



Solidarity!

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

MTI Welcomes Dr. Matthew Gutiérrez to the MMSD

On January 24, 2020, the Board of Education announced the selection of **Dr. Matthew Gutiérrez** as the next Superintendent of the Madison Metropolitan School District. Dr. Gutiérrez was one of three finalists who visited Madison the week of January 13 for their "Day in the District." MTI leadership was invited by BOE President Gloria Reyes to meet with each candidate in the morning of their visit and to attend the public candidate forums each evening. MTI questioned candidates about their views on employee relations and commitment to collaboration and shared leadership. We found Dr. Gutiérrez to be an impressive candidate to lead our schools and we look forward to welcoming him when he starts his new position in MMSD on June 1.

Annual Employee Handbook Review Begins this Month

MTI and MMSD have now scheduled dates to commence the annual review of the Employee Handbook. The annual review process is set forth in Section 18 of the Employee Handbook and provides for a collaborative model involving MMSD and MTI representatives to review and recommend changes to the Handbook. Consensus recommendations are then forwarded by the Superintendent to the Board of Education for final approval.

This year's review will involve various work groups charged with discussing the following: **Teacher Planning Time/High School Scheduling/Special Education** (February 13); **Educational Support Employees** (ESEA - February 12); **School Security Assistants** (February 12); and **Substitute Teachers** (February 27);. In addition, the **MTI Handbook/Bargaining Committee** will meet on February 19, and the **MTI-MMSD Handbook Review Committee** will meet February 26 to review other proposed modifications to the Handbook that do not necessitate work groups.

All MTI members had the opportunity to provide feedback on Handbook ideas they wanted MTI to pursue via a survey MTI sent out last summer to all members, and all members will receive another progress update this week via e-mail.

John Matthews, former MTI Executive Director, Receives Hometown Hero Award from Wisconsin State Assembly

On January 21, the Wisconsin State Assembly presented John Matthews with a Hometown Hero Award for his work at MTI advancing the interests of public education and public educators. Also noted in the award was the union's work during John's leadership in addressing discriminatory practices that denied women equal pay, defending the rights of religious minorities, and establishing protections for pregnant women which helped set standards for working women in every profession. The award was initiated by Representative Jimmy Anderson on behalf of the Wisconsin State Assembly. John Matthews served as MTI Executive Director from 1968 until his retirement in 2016.



Black Lives Matter At School Week of Action

This week, MTI members will join educators across the country in the National **Black Lives Matter at School Week of Action**. The Week of Action, originating in Seattle, is in its 4th year and uses the principles of the Black Lives Matter movement, along with rich ethnic study-based lessons, to discuss issues of race and equity. Throughout the District, educators will use ethnic study-based lessons, artwork, discussion circles, and daily messages to declare that Black Lives Matter at School. Our hope is that this collective week of action is bringing critical reflection, honest conversations, and systemic change to the issues that impact racial justice in education.

Black Lives Matter at School Week is part of the ongoing work of MTI, as outlined in our mission statement: "**Public schools have a moral responsibility to provide quality education, broad and equitable in nature, to all students with no exceptions, exclusions or disparities.**"

****Important Deadlines****
Teacher Retirement & TERP Enrollment - February 15, 2020. Temporary reduction of contract with the right to return to full-time — March 1, 2020. **Note:** Employee Handbook deadlines that occur on weekends are extended to the following Monday.





**ESEA-MTI
Building Reps
Meeting
February 19, 4:15 p.m.,
MTI (33 Nob Hill Rd.)**

**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, **Why Restorative Justice?**, is **February 22**, from 8:30-3:30 p.m., at the Urban League of Greater Madison. 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. Signup at: <http://www.madisonteachers.org/mti-centrs/>.

Future topics include: March 7: *Understanding White Privilege and White Fragility*; and May 16: *Racial Equity Tools and Activism*.

MTI Delegates to SCFL

Nominations are being sought for members interested in serving as an MTI Delegate to the South Central Federation of Labor. Terms expire in March for **Cory Hayden** (LaFollette) and **Xanda Fayen** (Capitol High). Both are not seeking re-election. Terms are for two years. Nominations can be e-mailed to MTI Executive Director Doug Keillor at: keillord@madisonteachers.org, or made at the February 25 meeting of the MTI Faculty Representative Council. The election will be held at the March 17 meeting of the Council.



**MTI Bowl-A-Thon
April 19, 2020**

The 7th Annual MTI Cares Bowl-A-Thon will take place on Sunday, April 19, 2020, at Village Lanes in Monona from 12-3:00 p.m. For the third year we will be raising funds to support the **Food 4 Thought Initiative** who helps run and stock food pantries for MMSD families within school buildings. Unfortunately, food insecurity among MMSD families continues and **Food 4 Thought** needs support for ongoing efforts and to support opening additional pantries. We are seeking sponsors from the local business community for monetary and in-kind donations. If you know of potential sponsors, please contact us at: mticare@madisonteachers.org. Find team registration forms, sponsorship information, and more on the Bowl-A-Thon Website: www.madisonteachers.org/bowl-a-thon2020.



**Substitute Teachers:
Attend Your General
Membership Meeting
February 20,
4:15 p.m., MTI
(33 Nob Hill Rd.)**

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 **February 12**, 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

Black Lives Matters at School Week of Action
February 3-7, 2020

MTI Communications Committee
February 4, 4:30 p.m., MTI

MTI Special Education Sub-Committee
February 10, 4:00 p.m., MTI

MTI Board of Directors
February 11, 4:30 p.m., MTI

Handbook ESEA Work Group
February 12, 4:00 p.m., MTI

Handbook Planning Time/Scheduling
February 13, 4:30 p.m., MTI

Primary Election—VOTE!
February 18

MTI Handbook/Bargaining Committee
February 19, 4:30 p.m., MTI

Our Union Makes Us Strong!

Volume 54, #21, February 3, 2020
MTI's web page - www.madisonteachers.org
MTI's email - MTI@madisonteachers.org