



Solidarity!

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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 November 6-26. 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.

MTI General Membership Meeting October 22, 2019, 4:45 p.m., SCFL

Plan to attend Tuesday's (Oct. 22) **General Membership Meeting** from **4:45-6:00 p.m.** (with a *pre-meeting social with food starting at 4:15 p.m.*). The meeting will take place at the **Madison Labor Temple** (1602 S. Park Street). **ALL** members of **MTI's Teacher, ESEA, and USO** bargaining units are invited to attend.

The agenda for the meeting is to: 1) *Celebrate our successes*, 2) *Seek feedback from members*, and 3) *Plan for the future*. The meeting will also provide an opportunity for MTI members to receive updates and provide feedback on the MMSD Superintendent search process.

MTI Teacher Unit Election Results

At its October 15 meeting, the MTI Faculty Representative Council re-elected to the MTI Board of Directors **Kira Fobbs** (*Falk*) and **Amy Turkowski** (*Franklin*) to two-year terms. 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 in the spring, and two at-large positions by the MTI Faculty Representative Council each October.

In other elections, the Council re-elected **Xanda Fayen** (*Capital High*) and **Amy Noble** (*Memorial Area*) 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.

In addition, the Council re-elected to MTI's Political Action Committee, MTI VOTERS, **Darlinee Kambwa-Bell** (*Mendota-Seat 1*), **Susan Stern** (*Shorewood-Seat 2*), and **Natasha Sullivan** (*LaFollette-Seat 3*); and elected **John Rademacher** (*West-Seat 4*). Terms for all seats are for two years.

MTI Faculty Representative Council Endorses Black Lives Matter at School National Week of Action

At its October 15 meeting, the MTI Faculty Representative Council adopted the recommendation of the MTI Equity and Diversity Committee “**for the continued endorsement of the Black Lives Matter at School Week of Action supporting the end to zero tolerance policies, hiring and retention of more staff of color, adoption of ethnic studies and culturally relevant curriculum at all levels, and funding that ensures adequate and equitable access to school-based mental health providers. We believe Black Lives Matter and once again endorse the National BLM Week of Action in Schools.**”

Stay tuned for more information from the MTI Equity and Diversity Committee in the coming weeks for opportunities and strategies to be involved in the preparation for the National Black Lives Matter at School Week of Action, currently scheduled for **February 3-7, 2020**.

Join MTI-CENTRS for *Solidarity for Racial Justice* Saturday, November 2

MTI-CENTRS is partnering with NEA's Human and Civil Rights Department to offer a series of racial justice-focused sessions. The first session of the MTI-CENTRS *Solidarity for Racial Justice* sessions will launch on Saturday, November 2, at MTI, from 8:30-3:30 p.m. (lunch provided). Sessions are FREE to MTI MEMBERS. Sign up for the November 2 session and future sessions on the MTI-CENTRS page on MTI's website:
<http://www.madisonteachers.org/mti-centrs/>.

Space is limited and professional advancement credits are available. Members attending three (3) or more sessions can qualify for a stipend. MTI-CENTRS is an NEA GPS-funded grant. Questions? Contact MTI-CENTRS Lead Kerry Motoviloff at: kmotoviloff@madisonteachers.org.

Professional Development Opportunities for SEAs

Every year, special education assistants and others in the ESEA bargaining unit have various opportunities to engage in a variety of professional development (PD). Some are required and occur on designated "staff only" days; others are optional, with additional pay for hours outside of the regular contract day. Specially designed PD, up to 25 hours in the regular school year, is available for all regular SEAs, in addition to other PD opportunities. One such opportunity is being offered on **November 2** by the WI Council for Exceptional Children and DPI, and will include sessions on avoiding power struggles, building independence, reinforcing skills, and awareness of diverse learning, plus updates on licensure. Regular SEAs who are interested can get further information at: studentservices.madison.k12.wi.us/campus-connect. Substitute SEAs who are newly hired must participate in the SEA orientation course, and may, along with long-term assignment sub SEAs, participate in staff only day sessions and some topical sessions. Questions regarding participation and courses/sessions/training can be referred to Penny Simmons:
psimmons@madison.k12.wi.us.

Thinking Retirement? Attend an MTI/MMSD Retirement Planning Session

MMSD employees 50 years and older have been sent an e-mail invite with a sign-up link to attend a Retirement Planning meeting. MTI Executive Director Doug Keillor, MMSD Benefits Manager Rachelle Hady, and a representative from the Wisconsin Retirement System (WRS) will be present to share information on retirement benefits available via the MMSD and WRS.

November 7 or November 14, 2019
Doyle Administration Building Auditorium

- 4:30-5:30 p.m. Medicare Planning (62 and older)
- 5:30-7:00 p.m. General Information – all employees
- 7:00-7:30 p.m. Teacher Early Retirement Program (TERP) (teachers should attend both)
- Questions? To sign up contact Cindy Hills at 663-1697 or: chills@madison.k12.wi.us
- Register by November 4 to reserve your spot. Space is limited.

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) to sign-up for seminars.

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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 October 23, 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

All Member General Meeting

October 22, 4:45 p.m., SCFL

Racial Justice Book Study

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

National Board Certification Training

October 23, 5:30 p.m., MTI

Equity & Diversity Committee

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

Membership Committee

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

Communications Committee

October 29, 4:30 p.m., MTI

Recertification Election VOTE—November 6-26

Our Union Makes Us Strong!

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MTI's web page - www.madisonteachers.org

MTI's email - MTI@madisonteachers.org