



Solidarity!

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

MTI Recertification Election Starts Wednesday!

MTI's recertification elections begin Wednesday, **November 6, at noon**. MTI Faculty Representatives distributed recertification information and palm cards with specific voting instructions to all MTI-represented staff. Information will also be posted at your workplace with directions for voting. **All represented by MTI are eligible to vote.** This includes:

- Union members and non-members;
- Employees on leave of absence;
- Employees in two bargaining units (vote in elections for both units);

- Teachers (and all non-supervisory professionals), BRS, Interpreters; Educational Assistants, Special Education Assistants, Nurse's Assistants; Clerical/Technical Employees; School Security Assistants; Substitute Teachers; Substitute SEAs; Substitute Clerical Employees; and anyone else represented by MTI.

Voting is very important and takes only a few minutes. **Vote "YES" for recertification**, and be sure your co-workers do the same. **Remember to confirm your vote.**

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

Zero Tolerance Policy Under Review

While the District has now rescinded the termination of MTI member and West High School Security Assistant Marlon Anderson, MTI continues to represent two other MTI members who have appealed discipline issued to them under the District's zero-tolerance policy. One of those members chose to share her story publicly on October 25 with local media, with MTI staff and legal counsel present, in order to help inform the public and the District of the need for the zero-tolerance practice to be reviewed.

As MTI continues to represent these members in their grievance appeals process, the District and BOE have agreed with the need to review the District's current practices in this area.

The MTI Board of Directors continues to make the following demands in the statement released on October 21, 2019 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 MTI 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.

MTI CARES Share Your Holiday Food Drive

Thank you to the worksites participating in this year's food drive. Thank you also to our AFSCME family for their partnership with this drive. Donations of nonperishable and non-glass items can be dropped off throughout the month of November. Donations can also be brought to MTI. *Stay tuned for information on how to participate in the MEDIA blitz on November 21!* Barrels will be picked up December 3-4. For online donations (note MTI-Cares) go to: <https://www.secondharvestmadison.org/donation-pages/donate>.

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!** Wear **MTI RED** on **MONDAYS** and **MTI lanyards** every day!

Madison Area Teachers for Social Justice Conference

The Madison Area Teachers for Social Justice Conference is dedicated to bringing educators, students, parents, and community members together for a day of honest dialogue through a series of workshops. It will be held on **November 16** from 9:30-5:00 p.m., at the UW School of Education. The event is free. Breakfast and lunch included. Register and learn more at: <https://www.matsj.org/> - password: 2019.

Join MTI-CENTRS Saturdays for Racial Justice Series

MTI-CENTRS is partnering with NEA's Human and Civil Rights Department to offer a series of racial justice-focused sessions. The first session is *Racism: History, Levels, and Systems* on **November 2**, at MTI, from 8:30-3:30 p.m. Breakfast and lunch are provided. Sessions are led by national trainers and are **FREE TO MEMBERS**. Professional advancement credit is available. Members attending 3 or more qualify for a stipend. MTI-CENTRS is an NEA GPS-funded grant. Questions? Contact Kerry Motoviloff at: kmotoviloff@madisonteachers.org. Sign up at: <http://www.madisonteachers.org/mti-centrs/>.

Future topics include: December 7 (*BLM Week of Action Planning*); January 11 (*Combating Implicit Bias and Microaggressions*); February 22 (*Why Restorative Justice?*); March 7 (*Understanding White Privilege and White Fragility*); and May 16 (*Racial Equity Tools and Activism*).

edTPA Review

The edTPA, an assessment used to evaluate student teacher readiness to be licensed, is being reviewed by DPI. It is a high-stakes test performed during a teacher candidate's student teaching experience. MTI-Retired contacted DPI with concerns with the assessment. DPI said that they would like to hear from other stakeholders: for example, former teacher candidates who completed the assessment or cooperating teachers who have worked with student teachers as they work to complete the edTPA. If you would like to assist in this review, contact MTI-R co-President Sara Bringman at: sbringman@sbcglobal.net or DPI Assistant Superintendent of Licensing Beth Giles at: Beth.Giles@dpi.wi.gov.

Completing the Medicaid Administrative Claim Random Moment Time Study (RMTS)

The Federal government requires each District receiving monies from Medicaid to complete random moment time studies to determine the amount of time spent on Medicaid reimbursable activities. Payment to each school district is based on the number of completed time studies. The District receives substantial reimbursement, hence, the importance of maintaining a 100% time study completion rate. Throughout the school year the RMTS is sent to randomly selected staff via email. The RMTS should be completed within 24 hours. It takes about 3 minutes to complete the 6 question time study. Staff selected will need access to a district computer to complete the RMTS during their workday. This includes special education assistants. Completing the time study is a requirement of employment in the Madison Metropolitan School District. Read more about completing the time study at: <https://specialed.madison.k12.wi.us/SchoolBasedServices>.

**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) 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) should you have a question or need *assistance with any work-related matter*.

Calendar of Events

MTI Handbook Calendar Committee

November 6, 4:15 p.m., MTI

Racial Justice Book Study

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

MTI Board of Directors

November 12, 4:30 p.m., MTI

Racial Justice Book Study

November 13, 4:30 p.m., MTI

Recertification Election VOTE YES—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