



# Solidarity!

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

## Welcome 2020!

A heartfelt welcome back to all MTI-represented employees returning from winter break this week, as well as those 12-month employees returning to work following holidays and/or vacation. We hope that everyone found time for some well-deserved rest and relaxation as we enter the new year. As you return to all of the rewards and challenges associated with the important work you do, know that your Union is here to support you in that work as we advocate for the schools that our students, staff, and community deserve. ***Thank you for all you do for our students and our community.***

### 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. MTI 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](mailto: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*.

### Sabbatical Leave Deadline February 1

Under the terms of the Employee Handbook, Section 10, the Board of Education budgets \$45,000 for **sabbatical leaves** for members of MTI's "teacher" bargaining unit. Such is for the purpose of advanced study and/or research. **Either a one-year leave at half pay or a one-semester leave at full pay may be granted.** A teacher who receives a sabbatical leave will be permitted to return to the position they held at the time the leave was granted. Applications for the 2020-21 school year or the first semester are due **February 1, 2020**. An application and the MTI/MMSD agreed upon policy can be obtained by visiting MTI's website: [www.madisonteachers.org](http://www.madisonteachers.org).

### Staff Only Day February 7

There is no school for students on the February 7 "**Staff Only**" day (formerly known as PD days). The Employee Handbook, Section 4.06, provides that there will be one (1) full staff only day per quarter. "**The structure of the day is to be determined collaboratively at the building level by the principal and SBLT.**" Such time shall include collaborative learning that supports and enhances the quality of teaching and is aligned to each school's SIP goals and strategies." **Educational Assistants and School Security Assistants have a mandatory workday on February 7.** Various professional development opportunities are available to specific groups within these bargaining units.

**Save the Date!**  
**February 3-7, 2020**

**Black Lives Matter at School**  
**Week of Action**



### 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](http://www.madisonteachers.org)) for step-by-step directions.



## Winter Wellness Tips



We understand seasonal blues. Here's a tip to stay happy, healthy, and energized: **Turn up the tunes**—put on your earbuds and listen to music! Rocking out to your favorite band helps redirect your attention from anxiety-producing thoughts to another space - the power of song. Research from the University of Maryland shows that hearing music you love can relax blood vessels and increase blood flow. That not only calms you down but is good for your heart, too. Crank it up! (References from [www.Health.com](http://www.Health.com)).

### Important February Deadlines

- **Salary Advancement Credit for passage over a salary barrier or for salary track advancement, effective at the beginning of the second semester, are due in the office of Human Resources by 5:00 p.m., February 1.**
- **Sabbatical Leave applications** for either the first semester of the 2020-21 school year or for the entire school year, are due in the MTI office by 5:00 p.m., **February 1.**
- **Teacher Retirement and Teacher Emeritus Retirement Program (TERP)** enrollment applications are due in the office of Human Resources by 5:00 p.m., **February 15.**

### Essay Contest on Labor History: Deadline February 15

Encourage Wisconsin high school students (grades 9-12) to participate in a Labor History Essay Contest. Applicants could win up to \$500. Students are invited to write 750 words on the following theme: ***“Unions have been important to my family and community because....”*** Students are urged to interview family members, neighbors, friends, or others about their connection to work and labor unions. The contest is easy to enter and is an opportunity for high schoolers to learn more about the labor movement. Visit [wisconsinlaborhistory.org](http://wisconsinlaborhistory.org) for contest rules and more details.

### Notify MTI of Financial or Employment Status Changes

We understand things are constantly changing and life can be chaotic. We want to give members a gentle nudge to notify MTI of any changes to your employment or updates to your financial records. Oftentimes, MTI does not get these types of updates from the District. We value our members and rely on members to update us on any changes. Please keep MTI in the loop about adjustments to your contract percentage, if you have an impending resignation, or are planning to retire. Also, let us know if your credit card has been lost, stolen, has expired, **or your banking information has changed.** Feel free to contact MTI at 608-257-0491 or Jen Nichols at: [nicholsj@madisonteachers.org](mailto:nicholsj@madisonteachers.org).

## 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](http://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 **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](mailto:mti@madisonteachers.org)) should you have a question or need assistance with **any work-related matter**.

## Calendar of Events

**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

**Dr. Martin Luther King Jr. Day**  
January 20—Schools Closed

**MTI Faculty Representative Council**  
January 21, 4:45 p.m., MTI

## Our Union Makes Us Strong!

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MTI's web page - [www.madisonteachers.org](http://www.madisonteachers.org)

MTI's email - [MTI@madisonteachers.org](mailto:MTI@madisonteachers.org)