



Solidarity!

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

Annual Employee Handbook Review Delayed

The annual Employee Handbook Review process continues to be delayed due to the District's lack of responsiveness in scheduling meetings of the various MTI-MMSD Handbook work groups. MTI has been seeking meeting dates from the MMSD HR staff since September without response. As a reminder, the MTI-MMSD work groups previously agreed to by the MMSD and MTI include those addressing: **Teacher Planning Time and High School Scheduling; Shared Leadership; ESEA Issues; Substitute Teacher Issues; 2020-21 Calendar; and Special Education Issues.** We have also held a number of meetings with **School Security Assistants** on issues they would like to see addressed. While some of these matters may need to be delayed until after the hiring of a new Superintendent (e.g. Shared Leadership), others can and should be addressed in a timelier manner. As this newsletter goes to print, MTI staff are meeting with MMSD HR staff to push them to get this annual review moving.

Reminder—January Paychecks

The paycheck due on January 1 will be deposited on the first banking day in January. This year that day is Thursday, January 2, given that Wednesday, January 1, is a Federal Reserve bank holiday. A deposit on December 31 would cause one to have to pay taxes on those funds for 2019, i.e., one would pay income tax on 13 months of wages in 2019. Paper direct deposit statements for teachers will be distributed at each person's work location on Monday, January 6, the day school resumes. For those who receive electronic direct deposit statements, e-mails will be sent to District e-mail addresses on or after December 27 with funds being deposited on January 2. For substitute teachers, direct deposit statements will be delivered by the USPS on or about January 3. Members of MTI's Educational Support Employees Association (ESEA-MTI) bargaining unit will have their paychecks directly deposited on January 3. Paper direct deposit statements will be distributed at each person's work location on January 6. For those who receive electronic direct deposit statements, e-mails will be sent to District e-mail addresses on December 31.

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 next session, **Combating Implicit Bias and Microaggressions**, is **January 11**, 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:

February 22 (*Why Restorative Justice?*) March 7 (*Understanding White Privilege and White Fragility*); and May 16 (*Racial Equity Tools and Activism*).

How Cold Is Too Cold?

With the return of winter to our fair city, temperatures have started plunging to freezing levels. When schools and other large buildings experience several days of sub-zero temperatures, heating systems strain to keep rooms warm. Classrooms frequently feel too cold. What can be done? **Staff who experience heating problems in District classrooms or offices should immediately contact their building administrator and custodian for assistance.** Whether the heating systems are insufficient or simply old cannot excuse schools/offices being too cold. The cost of energy is of concern to us all, and MMSD, like every other school district in Wisconsin, is experiencing financial problems because of the state-imposed revenue controls. This impacts funds for heating fuel, so energy must be used wisely. However, students and staff are entitled to a proper learning and working environment. Members seeking the Union's assistance should contact Eve Degen at: degene@madisonteachers.org.



Workplace Bullying

Board of Education Policy 4502A outlines the District's classroom code of conduct for students and parents. Under the policy regarding pupils, it states in part, "Schools must be places where effective learning can occur... students are prohibited from engaging in behaviors which are illegal, life or health threatening, or which impede the orderly operation of the classroom or school." The BOE also approved a policy on workplace bullying several years ago, which is found under the section on personnel. Policy 8013 states in part, "The Madison Metropolitan School District is committed to providing a safe and healthful environment for all employees to work. Realizing that workplace bullying can have a detrimental impact on individuals (i.e., mental anguish, physical illness, undue stress) and the organization as a whole (i.e., lost employee time, poor workplace morale, decreased productivity), the DISTRICT is committed to acknowledging and addressing workplace bullying." Section 8013.8 provides that, "Beginning in the 2011-12 school year, and every other year thereafter, the DIRECTOR or his/her designee shall provide training to all faculty and staff regarding workplace bullying, which shall minimally include information on recognizing workplace bullying and the reporting process set forth in this Policy."

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, nurses' assistants, parent liaisons, and security assistants.



Winter Wellness Tips

The days are short, and December can feel dark. The shopping and crowds. The back-to-back diet-busting parties. The small talk conversations with the in-laws or the dreaded political debates with your uncle Bob. We understand how easy it is to feel not so wonderful at this most wonderful time of the year. That's why we've rounded up a few ways to help you dodge the seasonal blues and stay happy, healthy, and energized. See also: www.health.com.

Think Positive—the holidays may drive you to your breaking point. You are not alone. Negative thinking can trigger the your body's stress response, just as a real threat does. Remember, it's time to celebrate with your family and friends (*even if they do stress you out*). An optimistic outlook will help you cope with challenges that come your way.

Fit in Exercise—it may be the last thing you feel like doing when you're stressed out, but going for a walk or hitting the gym can actually make you feel better. Research has found that workouts can boost your mood for up to 12 hours.

Savor a Spicy Meal—hot foods trigger the release of endorphins—the natural chemicals that trigger feelings of euphoria and well-being. Add some red pepper flakes to your soup or a splash of hot sauce on your tacos.

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

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

MTI Membership Committee

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

MTI Cabinet on Personnel

December 18, 4:30 p.m., MTI

Equity & Diversity Committee

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

Winter Break: Dec. 23-Jan. 3

Our Union Makes Us Strong!

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MTI's web page - www.madisonteachers.org

MTI's email - MTI@madisonteachers.org