



# Solidarity!

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## **MMSD Rescinds Termination of Marlon Anderson; Zero Tolerance Policy Under Review**

After a grievance filed by MTI, a massive public (and national) outcry, and a school walkout involving over 1,200 MMSD students and staff, the Madison Metropolitan School District rescinded the termination of MTI member and West High School Security Assistant Marlon Anderson last Monday, paving the way for his return to work. In addition to demanding the **immediate reinstatement of Mr. Anderson** last week, the MTI Board of Directors released a statement last week calling for the MMSD to:

- ***Review the current zero tolerance practice as it applies to staff members through a transparent and inclusive process that includes all stakeholders***
- ***Work in good faith through actions that uplift the voices of staff, students, and families of color instead of silencing them, intentionally or otherwise***
- ***Prioritize racial equity in our District by providing support for staff and a true partnership with MTI in lifting the voice of staff, especially staff of color, in this work***

The full statement from the Board, including its continuing commitment to an anti-racist community and strong opposition to the District's zero tolerance, highly punitive approach to such instances is available on MTI's website: [www.madisonteachers.org](http://www.madisonteachers.org).

While MTI continues to represent Mr. Anderson on a transition plan to return him to work, MTI is also continuing its representation of two MTI members in their appeal of discipline/termination they received under the District's practice.

**Recertification Election begins at Noon, November 6, and ends at Noon, November 26. *Stand Together, Vote to Recertify your Union!***

### **Parent-Teacher Conferences Handbook Language**

The terms and conditions of the Employee Handbook relative to parent-teacher conferences provide that **all teachers are required to attend at least two (2) evenings, totaling eight (8) hours, for parent teacher conferences per contract year.** The structure of parent-teacher conferences will be determined at the school level. Teachers participating in evening conferences will be provided a compensatory day off (this year November 27) as designated on the school calendar. The joint MTI/MMSD committee *agreed that the best use of time is to distribute any forms and information at other times and through other means, so teachers can spend all conference time reviewing student progress.*

### **2019 MMSD-MTI Combined Campaign Underway**

The **2019 Combined Campaign runs through November 1.** This is the annual workplace fundraising campaign for which one can make donations to local, national and international umbrella organizations. Working together, these organizations represent more than 200 worthy non-profit agencies. Donors can choose which agencies will receive their donations. One can make a contribution, at any level, through payroll deduction. Donations can also be made online. Everyone is encouraged to give to a cause of their choice. ***All of us, working together, can make our local, national, and global community a better place in which to live.***

## 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](mailto:chills@madison.k12.wi.us)
- Register by November 4 to reserve your spot.
- Space is limited.

## No Sick Leave Bank Assessment for 2019-20

The Sick Leave Bank (SLB) is an innovative and progressive benefit negotiated by MTI in the teacher Collective Bargaining Agreement, and now continued for teachers in the Employee Handbook. The SLB was created decades ago with each member of MTI's teacher bargaining unit donating three sick days to fund the "Bank." The Bank acts as "short-term disability" for teachers needing to be off of work for medical reasons or maternity leave and who have an insufficient number of personal sick leave days available. SLB benefits begin after a teacher has been absent eleven (11) consecutive workdays and has exhausted their personal sick leave account. Without the SLB, teachers without sufficient sick leave to cover an extended illness would be forced to go without pay for an extended period of time.

Teacher recipients are not required to "repay" the Bank for days withdrawn; rather all teachers are assessed an additional day from their personal sick leave account when the balance of days in the SLB drops below the defined threshold of six (6) days per teacher. To help offset the need for assessment, **MTI negotiated that 80% of the unused sick leave of those teachers who resign are transferred to the SLB.** This has minimized the need for members of the bargaining unit to be assessed days to fund the Bank. Because the Bank is currently adequately funded, no assessment will be required for the 2020-21 school year.

## Wear Your MTI Red

Wear your MTI red at school and in the community to make a positive statement about public education and educators. Show **SOLIDARITY** with your MTI sisters & brothers. Wear **MTI RED** on **MONDAYS** and **MTI lanyards** every day!

**Reminder: Health Insurance  
Annual Choice/Open Enrollment/  
Flexible Spending Account  
Deadline November 15**

## 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.

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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 November 13, 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

### Communications Committee

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

### Superintendent Search Community Input

October 29, 7:00 p.m., Memorial LMC

### Superintendent Search Community Input

October 30, 7:00 p.m., LaFollette C17

### MTI Voters Political Action Committee

November 6, 4:30 p.m., MTI

### MTI/MMSD Retirement Planning Session

November 7, 5:30 p.m., Doyle

### MTI Special Education Sub-Committee

November 11, 4:00 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](http://www.madisonteachers.org)

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