



Solidarity!

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

Preparing for 2020

As school year employees approach a well-deserved winter break (and 12-month employees take well-earned vacation and holiday time), we wish to highlight a few issues that MTI will continue to be focusing on when school resumes in 2020.

Superintendent Search

MTI leadership has provided input to the superintendent search firm and has been in regular contact with BOE leadership relative to the search process. Among other important attributes, MTI is advocating for a superintendent that is committed to the collaborative processes that we have established between MTI and the District (e.g., Employee Handbook process, Collaborative Problem-Solving). In January, the names of the final candidates will be shared and the finalists interviewed. MTI leadership will stay involved in that process and will continue to share developments with MTI members.

2020-21 MMSD Budget & Referenda Preparations

In January and February, the District and BOE will continue to develop the 2020-21 MMSD budget and continue preparations for two potential referenda - one for school facility needs and the other for operating needs. With over 80% of the District budget involving staff, important staff issues such as class size and behavioral/mental health support could be impacted by these discussions, as could com-

pensation issues (e.g. salary increase, benefit levels). MTI leadership will be heavily involved in these discussions and will be advocating for budgets that support the schools our students deserve and compensation levels necessary to attract and retain the staff our students need.

School Safety

The MTI Safety Committee will be meeting with District representatives after winter break to share concerns we have heard from various elementary schools and to receive updates on the District's security upgrades and policy changes.

Black Lives Matter at School Week of Action

The MTI Faculty Representative Council has endorsed the *Black Lives Matter at School Week of Action*, February 3-7. MTI members have been working on a variety of curricular resources for staff to use during that week. All staff are invited to receive MTI-prepared resources and to join their Faculty Rep or Equity and Diversity contacts in preparing for the week, and to take the Week of Action Participation pledge. Don't forget to order your BLM t-shirt before January 7, 2020. To take the Pledge and order a t-shirt see the MTI website:

<http://www.madisonteachers.org/black-lives-matter-in-schools/>

Join MTI-CENTRS Saturdays for Racial Justice Series Next Session January 11

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. MTI Members attending 3 or more qualify for a stipend. MTI-CENTRS is funded by an NEA GPS grant.

Questions? Contact Kerry Motoviloff at: kmotoviloff@madisonteachers.org. Sign up 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*.

MTI School Year Employees, Enjoy Your Break!

We hope you are excited for some well-deserved time away from school. MTI wishes all school year employees (and those 12-month employees taking time off) a safe, relaxing, and enjoyable winter break. ***Thank you for all of your hard work in 2019 for our students and for your continued commitment to your Union.*** The strong support for MTI in the recent recertification election (99% voting in favor) is a testament to your belief in our collective efforts, our Union, to advocate for your needs and for those of our students. 2020 will bring its share of challenges, which we will need to meet together in solidarity. MTI is dedicated to ensuring members have vacation, holiday, and floating time to enjoy the holiday season. As a friendly (and happy) reminder, the 2019-20 winter break for school year employees is **Monday, December 23 through Friday, January 3, 2020.** *Please note: The MTI office will be closed on December 24, 25, 31 and January 1, 2020.*

The **MTI-MMSD Calendar Committee** is currently finalizing recommendations for the **2020-21 school calendar**. Once finalized, the 2020-21 school calendar will be shared with all MTI members via e-mail, the MTI webpage, and a future edition of *Solidarity!* newsletter.

Winter Wellness Tips

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. **Push Perfection to the Side**—Stop obsessing over doing it all. The world is not going to end if the house is a little cluttered or dinner is on the table a few minutes late. "Focus your energy on enjoying the people in your life," says Donna Schempp, the program director for the Family Caregiver Alliance. Don't sweat the small stuff and your holiday will be much more enjoyable! References from www.Health.com.

MTI Night at the Overture February 21 The Color Purple

MTI has reserved group tickets for *The Color Purple* on Friday, February 21, 2020, at 8:00 p.m., at the Overture Center. We have reserved a range of seats (\$28 balcony; \$44 mezzanine; and \$93 circle). Just in time for holiday gift-giving! Members will be notified when tickets are ready for pick up at the MTI office. All purchases are final. Tickets can be purchased on the MTI webpage: www.madisonteachers.org.

Apply for MTI-CENTRS Sponsorship for Local Racial Justice Courses

MTI CENTRS is sponsoring up to 10 MTI members for each of the following community events this winter: African American History Course - *Black History for a New Day by Justified Anger*; and The Black History Conference - *Dreaming in Ethnic Melodies* led by Andrea Davis. Application is open to MTI members only. Attendees must agree to meet ALL expectations of sponsorship. Application deadline is **January 9**. Participants will be chosen by lottery and notified if they have qualified for sponsorship by January 13. Participants are asked to contribute \$20 toward registration. Sign up at: <http://www.madisonteachers.org/mti-centrs/>.

MTI CENTRS Site-based Book Groups

MTI CENTRS is now accepting applications for site-based supported book study groups with Teaching for Black Lives. Facilitator materials are provided by the MTI CENTRS grant. All classes must be completed by the end of February. The structure is four 90-minute face-to-face sessions (6 hours) with 60 minutes pre-reading prior to each meeting (4 hours), a course expectation of 10 hours or 1.0 PACs. MTI CENTRS is funded by an NEA GPS grant. Funds come directly out of member national dues dollars. While participation is open to all, materials and stipends are offered only to dues-paying members of MTI. Non-members can receive PACs for full participation. Group size minimum is six members. The grant will provide up to 10 books per site for MTI members. Application deadline is **January 17**. Information and signup at: <http://www.madisonteachers.org/mti-centrs/>.

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.

* * * * *

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.

* * * * *

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 **January 15, 2020**, 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 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

MTI Voters Political Action Committee

January 8, 4:45 p.m., MTI

MTI Special Education Sub-Committee

January 13, 4:00 p.m., MTI

MTI Board of Directors

January 14, 4:30 p.m., MTI

National Board Certification Training

January 15, 5:30 p.m., MTI

MTI Equity & Diversity Committee

January 16, 4:30 p.m., MTI

Our Union Makes Us Strong!

Volume 54, #16, December 16, 2019

MTI's web page - www.madisonteachers.org

MTI's email - MTI@madisonteachers.org

