



# Solidarity!

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## Tentative Agreement on 2.44% Cost-of-living Base-Wage Increase

On September 17, MTI and the MMSD reached a Tentative Agreement on the 2019-20 Collective Bargaining Agreements to provide a **2.44% cost-of-living increase** to the salary schedules covering ***all MTI-represented employees***, effective July 1, 2019. This increase is in addition to any scheduled step increases employees receive pursuant to the respective salary schedules contained in the Employee Handbook (*note: not all employees receive step increases in any given year*).

When bargaining commenced last spring, the District was only budgeting for a **0.5% base-wage increase** while MTI shared its expectation for a 2.44% cost-of-living increase for all employees. To support the Union's demands, MTI and its allied unions organized and mobilized a Cost-of-Living Contract Campaign which involved hundreds of MTI members, allies, and community supporters who attended and testified at Board of Education meetings and e-mailed and contacted BOE members. When the State Budget passed in mid-June, the District increased its offer to 2.32%, but MTI continued to insist on a 2.44% cost-of-living increase for all District employees.

MTI continued its Cost-of-Living mobilization, including an informational picket of over 200 members and supporters outside the BOE meeting on August 26 to call attention to the Union's demands. These mobilizing efforts succeeded in prompting the Board to schedule another meeting September 16 to revisit the status of base-wage negotiations and determine whether to provide additional authorization to their bargaining team. Prior to the September 16 BOE meeting, MTI leaders provided the BOE with ***petitions signed by over 4,000 individuals*** in support of a cost-of-living increase. The following day, September 17, a Tentative Agreement was reached for a 2.44% cost-of-living increase for all employees.

Members of MTI's Teacher, ESEA, and USO bargaining units ratified the contracts last week and the Board is scheduled to ratify contracts this week. The 2.44% base-wage increase should be reflected on the paycheck after next and will be retroactive to July 1 (*the upcoming payroll run was completed before the Agreement was reached*). Following the Tentative Agreement, MTI leadership sent the following message of thanks to members of the Board of Education:

*We believe that this settlement sends a strong message to Madison educators, all MMSD employees, as well as our community, that the Board of Education respects and values the work of District employees. We have much work ahead of us this school [year] including recruiting and selecting a new Superintendent and building community support for a referendum to provide our schools the resources our students deserve. We also have much continuing work that over 5,000 committed [D]istrict employees engage in every day. This week we have sent those employees a strong message that their work continues to be valued.*

While we are grateful for the leadership shown by the members of the Board of Education in resolving this dispute, we remind all MTI-represented employees that ***this agreement was fought for and brought to you by the commitment and involvement of your sisters and brothers in the Union. Solidarity!***

## 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](http://www.madisonteachers.org)) for step-by-step directions.



## MTI-CENTRS—Solidarity for Racial Justice—Fall Opportunities

MTI-CENTRS supported over 600 participants last year. So let's keep this amazing work going! We are **now opening** sign-ups for our fall book study groups. MTI-CENTRS is offering two different book study opportunities. Session I will use the NY Times podcast **1619**. Session II will use the book **Teaching for Black Lives**. OR do you want to run a book group at your own site? MTI-CENTRS is *sponsoring* up to 10 school-based book study groups. MTI-CENTRS is *ALSO sponsoring* up to 20 members to attend day 1 of the YWCA Racial Justice Summit. Get more information at the MTI-CENTRS webpage: <http://www.madisonteachers.org/mti-centrs/>.

## 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.** Applications for the second semester of the 2019-20 school year are due at MTI headquarters by October 1, 2019. Applications for the 2020-21 school year or the first semester are due February 1, 2020. An application and the MTI/MMSD agreed-upon policy can be obtained by visiting MTI's webpage: [www.madisonteachers.org](http://www.madisonteachers.org).

## Student Loans and the Federal Student Loan Forgiveness Program—October 1

For many educators, student loans are a major part of the financial picture long after graduation. MTI is partnering with WEA Member Benefits to offer a series of **free** events supporting educators and staff. In this session, we uncover things an educator needs to know about student loans, student debt, the federal student loan forgiveness program, and more. Go to the MTI website [www.madisonteachers.org](http://www.madisonteachers.org) to sign-up.

## 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 (Room 133, Doyle Admin. Bldg.) 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.

## MTI Membership Opportunities

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

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

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

- **Save the date:** Student Loan Forgiveness—October 1

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In addition, *for members only*, **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 Training Workshops for Teachers.** MTI members pursuing National Board Certification are invited to participate in monthly NBC support workshops. The next session is September 25, 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](mailto:mti@madisonteachers.org)) should you have a question or need **assistance with any work-related matter**.

## Calendar of Events

### MTI-Retired

September 25, 9:00 a.m., MTI

### National Board Certification Training

September 25, 5:30 p.m., MTI

### USO-MTI General Membership

September 26, 4:15 p.m., MTI

### Racial Justice Book Study

October 2, 4:30 p.m., MTI

### MTI Voters Political Action Committee

October 2, 4:30 p.m., MTI

### MTI Board of Directors

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

### Racial Justice Book Study

October 9, 4:30 p.m., MTI

## Our Union Makes Us Strong!

Volume 54, #4, September 23, 2019

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

MTI's email - [MTI@madisonteachers.org](mailto:MTI@madisonteachers.org)