certification Information Session for Teachers. Learn about the benefits of National Board Certification and the supports available for you to achieve it. September 17, 5-6:00 p.m., at MTI. E-mail invite sent to MTI teacher members.

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

Semester Begins - September 3

MTI Special Education Sub-Committee
September 9, 4:15 p.m., MTI

MTI Board of Directors
September 10, 4:30 p.m., MTI

MTI Faculty Representative Council
September 17, 4:30 p.m., MTI

National Board Certification Info Session
September 17, 5-6 p.m., MTI

ESEA-MTI Building Reps
September 18, 4:15 p.m., MTI

USO-MTI General Membership
September 26, 4:15 p.m., MTI

Our Union Makes Us Strong!

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MTI's web page - www.madisonteachers.org

MTI's email - MTI@madisonteachers.org

