



Solidarity!

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THANK YOU! Faced with New Challenges, MTI-Represented Employees Again Vote for Recertification

We continue to “Stand Together!” *All MTI bargaining units have successfully recertified!* Over **80%** of all eligible voters cast ballots in the recertification election. Of those who voted, **99%** voted to recertify. In order to recertify, each unit needed 51% of *all eligible* voters to cast a ballot in favor of recertification. **Each MTI bargaining unit beat that requirement**, with the MTI teacher unit leading the way with **89%** of all eligible voters casting a ballot to recertify. The large turnout is a testament to the hard work of over 100 MTI member organizers who reached out and engaged their colleagues in conversations about their Union. The turnout is also a testament to the **3,474** MTI-represented employees who recognize that our public schools and our professions will be better served if we continue to **“Stand Together.”**

Thanks to all who made their voices heard loud and clear by voting YES MTI!

Superintendent Search

MTI continues to be an active and visible presence in the search for the next MMSD Superintendent. The voice of employees should be heard loudly and clearly during this process and MTI has worked to make that happen. A few of the actions that have been taken include:

- Gathering member feedback in a variety of ways including an all-member survey.
- Sharing this feedback with the Board of Education .
- Promoting member participation in community listening sessions, the Board of Education survey, and encouraging members to communicate directly with the Board of Education.
- President Waity has directly communicated with BOE President Reyes and BWP, the consulting firm hired to conduct the search.
- Representatives from MTI, AFSCME, and Building Trades met with the consultants in a focused session.
- President Waity and Executive Director Keillor are holding individual meetings with members of the BOE.
- Additional feedback will be shared with the Board of Education in response to the consultant’s report.

Over the next several months the Board of Education will conduct interviews of potential candidates. A pool of semi-finalists will be selected in mid-December. The goal is for the finalist to be selected in January. Keep an eye out for opportunities to be involved in this important decision and for ways to make your voice heard.

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*).



Inclement Weather & Closing School

The Employee Handbook contains provisions that deal with the impact on members when schools are closed. Given winter's sometimes severe weather, these provisions are called to the attention of those who are represented by MTI.

Teacher bargaining unit: Should it become necessary to close or delay the opening of school due to inclement weather, power failures or other circumstances, notice shall be delivered prior to 6:30 a.m. over radio stations whose broadcast studios are located within the city limits of the City of Madison. Teachers shall be compensated for such day in their regular monthly payroll check.

Bilingual Resources Specialists: The Employee Handbook provides that employees who are tardy or absent due to inclement weather are allowed to receive compensation by using personal illness leave or electing to make up the time by performing their regular duties or participating in staff development/training opportunities offered by the District.

EAs/SEAs/NAs: The Employee Handbook allows the option of using personal illness leave to receive payment for time missed due to school closings, along with being able to be paid up-front, provided one makes up the missed time by attending District-provided staff development/training or by performing her/his regular duties within one week of the end of the school year.

Clerical/Technical: The Employee Handbook provides that when an employee is absent from work for more than one hour on a "snow day," or other emergency school closing, in addition to vacation time and compensatory time, the employee shall have the option to use floating holidays or personal illness leave to receive compensation for such days. In addition, employees are provided the option of receiving pay for the snow day during the payroll period in which the snow day occurs (*without utilizing any accrued time*) provided the employee makes up the time by attending District-offered staff development/training opportunities by the end of the school year. Employees will also continue to have the option to make up the time by performing their regular duties provided they have their supervisor's approval.

Security Assistants: The Employee Handbook provides the options of using personal illness or floating holiday time to receive payment for time missed, along with being able to be paid up-front, provided one makes up the missed time by attending District-provided staff development/training or by performing her/his regular duties within one week of the end of the school year.

ESEA-MTI 2019-20 Holiday Schedule

Members of MTI's Educational Support Employees Association (ESEA-MTI) receive paid holidays on **December 24, 25, 31, 2019; and January 1, 2020.** This includes clerical/technical employees, special education assistants, educational, behavioral and clerical assistants, nurse's assistants, parent liaisons, and security assistants.

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.

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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 **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

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

MTI-Retired

December 11, 9:00 a.m., MTI

National Board Certification Training

December 11, 5:30 p.m., MTI

Equity & Diversity Committee

December 19, 4:30 p.m., MTI

Winter Break: Dec. 23-Jan. 3

Our Union Makes Us Strong!

Volume 54, #14, December 2, 2019

MTI's web page - www.madisonteachers.org

MTI's email - MTI@madisonteachers.org