



Solidarity!

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

Last Chance to Vote to Recertify; Election Ends at Noon on Tuesday, November 26

The election to recertify MTI ends at 12:00 noon, tomorrow, November 26. Each bargaining unit needs at least 51% of all eligible voters to vote in favor of recertification in order to maintain MTI as their certified representative. MTI members and retirees staffed phone banks last week to contact their colleagues who had yet to vote to remind them to do so. MTI Member Organizers, MTI Faculty Reps, and ESEA Building Reps are continuing their efforts to engage their colleagues this week to remind them to vote in the remaining days. **We need all members to make a special effort to reach out to substitute teachers to encourage their vote. USO-MTI is the last remaining certified union of substitute teachers in the state of Wisconsin and we need to help them maintain their collective voice.** Be sure you do your part. If you have yet to vote, please do so TODAY by calling 1-866-458-9862. **The larger the turnout, the more powerful the message that MTI members stand together!**



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

Critical MMSD School Referenda Being Considered

The School Board is considering two referenda questions for the Madison community to vote on in 2020 – one for **facilities** and one for **operating expenses**.

The proposed **facilities referendum** is needed to bring our school buildings into the 21st century to better reflect the value we place on Madison's growing minds and future citizens, leaders, and workforce. The referendum would include: 1) significant renovations that would transform learning environments in our four main high schools (**\$70M per high school**); 2) moving Capital High Westside students and Capital High Eastside students out of currently insufficient space and into a permanent home in a school building, Hoyt School (**\$6M**); and 3) exploring the possibility of building a new elementary school in the Rimrock area to give underserved students and families a much-needed school in their neighborhood (**\$25-30M**).

The proposed **operating referendum** is needed to provide MMSD with the resources needed to fund our schools in the absence of sufficient funding from the State of Wisconsin. While 2019-20 saw a slight increase in revenue limit funding from the state for the first time in four years, this state budget largely continues a ten-year pattern of **underfunding K-12 education**.

MMSD's budget forecasts \$30M in reductions over the next three budget cycles that would impact class size and student programming. The referendum would allow MMSD to: 1) provide a variety of student programming in arts, music, science/technology, athletics, and more; 2) invest in the District's strategic equity projects that are aligned to the MMSD **Strategic Framework**; 3) provide reasonable class sizes that adhere to the local class size policy; and, 4) attract and retain high-quality teachers and other employees.

Opportunities for Input

Through mid-December, 2019, MMSD will continue to seek ideas and feedback through community meetings, focus groups, online surveys, and more. The District will then bring their plans to the School Board, along with a full report of feedback, for consideration in January, 2020. The BOE plans to make a decision by May, 2020 about whether to add the referenda to the ballot in 2020. The MTI Faculty Representative Council and MTI Board of Directors will be discussing the referenda at their December meetings. More information is available via the MMSD website at www.madison.k12.wi.us/future-ready.

Thanksgiving Community Dinner—All are welcome to attend a FREE community dinner on Thanksgiving Day, November 28. The event will be held at the Madison Labor Temple (1602 S. Park Street, Madison, WI 53713) from 1:00–4:00 p.m.



Share Your Holidays Let's Fill Up The Barrels!

"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

Staff can participate in the food drive 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. Barrels will be picked up December 3-4.

Ring in Justice

As we gather with friends and family this holiday season and soak in all of the light they bring, we also reflect and show gratitude. Remember to also take some time to incorporate your commitment to social justice at your celebrations. This work is hard, but our collective voice and vision strengthen us. Regardless of what we celebrate, eat, or recognize as traditions, racial and social justice can be implemented into all of our holiday gatherings. The NEA EdJustice team thanks you for all you do for our communities and students. For further information and ideas visit <https://neadjjustice.org/ring-in-justice-this-holiday-season/>.

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*).

Holiday Collection—Donate Socks

In the spirit of community and giving please consider making a donation this holiday season. Join us in the annual **South Central Federation of Labor Community Services Holiday Collection**. We are collecting new socks in various sizes and thickness for all ages. Feel free to drop items off at the SCFL office located inside the Madison Labor Temple or the MTI office by December 18.

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

Parent-Teacher Comp Day—November 27

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

Special Education Sub-Committee
December 9, 4:00 p.m., MTI

MTI Board of Directors
December 10, 4:30 p.m., MTI

Recertification Election VOTE by Noon, November 26

Our Union Makes Us Strong!
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MTI's web page - www.madisonteachers.org
MTI's email - MTI@madisonteachers.org