



Solidarity!

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We're Halfway There: Have You Voted to Recertify?

Today (Monday, November 18) marks the halfway-point of the MTI recertification election and we will receive a report from the Wisconsin Employment Relations Commission (WERC) on how many votes have been cast in each bargaining unit (MTI-Teachers, ESEA-MTI, and USO-MTI). Each unit needs at least 51% of all eligible voters to vote in favor of recertification in order to maintain MTI as their certified representative. **The larger the turnout, the more powerful the message. If you have not voted yet, do so today by calling 1-866-458-9862**, and then confirm your vote with MTI so we can remove you from further contact lists.



In order to drive voter turnout, MTI member organizers have been active across the District, encouraging their co-workers to vote and, after they vote, contacting MTI staff to remove the voter's name for further contact lists. **Phone banks will be held this week (Tues., Wed., Thurs., 4:30-7:00) to contact those eligible employees who have yet to confirm with MTI that they have voted.** The recertification election period continues until noon on **Tuesday, November 26.**

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

American Education Week November 18-22, 2019

American Education Week (AEW) presents all Americans with a wonderful opportunity to **celebrate public education and honor individuals who are making a difference in ensuring that every child receives a quality education.** Public schools are the cornerstone of our communities. We welcome students of all backgrounds, abilities and incomes, and each of us plays a role in ensuring our schools are open to all. This month during AEW, it's time for us to show our public school pride to the world. Help demonstrate that our public schools are here for each and every student — help show that no matter the circumstance, everyone is welcome and all deserve the support, tools, and time to learn. To join in, just snap a picture that represents your pride in public schools and post it to your social channels using **#AEW2019**. Together, we can show what makes our public schools some of the best in the world: all of us, each of us. For more information and a list of AEW daily celebrations, go to: <http://www.nea.org/grants/19823.htm>.

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.*

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.



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 2nd session, *Black Lives Matter Week of Action Planning*, is **December 7**, 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. Signup at: <http://www.madisonteachers.org/mti-centrs/>.

Future topics include: 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*).

Still Time to Share Your Holidays

"It's simple. When children grow up without the right amount and kinds of food, they struggle. Hunger during the early years can have a major impact on a child's development, health and behavior." - Second Harvest

One in five Dane county children grow up experiencing food scarcity. MTI Cares, MMSD, and AFSCME are joining together with Madison families to support the **Second Harvest and NBC15 Share Your Holidays Food Drive**. This year's Drive is running the entire month of November.

Staff can participate by sending non-perishable food and self-care items (NO GLASS) or checks payable to Second Harvest. Don't forget to include a note about the Drive in your class or school newsletter. You can also make donations on the **Share Your Holidays Food Drive** site under [DONATE](#). Please note in your donation-MTI Cares. **LET'S FILL UP THOSE BARRELS!**

Keep Your Own "Personnel" Records"

Recordkeeping by an employee is important. **Don't wait for trouble to start before you begin to compile your own personnel records.** Having good records is also very important should you become involved in a grievance over your Handbook rights or benefits, or in a matter involving discipline or dismissal. To enable the Union to provide the best possible protection and representation, every employee should **maintain his/her own "personnel" records. One's file should contain such documents as:** college transcripts, evaluations, accumulated sick leave and days used, direct deposit (wage) records, records of student disciplinary referrals, Wisconsin Retirement System (DETF) records, personal leave, documentation of honors and awards, notes on student accidents and confrontations with parents or administrators, copies of all correspondence with supervisors and administrators; and for teachers: individual teaching contracts for each year, licenses, and teaching assignments by year with subjects taught.

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!

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.

PLEASE NOTE: WEA Member Benefits Consultant Steve Pike is out of the office and will not be scheduling retirement consultations during the month of November. In the interim, MTI members interested in exploring retirement can attend the MMSD Benefits monthly retirement planning sessions available here: <https://hr.madison.k12.wi.us/retirement-planning-meeting>. The MMSD Retirement Guide Book is found at <https://hr.madison.k12.wi.us/employee-retirement> and has useful information about retirement benefits and processes.

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 **December 11**, 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

American Education Week
November 18-22

Racial Justice Book Study
November 20, 4:30 p.m., MTI

Equity & Diversity Committee
November 21, 4:30 p.m., MTI

Thanksgiving Break
November 28 and 29

Faculty Representative Council
December 3, 4:45 p.m., MTI

Voters Political Action Committee
December 4, 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