All 2019-20 Issues

*This .pdf contains all Solidarity! Issues for the 2019-20 school year. Click the date to jump to the Issue you'd like to view. Use Ctrl+F to search for a term or phrase across all Issues.*

### Date of Issue

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MTI-MMSD Commence Employee Handbook Review

Last week, MTI-MMSD work groups commenced the annual review of the MMSD Employee Handbook. MTI will be seeking a number of changes to the Handbook based on feedback from MTI members. Last week’s Handbook Review meetings focused on ESEA issues (Feb. 12) and Teacher Planning Time (Feb. 13). Additional work groups will be scheduled in the next couple of weeks to review School Security Assistant concerns, Substitute Teacher issues, and other matters.

ESEA “Living Wage - Part 2”

Two years ago, MTI advocated for a $15 per hour minimum living wage for all MMSD employees. This year we are advocating for additional improvements necessary to provide annual “living wages” to hourly employees engaged in some of the most challenging and important work with some of our students with the most significant needs. Addressing annual income is critical in addressing the recruitment and retention issues associated with these positions.

- MTI is advocating for paid time off for all MMSD staff when schools are closed due to inclement weather or other reasons, so that hourly employees do not experience unexpected pay docks on these days.
- MTI is advocating for paid time off for all MMSD hourly staff when schools are closed over winter break, spring break, and other days during the school year, so that hourly employees do not experience reductions in pay during these periods.
- MTI is advocating for increased summer employment opportunities for all hourly staff in need of year-round income.

Teacher Planning Time and High School Scheduling

The MMSD is experiencing an acute staffing crisis, with many schools unable to fill vacant teaching and SEA positions or provide coverage for colleagues absent from work or attending meetings. Educators lose planning time and students lose instructional time when school staff are reassigned or classes combined to provide staff coverage when no substitute is available.

- MTI is advocating for sufficient staffing levels to provide coverage for expected absences and will be seeking additional compensation for staff assigned to cover for absent colleagues.
- MTI is advocating for Employee Handbook defined planning time for all teaching staff.

Be a Voter
Primary Election Tuesday, February 18

MTI-Voters members have confirmed MTI-Voters Committee recommended endorsements for BOE Seats 2, 6 and 7, along with Wisconsin Supreme Court and Dane County Board District 18. The list of candidate endorsements, completed candidate questionnaires, and candidate websites are available at the Elections-Spring 2020 tab on MTI’s website: www.madisonteachers.org. All MTI-members who participate in the MTI-Voters political action committee have been sent info on the endorsements via e-mail. BOE Seat 6 and Supreme Court will have a spring primary election on February 18. The general election is scheduled for April 7. GOTV opportunities will be shared with all MTI-Voters members and posted at the Elections-Spring 2020 tab on MTI’s website.

Join MTI-CENTRS Saturdays for Racial Justice Series—February 22

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; March 21: Facilitating Critical Conversations; April 18: Social Justice Teaching 101 (at the Goodman Center); and May 16: Racial Equity Tools and Activism.
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 March 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

Primary Election—VOTE!
February 18

MTI Cabinet on Personnel
February 18, 4:30 p.m., MTI

ESEA Building Representatives
February 19, 4:15 p.m., MTI

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

USO-MTI General Meeting
February 20, 4:15 p.m., MTI

MTI Membership Committee
February 20, 4:30 p.m., MTI

MTI Equity/Diversity Committee
February 20, 4:30 p.m., MTI

MTI/MMSD Joint Safety Committee
February 24, 4:30 p.m., Doyle

MTI Cares’ Bowl-A-thon
Sunday, April 19, 2020
12:00 noon—3:00 p.m.
Village Lanes in Monona
(208 Owen Road)
Sign up on the MTI website

Our Union Makes Us Strong!
Volume 54, #23, February 17, 2020
MTI’s web page - www.madisonteachers.org
MTI’s email - MTT@madisonteachers.org
URGENT REMINDER!
Complete and Return your Dependent Verification Forms to MMSD

The District sent out dependent verification forms to all employees who are enrolled in an MMSD health insurance plan. The purpose of this form is to ensure that employees have the appropriate insurance plan and that dependents are appropriately covered. The District issued a deadline to complete and return this form by February 28, 2020. Failure to do so could result in the loss of dependent coverage. MTI will be working with the District to communicate with members who have not yet returned the forms as the deadline approaches. Do yourself a favor and get this information returned to MMSD as soon as possible. Contact MMSD Benefits (benefits@madison.k12.wi.us) with specific questions or to get another copy of the form.

MTI-Voters Endorse Candidates for Spring Election; Time to Get-Out-The-Vote

MTI-Voters members have confirmed MTI-Voters Committee recommended endorsements for BOE Seats 6 and 7, along with Wisconsin Supreme Court. The list of candidate endorsements, completed candidate questionnaires, and candidate websites are available at the Elections-Spring 2020 tab on MTI’s website: www.madisonteachers.org. All MTI-members who participate in the MTI-Voters political action committee have been sent info on the endorsements via e-mail.

Get-out-the-vote: Now that endorsements have been made, endorsed candidates will be looking to MTI members to help with get-out-the-vote activities including literature drops, canvassing, phone banks and other campaign events. BOE Seat 6 and Supreme Court will have a spring primary election on February 18. The general election is scheduled for April 7. GOTV opportunities will be shared with all MTI-Voters members and posted at the Elections-Spring 2020 tab on MTI’s website: www.madisonteachers.org.

*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.

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.
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**Temporary Reduction of Contract with Right to Return to Full-Time**

Addendum A, Section 3.09 of the Employee Handbook provides that full-time teachers who wish to work part-time may request to do so for a period of one (1) year, and shall have the right to return to a full-time regular contract at the end of such period. Requests for part-time contracts must be made in writing to the Department of Human Resources on or before March 1 of the preceding school year. To be eligible to apply for contract reduction under this Section, a teacher must have completed five (5) years of service with the District as a teacher by the time the contract reduction will become effective. **Note:** Employee Handbook deadlines that occur on weekends are extended to the following Monday.

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**2020 WEAC Representative Assembly, April 25, in Wisconsin Dells; Become an MTI Delegate**

MTI is seeking teacher members to serve as MTI delegates to the WEAC Representative Assembly on April 25. Nominations will open at the Faculty Representative Council meeting on March 17. If you or a teacher member you know is interested in being nominated, submit their name at the Council meeting or e-mail MTI President Andy Waity at: awaity@madisonteachers.org.

The WEAC RA is a one-day meeting in the Wisconsin Dells (Chula Vista) this year. This meeting sets the agenda for the work of the state union for the next year. This is a great way to stay informed and be involved in your statewide union.

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**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!

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**MTI Cares’ Bowl-A-Thon**

Sunday, April 19, 2020
from 12-3 p.m., at
Village Lanes in Monona
(208 Owen Road)
Sign up on the MTI website.

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**Calendar of Events**

**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

**ESEA Building Representatives**
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**MTI Handbook/Bargaining Committee**
February 19, 4:30 p.m., MTI

**USO-MTI General Meeting**
February 20, 4:15 p.m., MTI

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**Our Union Makes Us Strong!**

Volume 54, #22, February 10, 2020

MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
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.

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."

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.

*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.
MTI Membership Opportunities

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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

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Our Union Makes Us Strong!
Volume 54, #21, February 3, 2020
MTI's web page - www.madisonteachers.org
MTI's email - MTI@madisonteachers.org
MTI-Voters Interviews Candidates for BOE and Supreme Court and Recommends Endorsements

On January 22, MTI Voters (MTI’s political action committee) interviewed candidates for upcoming MMSD Board of Education and Wisconsin Supreme Court elections. Following the interviews, the MTI-Voters Committee concluded to recommend endorsements for BOE Seats 6 and 7, along with Wisconsin Supreme Court.

All members of MTI-Voters were sent an e-mail ballot last week asking for their vote on the endorsement recommendations by Wednesday (January 29). Endorsement decisions are not finalized until the balloting process is concluded.

Members are encouraged to review the completed candidate questionnaires and candidate websites available at the Elections-Spring 2020 tab on MTI’s website (www.madisonteachers.org), and complete the endorsement ballot that was sent to you.

Are You Ready for this Year's Black Lives Matter At School Week of Action?

This year’s Week of Action will occur February 3-7. MTI joins educators across the country in the National Black Lives Matter at School Week of Action. Black Lives Matter at School Week is part of the ongoing racial and social justice 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."

Click on the Black Lives Matter at School tab on MTI’s webpage (www.madisonteachers.org) to find MTI-recommended resources, sign the PLEDGE to act and share your action, and sign up for MTI CENTRS' Solidarity for Racial Justice Saturday series. 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. Questions? Contact kmotoviloff@madisonteachers.org.

Join Our Movement

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

### Winter Wellness Tips

*Seasonal Blues*—here’s a tip to stay happy, healthy, and energized: **Go Tech-Free**—Constant cell phone buzzes, notifications, and e-mail alerts keep us in a perpetual fight-or-flight mode due to bursts of adrenaline. Not only is this exhausting, but, it contributes to mounting stress levels. Enjoy spending time with your family and friends by staying present in the moment.  
(References from [www.Health.com](http://www.Health.com)).

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Teacher Planning Time and High School Scheduling (February 13); Educational Support Employee (ESEA) concerns (February 12); Substitute Teacher issues (to be scheduled); Special Education issues (to be scheduled); and School Security Assistants concerns (to be scheduled). In addition, the MTI-MMSD Handbook Review Committee will be meeting February 26 to review other proposed modifications to the Handbook that do not necessitate work groups. All MTI members will receive updates on these discussions as the work gets underway.

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**TERP & RIA Continue; Teacher Retirement Deadline February 15**

Teacher retirement notifications, including completed TERP agreements, are due in the District’s Department of Human Resources no later than February 15. Appointments can be made to complete the TERP agreement and discuss insurance options at retirement by calling the District’s Benefits Manager, Rachelle Hady, at 663-1795.

The Teacher Emeritus Retirement Program (TERP) is a benefit originally negotiated by MTI that provides eligible retiring teachers with a supplemental retirement benefit valued between $30,000 and $85,000 (depending on salary). These funds can be taken as a monthly cash benefit or, as is more typically the case, used for the payment of post-retirement insurance benefits. MTI was successful in discussions for the MMSD Employee Handbook in assuring the continuance of TERP through the 2019-2020 school year. Thus, MTI members can be assured that TERP benefits will be available at least through the 2020-21 school year. The value of this one benefit alone can be greater than the total amount of MTI dues a teacher pays over the course of their career.

In order to be eligible for TERP, a teacher must be working full-time, be at least 53 years of age (as of August 30 in one’s retirement year), with a combined age and years of service in MMSD totaling at least 75. (For example, a teacher who is 57 and has eighteen (18) years of service in MMSD would be eligible: 57 + 18 = 75.) Teachers who are younger than age 55 are eligible if they have worked for MMSD at least 30 years. Up to ten (10) part-time teachers may participate in TERP each year, provided they have worked full-time within the last ten (10) years and meet the eligibility criteria described above.

The Retirement Insurance Account (RIA) is another benefit originally negotiated by MTI, which provides eligible retiring MTI-represented teachers access at the time of their retirement to accrued sick leave for the payment of post-retirement insurance benefits. Teachers receive the full value of their first 200 days of sick leave and 50% value for any sick leave accrued beyond 200 days. The RIA often provides eligible MTI-represented retirees with a benefit valued between $20,000 and $70,000 (depending on the number of sick days accrued and salary at time of retirement), which can cover a number of years of post-retirement insurance premium costs. MTI was successful in discussions for the 2019-20 MMSD Employee Handbook in assuring the continuance of RIA through the 2020-21 school year. Thus, MTI members can be assured that RIA benefits will be available at least through the 2020-21 school year.

TERP and RIA benefits are two innovative retirement benefits that were originally negotiated by MTI, and have continued to be available to MTI-represented employees due to MTI's continued advocacy in the MMSD Employee Handbook review process. MTI members can learn more about these benefits by attending scheduled MTI retirement seminars, or by scheduling an individual retirement consultation with WEA Member Benefits consultant Steve Pike. Steve is a retired MMSD teacher and former MTI president, who now works for WEA Member Benefits, providing financial and retirement consultations to MTI-represented employees. Call MTI (257-0491) to schedule an appointment or visit the MTI webpage (www.madisonteachers.org) at the WEA Member Benefits tab.
ESEA-MTI Retirement Benefits and Deadlines

Employees represented by MTI’s Educational Support Employees Association (ESEA) bargaining unit who are considering retirement are encouraged to contact the District’s Benefits Manager, Rachelle Hady (663-1795) at least four weeks prior to retirement. Clerical and Technical employees are required to provide four (4) weeks’ notice; EA and SSA employees are required to provide two (2) weeks’ notice during the school year, or by July 1 for a summer retirement. Eligible ESEA-MTI-represented employees are also entitled to Retirement Sick Leave Payments for the payment of post-retirement insurance benefits. This benefit was originally negotiated by MTI, and provides eligible retiring ESEA-MTI-represented employees the full value of their first 200 days (1600 hours) of sick leave and 50% value for any sick leave accrued beyond 200 days. MTI was successful in discussions for the MMSD Employee Handbook in assuring the continuance of this benefit through the 2019-20 school year. ESEA-MTI members can learn more about their retirement benefits at regularly-scheduled MTI retirement seminars, or by scheduling an individual retirement consultation with WEA Member Benefits Consultant Steve Pike. Call MTI (257-0491) to schedule an appointment.

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**.

*Note: Employee Handbook deadlines that occur on weekends are extended to the following Monday.

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.

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 **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

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

**MTI Voters Spring Candidate Interviews**
January 22, 4:45 p.m., MTI

**MTI Cabinet on Personnel**
January 29, 4:30 p.m., MTI

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

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

**MTI Voters Political Action Committee**
February 5, 4:45 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

Our Union Makes Us Strong!
Volume 54, #19, January 21, 2020
MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org

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MTI Cares’ Bowl-A-Thon
Sunday, April 19, 2020
from 12-3 p.m., at
Village Lanes in Monona
(208 Owen Road)
Sign up on the MTI website.

**MTI Membership Opportunities**

**Financial Services for all MTI Members**

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Sign up on the MTI website.
Board of Education seats 2, 6, and 7, currently held by Savion Castro, Kate Toews and Nicki Vander Meulen, are up for election this year. 

**Who is MTI-Voters?**

MTI-Voters is the political action committee of MTI that seeks to identify those candidates most likely to advance policies supported by the members of MTI, policies that support MMSD staff and students, and advance the quality of public education in the District. MTI-Voters is a representative body of MTI members, comprised of the Presidents of each MTI bargaining unit, the MTI Treasurer, and nine (9) others elected by MTI’s Faculty Representative Council. This member-comprised committee guides MTI’s political endorsement process and advances recommended endorsements to the thousands of MTI members who contribute to MTI-Voters. In this manner, your voice joins the voice of many as we decide who to collectively support.

### Meet the Finalists for the MMSD Superintendent Position

January 14 –16, 2020

Candidates for the MMSD superintendent position have been narrowed down to three candidates. Each candidate will be visiting Madison for a "Day in the District" this week. As part of their visits, they will be meeting with MTI leadership, Board of Education members, staff, community members, and students. At the end of each day, candidates will connect at public forums in the East High School theater. These sessions are expected to last one hour. Come to listen or come prepared with questions for the superintendent applicants.

#### Public Forums for Each Candidate’s “Day in the District”

- **Tuesday, January 14**
  - **Dr. Marguerite Vanden Wyngaard**
    - 6:00 p.m., East High School Theater

- **Wednesday, January 15**
  - **Dr. Matthew Gutierrez**
    - 6:00 p.m., East High School Theater

- **Thursday, January 16**
  - **Dr. George Eric Thomas**
    - 6:00 p.m., East High School Theater

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Dr. Martin Luther King, Jr. Holiday Events and Organizing Opportunities

In 2001, MTI became one of the first unions in Wisconsin to negotiate a holiday to honor the birth and life of Dr. Martin Luther King, Jr. All Madison schools will be closed and all MTI-represented employees will receive a paid holiday on Monday, January 20. Madison will host multiple events to recognize, honor, and renew the struggle for racial equality and economic justice that was Dr. King’s life. MTI encourages members to participate in these community-building opportunities.

- **Friday, January 17,** 4:30-7:00 p.m.: **33rd Free Community Dinner**, Gordon Commons, 770 W. Dayton Street, Madison. Dinner served buffet style from 4:30 to 7:00 p.m. There is NO COST to attend. Info at King Coalition Facebook page.

- **Sunday, January 19,** 7:30-10:00 a.m.: **36th Annual Urban League Outstanding Young Person Breakfast**, Edgewood High School. Middle and high school students are nominated by schools from across Dane County, based on their academic performance, community service, and extra-curricular participation. Tickets are $10 and available on line at www.ulgm.org/mlkevents.

- **Monday, January 20,** 5:00 p.m.: **35th annual Madison & Dane County King Holiday Observance**, Overture Center in downtown Madison. Freedom songs in the Overture rotunda at 5:00 pm. Program begins at 6:00 pm. NO COST to attend. More info available on King Coalition Facebook page.
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 1**.

**Note:** Employee Handbook deadlines which occur on weekends are extended to the following Monday.

**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/](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.

**Union Dues and Taxes**

Union dues are not tax deductible on 2019 tax returns given tax reforms enacted by Congress in 2017. Per the IRS: “The Tax Cuts and Jobs Act suspends all miscellaneous itemized deductions that are subject to the 2 percent of adjusted gross income floor. This change affects un-reimbursed employee expenses such as uniforms, union dues and the deduction for business-related meals, entertainment and travel.”

**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**

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**Calendar of Events**

- **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

- **MTI Membership 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!**

*Volume 54, #18, January 13, 2020*

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

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

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) 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).

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 schools to learn more about the labor movement. Visit 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.

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

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

**MTI Board of Directors**
January 14, 4:30 p.m., MTI

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**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!

Volume 54, #17, January 6, 2020

MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
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 compensation 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/](http://www.madisonteachers.org/black-lives-matter-in-schools/)

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**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.


**Future topics include**

- February 22: Why Restorative Justice?
- March 7: Understanding White Privilege and White Fragility
- May 16: Racial Equity Tools and Activism

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**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.
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**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.

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**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 Andreal Davis. Application is open to MTI members only. Attendees must agree to meet ALL expectations of sponsorship. Application deadline is **January 9**. Participants are asked to contribute $20 toward registration. Sign up at: http://www.madisonteachers.org/mti-centrs/

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**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/.

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**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

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**MTI Equity & Diversity Committee**
January 16, 4:30 p.m., MTI

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**Our Union Makes Us Strong!**
Volume 54, #16, December 16, 2019
MTI’s website - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
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: 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 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

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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, Combatting 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)
- 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.

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 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.

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Financial Services for all MTI Members
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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!
Volume 54, #15, December 9, 2019
MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@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.
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.

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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 compensation 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 or by performing her/his regular duties within one week of the end of the school year.

**Security Assistants:** The Employee Handbook provides the options of using personal illness or floating holiday time 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.

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December 3, 4:45 p.m., MTI

**Voters Political Action Committee**
December 4, 4:30 p.m., MTI

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**MTI Board of Directors**
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**MTI-Retired**
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**Equity & Diversity Committee**
December 19, 4:30 p.m., MTI

**Winter Break: Dec. 23-Jan. 3**

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Show **SOLIDARITY! Wear MTI RED on MONDAYS and MTI lanyards** every day!

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Recertification Election ends at Noon, November 26

The election to recertify MTI ends at 12:00 noon, tomorrow, November 26. Each bargaining unit needs at least 51% of all eligible voters to vote in favor of recertification in order to maintain MTI as their certified representative. MTI members and retirees staffed phone banks last week to contact their colleagues who had yet to vote to remind them to do so. MTI Member Organizers, MTI Faculty Reps, and ESEA Building Reps are continuing their efforts to engage their colleagues this week to remind them to vote in the remaining days. **We need all members to make a special effort to reach out to substitute teachers to encourage their vote.** USO-MTI is the last remaining certified union of substitute teachers in the state of Wisconsin and we need to help them maintain their collective voice. Be sure you do your part. If you have yet to vote, please do so TODAY by calling 1-866-458-9862. The larger the turnout, the more powerful the message that MTI members stand together!

Critical MMSD School Referenda Being Considered

The School Board is considering two referenda questions for the Madison community to vote on in 2020 – one for **facilities** and one for **operating expenses**.

The proposed **facilities referendum** is needed to bring our school buildings into the 21st century to better reflect the value we place on Madison’s growing minds and future citizens, leaders, and workforce. The referendum would include: 1) significant renovations that would transform learning environments in our four main high schools ($70M per high school); 2) moving Capital High Westside students and Capital High Eastside students out of currently insufficient space and into a permanent home in a school building, Hoyt School ($6M); and 3) exploring the possibility of building a new elementary school in the Rimrock area to give underserved students and families a much-needed school in their neighborhood ($25-30M).

The proposed **operating referendum** is needed to provide MMSD with the resources needed to fund our schools in the absence of sufficient funding from the State of Wisconsin. While 2019-20 saw a slight increase in revenue limit funding from the state for the first time in four years, this state budget largely continues a ten-year pattern of **underfunding K-12 education**.

MMSD’s budget forecasts $30M in reductions over the next three budget cycles that would impact class size and student programming. The referendum would allow MMSD to: 1) provide a variety of student programming in arts, music, science/technology, athletics, and more; 2) invest in the District’s strategic equity projects that are aligned to the MMSD Strategic Framework; 3) provide reasonable class sizes that adhere to the local class size policy; and, 4) attract and retain high-quality teachers and other employees.

**Opportunities for Input**
Through mid-December, 2019, MMSD will continue to seek ideas and feedback through community meetings, focus groups, online surveys, and more. The District will then bring their plans to the School Board, along with a full report of feedback, for consideration in January, 2020. The BOE plans to make a decision by May, 2020 about whether to add the referenda to the ballot in 2020. The MTI Faculty Representative Council and MTI Board of Directors will be discussing the referenda at their December meetings. More information is available via the MMSD website at [www.madison.k12.wi.us/future-ready](http://www.madison.k12.wi.us/future-ready).

Thanksgiving Community Dinner—All are welcome to attend a FREE community dinner on Thanksgiving Day, November 28. The event will be held at the Madison Labor Temple (1602 S. Park Street, Madison, WI 53713) from 1:00–4:00 p.m.
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PLEASE NOTE: WEA Member Benefits Consultant Steve Pike is out of the office and will not be scheduling retirement consultations during the month of November. In the interim, MTI members interested in exploring retirement can attend the MMSD Benefits monthly retirement planning sessions available here: https://hr.madison.k12.wi.us/retirement-planning-meeting. The MMSD Retirement Guide Book is found at https://hr.madison.k12.wi.us/employee-retirement and has useful information about retirement benefits and processes.

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Calendar of Events

Parent-Teacher Comp Day—November 27
Thanksgiving Break November 28 and 29
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

Recertification Election
VOTE by Noon, November 26

Our Union Makes Us Strong!
Volume 54, #13, November 25, 2019
MTI’s web page - www.madisonteachers.org
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Holiday Collection—Donate Socks

In the spirit of community and giving please consider making a donation this holiday season. Join us in the annual South Central Federation of Labor Community Services Holiday Collection. We are collecting new socks in various sizes and thickness for all ages. Feel free to drop items off at the SCFL office located inside the Madison Labor Temple or the MTI office by December 18.

Ring in Justice

As we gather with friends and family this holiday season and soak in all of the light they bring, we also reflect and show gratitude. Remember to also take some time to incorporate your commitment to social justice at your celebrations. This work is hard, but our collective voice and vision strengthen us. Regardless of what we celebrate, eat, or recognize as traditions, racial and social justice can be implemented into all of our holiday gatherings. The NEA EdJustice team thanks you for all you do for our communities and students. For further information and ideas visit https://neaedjustice.org/ring-in-justice-this-holiday-season/.

Share Your Holidays
Let's Fill Up The Barrels!

“It’s simple. When children grow up without the right amount and kinds of food, they struggle. Hunger during the early years can have a major impact on a child’s development, health and behavior.” - Second Harvest

Staff can participate in the food drive by sending non-perishable food and self-care items (NO GLASS) or checks payable to Second Harvest. Don't forget to include a note about the Drive in your class or school newsletter. You can also make donations on the Share Your Holidays Food Drive site under DONATE. Please note in your donation-MTI Cares. Barrels will be picked up December 3-4.

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Recertification Election ends at Noon, November 26.
Stand Together, Vote to Recertify your Union!

American Education Week
November 18-22, 2019

American Education Week (AEW) presents all Americans with a wonderful opportunity to celebrate public education and honor individuals who are making a difference in ensuring that every child receives a quality education. Public schools are the cornerstone of our communities. We welcome students of all backgrounds, abilities and incomes, and each of us plays a role in ensuring our schools are open to all. This month during AEW, it’s time for us to show our public school pride to the world. Help demonstrate that our public schools are here for each and every student — help show that no matter the circumstance, everyone is welcome and all deserve the support, tools, and time to learn. To join in, just snap a picture that represents your pride in public schools and post it to your social channels using #AEW2019. Together, we can show what makes our public schools some of the best in the world: all of us, each of us. For more information and a list of AEW daily celebrations, go to: http://www.nea.org/grants/19823.htm.

Parent-Teacher Conferences
Handbook Language

The terms and conditions of the Employee Handbook relative to parent-teacher conferences provide that all teachers are required to attend at least two (2) evenings, totaling eight (8) hours, for parent teacher conferences per contract year. The structure of parent-teacher conferences will be determined at the school level. Teachers participating in evening conferences will be provided a compensatory day off (this year November 27) as designated on the school calendar. The joint MTI/MMSD committee agreed that the best use of time is to distribute any forms and information at other times and through other means, so teachers can spend all conference time reviewing student progress.

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We’re Halfway There: Have You Voted to Recertify?

Today (Monday, November 18) marks the halfway-point of the MTI recertification election and we will receive a report from the Wisconsin Employment Relations Commission (WERC) on how many votes have been cast in each bargaining unit (MTI-Teachers, ESEA-MTI, and USO-MTI). Each unit needs at least 51% of all eligible voters to vote in favor of recertification in order to maintain MTI as their certified representative. The larger the turnout, the more powerful the message. If you have not voted yet, do so today by calling 1-866-458-9862, and then confirm your vote with MTI so we can remove you from further contact lists.

In order to drive voter turnout, MTI member organizers have been active across the District, encouraging their coworkers to vote and, after they vote, contacting MTI staff to remove the voter’s name for further contact lists. Phone banks will be held this week (Tues., Wed., Thurs., 4:30-7:00) to contact those eligible employees who have yet to confirm with MTI that they have voted. The recertification election period continues until noon on Tuesday, November 26.
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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).

Still Time to Share Your Holidays

“It’s simple. When children grow up without the right amount and kinds of food, they struggle. Hunger during the early years can have a major impact on a child’s development, health and behavior.” - Second Harvest

One in five Dane county children grow up experiencing food scarcity. MTI Cares, MMSD, and AFSCME are joining together with Madison families to support the Second Harvest and NBC15 Share Your Holidays Food Drive. This year’s Drive is running the entire month of November.

Staff can participate by sending non-perishable food and self-care items (NO GLASS) or checks payable to Second Harvest. Don’t forget to include a note about the Drive in your class or school newsletter. You can also make donations on the Share Your Holidays Food Drive site under DONATE. Please note in your donation-MTI Cares. LET’S FILL UP THOSE BARRELS!

Keep Your Own “Personnel" Records”

Recordkeeping by an employee is important. Don’t wait for trouble to start before you begin to compile your own personnel records. Having good records is also very important should you become involved in a grievance over your Handbook rights or benefits, or in a matter involving discipline or dismissal. To enable the Union to provide the best possible protection and representation, every employee should maintain his/her own personnel records. One’s file should contain such documents as: college transcripts, evaluations, accumulated sick leave and days used, direct deposit (wage) records, records of student disciplinary referrals, Wisconsin Retirement System (DETF) records, personal leave, documentation of honors and awards, notes on student accidents and confrontations with parents or administrators, copies of all correspondence with supervisors and administrators; and for teachers: individual teaching contracts for each year, licenses, and teaching assignments by year with subjects taught.

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.

PLEASE NOTE: WEA Member Benefits Consultant Steve Pike is out of the office and will not be scheduling retirement consultations during the month of November. In the interim, MTI members interested in exploring retirement can attend the MMSD Benefits monthly retirement planning sessions available here: https://hr.madison.k12.wi.us/retirement-planning-meeting. The MMSD Retirement Guide Book is found at https://hr.madison.k12.wi.us/employee-retirement and has useful information about retirement benefits and processes.

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

American Education Week
November 18-22

Racial Justice Book Study
November 20, 4:30 p.m., MTI

Equity & Diversity Committee
November 21, 4:30 p.m., MTI

Thanksgiving Break
November 28 and 29

Faculty Representative Council
December 3, 4:45 p.m., MTI

Voters Political Action Committee
December 4, 4:30 p.m., MTI

Recertification Election
VOTE YES—November 6-26

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!

Our Union Makes Us Strong!
Volume 54, #12, November 18, 2019
MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
Solidarity!

Vote Now to Recertify and Confirm Your Vote to MTI

MTI’s recertification election began on November 6 and is off to a great start- 100% turn-out is the goal. **MTI Member Organizers across the District are encouraging everyone represented by MTI to vote.** Both members and non-members in all three MTI bargaining units are eligible and encouraged to vote in the recertification election. MTI continues to represent all of those in all bargaining units on base wage issues, regardless of membership status. Once you have voted, please notify your MTI Faculty Representative, Member Organizer, or MTI Headquarters, and we will remove your name from our recertification election call lists.

Next week, MTI retirees and Member Organizers will begin calling those who have not verified that they have voted. **Phone banks are scheduled November 19-21, at MTI Headquarters.** Anyone wishing to assist with calls to their colleagues should contact MTI: mti@madisonteachers.org or 608-257-0491.

**Why the big effort to turn out the vote?** Two reasons: In the bizarre world of Act 10 recertification elections, a non-vote counts the same as a “no” vote. Unlike any other election, Act 10 requires a YES vote by 51% of all eligible voters to recertify a union. Second, the larger the turnout, the stronger the message that MTI-represented employees continue to stand together to advocate for the needs of their students and their profession.

Together we are stronger. Stand together!

Voting Instructions:
- Call (toll-free) 1-866-458-9862 or log-on to www.aaaelections.org/WERC
- One may vote anytime 24 hours a day, 7 days a week, **between now and noon on November 26.**
- When prompted, enter the **first four letters** of your last name.
- When prompted, enter the **last four digits** of your Social Security number.
- When prompted, VOTE YES for MTI to continue as your Union representative.
- When prompted, CONFIRM YOUR VOTE. Do not log off until you see a message thanking you or acknowledging your vote.

Recertification Election ends at Noon, November 26. Stand Together, Vote to Recertify your Union!

Annual Employee Handbook Review

The Employee Handbook Review process is underway with a number of MTI-MMSD work groups addressing issues related to: Teacher Planning Time and High School Scheduling; Shared Leadership; School Calendar; ESEA Issues; Substitute Teacher Issues; and Special Education Issues. It is MTI’s goal to complete the Employee Handbook Review work by early December so that the BOE can consider any recommended changes as part of the budget development process.

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.
MTI CARES 2019
Share Your Holiday Food Drive

Donations of nonperishable and non-glass items can be dropped off throughout the month of November. Donations can also be brought to MTI. Stay tuned for information on how to participate in the MEDIA blitz on November 21. Barrels will be picked up December 3-4. For online donations (note MTI-Cares) go to: https://www.secondharvestmadison.org/donation-pages/donate.

Madison Area Teachers for Social Justice Conference

The Madison Area Teachers for Social Justice Conference is dedicated to bringing educators, students, parents, and community members together for a day of honest dialogue through a series of workshops. It will be held on November 16 from 9:30-5:00 p.m., at the UW School of Education. The event is free. Breakfast and lunch included. Register and learn more at: https://www.matsj.org/ - password: 2019.

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. 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).

Beware! It’s Not Your Computer

The District has forensic software that enables District management to review every stroke one makes on a District computer, as well as every website visited, no matter how long ago, and no matter the time of day. This includes what you access on your home computer, if you access it using a District computer. As a result of requests by the public, under Wisconsin’s Open Records Law, MMSD archives ALL e-mails and research (websites accessed) performed on District hardware.

Wear Your MTI Red

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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.

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 November 13, 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 Special Education Sub-Committee
November 11, 4:00 p.m., MTI

MTI Board of Directors
November 12, 4:30 p.m., MTI

Racial Justice Book Study
November 13, 4:30 p.m., MTI

National Board Certification Training
November 13, 5:30 p.m., MTI

USO-MTI Board of Directors
November 14, 4:15 p.m., MTI

Racial Justice Book Study
November 20, 4:30 p.m., MTI

Recertification Election

VOTE YES—November 6-26

Reminder: Health Insurance Annual Choice/Open Enrollment/ Flexible Spending Account Deadline November 15
While the District has now rescinded the termination of MTI member and West High School Security Assistant Marlon Anderson, MTI continues to represent two other MTI members who have appealed discipline issued to them under the District’s zero-tolerance policy. One of those members chose to share her story publicly on October 25 with local media, with MTI staff and legal counsel present, in order to help inform the public and the District of the need for the zero-tolerance practice to be reviewed.

As MTI continues to represent these members in their grievance appeals process, the District and BOE have agreed with the need to review the District’s current practices in this area.

The MTI Board of Directors continues to make the following demands in the statement released on October 21, 2019 calling for the MMSD to:

- Review the current zero tolerance practice as it applies to staff members through a transparent and inclusive process that includes all stakeholders;
- Work in good faith through actions that uplift the voices of staff, students, and families of color instead of silencing them, intentionally or otherwise;
- Prioritize racial equity in our District by providing support for staff and a true partnership with MTI in lifting the voice of staff, especially staff of color, in this work.

The full statement from the MTI Board, including its continuing commitment to an anti-racist community and strong opposition to the District’s zero tolerance, highly punitive approach to such instances is available on MTI’s website: www.madisonteachers.org.

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Zero Tolerance Policy Under Review

While the District has now rescinded the termination of MTI member and West High School Security Assistant Marlon Anderson, MTI continues to represent two other MTI members who have appealed discipline issued to them under the District’s zero-tolerance policy. One of those members chose to share her story publicly on October 25 with local media, with MTI staff and legal counsel present, in order to help inform the public and the District of the need for the zero-tolerance practice to be reviewed.

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MTI CARES Share Your Holiday Food Drive

Thank you to the worksites participating in this year’s food drive. Thank you also to our AFSCME family for their partnership with this drive. Donations of nonperishable and non-glass items can be dropped off throughout the month of November. Donations can also be brought to MTI. Stay tuned for information on how to participate in the MEDIA blitz on November 21! Barrels will be picked up December 3-4. For online donations (note MTI-Cares) go to: https://www.secondharvestmadison.org/donation-pages/donate.

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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 first session is Racism: History, Levels, and Systems on November 2, 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: December 7 (BLM Week of Action Planning); 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).

edTPA Review

The edTPA, an assessment used to evaluate student teacher readiness to be licensed, is being reviewed by DPI. It is a high-stakes test performed during a teacher candidate's student teaching experience. MTI-Retired contacted DPI with concerns with the assessment. DPI said that they would like to hear from other stakeholders: for example, former teacher candidates who completed the assessment or cooperating teachers who have worked with student teachers as they work to complete the edTPA. If you would like to assist in this review, contact MTI-R co-President Sara Bringman at: sbringman@sbglobal.net or DPI Assistant Superintendent of Licensing Beth Giles at: Beth.Giles@dpi.wi.gov.

Completing the Medicaid Administrative Claim Random Moment Time Study (RMTS)

The Federal government requires each District receiving monies from Medicaid to complete random moment time studies to determine the amount of time spent on Medicaid reimbursable activities. Payment to each school district is based on the number of completed time studies. The District receives substantial reimbursement, hence, the importance of maintaining a 100% time study completion rate. Throughout the school year the RMTS is sent to randomly selected staff via email. The RMTS should be completed within 24 hours. It takes about 3 minutes to complete the 6 question time study. Staff selected will need access to a school district computer to complete the RMTS during their workday. This includes special education assistants. Completing the time study is a requirement of employment in the Madison Metropolitan School District. Read more about completing the time study at: https://specialed.madison.k12.wi.us/SchoolBasedServices.

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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 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 Handbook Calendar Committee
November 6, 4:15 p.m., MTI

Racial Justice Book Study
November 6, 4:30 p.m., MTI

MTI/MMSD Retirement Planning Session
November 7, 5:30 p.m., Doyle

MTI Special Education Sub-Committee
November 11, 4:00 p.m., MTI

MTI Board of Directors
November 12, 4:30 p.m., MTI

Racial Justice Book Study
November 13, 4:30 p.m., MTI

Recertification Election
VOTE YES—November 6-26

Reminder: Health Insurance Annual Choice/Open Enrollment/ Flexible Spending Account
Deadline November 15

Our Union Makes Us Strong!
Volume 54, #10, November 4, 2019
MTI’s web page - www.madisonteachers.org
MTI’s email - mti@madisonteachers.org
MMSD Rescinds Termination of Marlon Anderson; Zero Tolerance Policy Under Review

After a grievance filed by MTI, a massive public (and national) outcry, and a school walkout involving over 1,200 MMSD students and staff, the Madison Metropolitan School District rescinded the termination of MTI member and West High School Security Assistant Marlon Anderson last Monday, paving the way for his return to work. In addition to demanding the immediate reinstatement of Mr. Anderson last week, the MTI Board of Directors released a statement last week calling for the MMSD to:

- **Review the current zero tolerance practice as it applies to staff members through a transparent and inclusive process that includes all stakeholders**
- **Work in good faith through actions that uplift the voices of staff, students, and families of color instead of silencing them, intentionally or otherwise**
- **Prioritize racial equity in our District by providing support for staff and a true partnership with MTI in lifting the voice of staff, especially staff of color, in this work**

The full statement from the Board, including its continuing commitment to an anti-racist community and strong opposition to the District’s zero tolerance, highly punitive approach to such instances is available on MTI’s website: [www.madisonteachers.org](http://www.madisonteachers.org).

While MTI continues to represent Mr. Anderson on a transition plan to return him to work, MTI is also continuing its representation of two MTI members in their appeal of discipline/termination they received under the District’s practice.

**Recertification Election begins at Noon, November 6, and ends at Noon, November 26. Stand Together, Vote to Recertify your Union!**

Parent-Teacher Conferences Handbook Language

The terms and conditions of the Employee Handbook relative to parent-teacher conferences provide that all teachers are required to attend at least two (2) evenings, totaling eight (8) hours, for parent teacher conferences per contract year. The structure of parent-teacher conferences will be determined at the school level. Teachers participating in evening conferences will be provided a compensatory day off (this year November 27) as designated on the school calendar. The joint MTI/MMSD committee agreed that the best use of time is to distribute any forms and information at other times and through other means, so teachers can spend all conference time reviewing student progress.

2019 MMSD-MTI Combined Campaign Underway

The 2019 Combined Campaign runs through November 1. This is the annual workplace fundraising campaign for which one can make donations to local, national and international umbrella organizations. Working together, these organizations represent more than 200 worthy non-profit agencies. Donors can choose which agencies will receive their donations. One can make a contribution, at any level, through payroll deduction. Donations can also be made online. Everyone is encouraged to give to a cause of their choice. All of us, working together, can make our local, national, and global community a better place in which to live.
Thinking Retirement? Attend an MTI/MMSD Retirement Planning Session

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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

Communications Committee
October 29, 4:30 p.m., MTI

Superintendent Search Community Input
October 29, 7:00 p.m., Memorial LMC

Superintendent Search Community Input
October 30, 7:00 p.m., LaFollette C17

MTI Voters Political Action Committee
November 6, 4:30 p.m., MTI

MTI/MMSD Retirement Planning Session
November 7, 5:30 p.m., Doyle

MTI Special Education Sub-Committee
November 11, 4:00 p.m., MTI

Recertification Election
VOTE—November 6-26

Reminder: Health Insurance Annual Choice/Open Enrollment/ Flexible Spending Account Deadline November 15

Thinking Retirement?
Attend an MTI/MMSD Retirement Planning Session

MTI employees 50 years and older have been sent an e-mail invite with a sign-up link to attend a Retirement Planning meeting. MTI Executive Director Doug Keillor, MTI Benefits Manager Rachelle Hady, and a representative from the Wisconsin Retirement System (WRS) will be present to share information on retirement benefits available via the MMSD and WRS.

November 7 or November 14, 2019
Doyle Administration Building Auditorium

• 4:30-5:30 p.m. Medicare Planning (62 and older)
• 5:30-7:00 p.m. General Information – all employees
• 7:00-7:30 p.m. Teacher Early Retirement Program (TERP) (teachers should attend both)
• Questions? To sign up contact Cindy Hills at 663-1697 or: chills@madison.k12.wi.us
• Register by November 4 to reserve your spot.
• Space is limited.

No Sick Leave Bank Assessment for 2019-20

The Sick Leave Bank (SLB) is an innovative and progressive benefit negotiated by MTI in the teacher Collective Bargaining Agreement, and now continued for teachers in the Employee Handbook. The SLB was created decades ago with each member of MTI’s teacher bargaining unit donating three sick days to fund the "Bank." The Bank acts as "short-term disability" for teachers needing to be off of work for medical reasons or maternity leave and who have an insufficient number of personal sick leave days available. SLB benefits begin after a teacher has been absent eleven (11) consecutive workdays and has exhausted their personal sick leave account. Without the SLB, teachers without sufficient sick leave to cover an extended illness would be forced to go without pay for an extended period of time.

Teacher recipients are not required to "repay" the Bank for days withdrawn; rather all teachers are assessed an additional day from their personal sick leave account when the balance of days in the SLB drops below the defined threshold of six (6) days per teacher. To help offset the need for assessment, MTI negotiated that 80% of the unused sick leave of those teachers who resign are transferred to the SLB. This has minimized the need for members of the bargaining unit to be assessed days to fund the Bank. Because the Bank is currently adequately funded, no assessment will be required for the 2020-21 school year.

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Reminder: Health Insurance Annual Choice/Open Enrollment/ Flexible Spending Account Deadline November 15
Recertification Information Being Distributed
High Voter Turnout Needed

Engage and inform: That was the charge delivered to MTI Faculty Reps, ESEA Building Reps, and Member Organizers last week as we prepare for our annual MTI recertification elections, which will be conducted from November 6-26. The Member Organizers will begin to distribute recertification materials to all MTI-represented employees this week, including “fish-flyers” and palm cards with detailed recertification voting instructions. Many worksites will have “10-minute meetings” in the coming weeks to update employees on the status of Employee Handbook discussions and to answer any recertification-related questions.

Get-out-the-vote! Voter turnout is critical in any election, but it is even more important in recertification elections.

Recertification elections require at least 51% of all eligible voters to vote YES in order to prevail, not just a majority of those voting as in most elections. Unlike political elections, in recertification elections a non-vote counts as a NO vote. MTI has prevailed overwhelmingly in the past four annual recertification elections because of high voter turnout and our experience shows that when employees vote, they overwhelmingly vote Union YES! Where recertification elections have been lost in other school districts, it is frequently because less than 51% of the eligible voters cast a ballot. Both members and non-members are eligible and encouraged to vote.

Additional information on MTI’s recertification election is available at: www.madisonteachers.org.

MTI General Membership Meeting
October 22, 2019, 4:45 p.m., SCFL

Plan to attend Tuesday’s (Oct. 22) General Membership Meeting from 4:45-6:00 p.m. (with a pre-meeting social with food starting at 4:15 p.m.). The meeting will take place at the Madison Labor Temple (1602 S. Park Street). ALL members of MTI’s Teacher, ESEA, and USO bargaining units are invited to attend.

The agenda for the meeting is to: 1) Celebrate our successes, 2) Seek feedback from members, and 3) Plan for the future. The meeting will also provide an opportunity for MTI members to receive updates and provide feedback on the MMSD Superintendent search process.

MTI Teacher Unit Election Results

At its October 15 meeting, the MTI Faculty Representative Council re-elected to the MTI Board of Directors Kira Fobbs (Falk) and Amy Turkowski (Franklin) to two-year terms. The MTI Board consists of the President, Vice-President, Past-President, Secretary, Treasurer, and four at-large positions. Officers are elected by the general membership in the spring, and two at-large positions by the MTI Faculty Representative Council each October.

In other elections, the Council re-elected Xanda Fayen (Capital High) and Amy Noble (Memorial Area) to the MTI Cabinet on Personnel. Terms are for two years.

Elected to the MTI Finance Committee were incumbents Bruce Bobb (Hoyt) and Holly Hansen (Lapham); and Melina Lozano (Hawthorne). Terms are for one year.

In addition, the Council re-elected to MTI’s Political Action Committee, MTI VOTERS, Darlinee Kambwa-Bell (Mendota-Seat 1), Susan Stern (Shorewood-Seat 2), and Natasha Sullivan (LaFollette-Seat 3); and elected John Rademacher (West-Seat 4). Terms for all seats are for two years.

MTI Faculty Representative Council Endorses Black Lives Matter at School National Week of Action

At its October 15 meeting, the MTI Faculty Representative Council adopted the recommendation of the MTI Equity and Diversity Committee “for the continued endorsement of the Black Lives Matter at School Week of Action supporting the end to zero tolerance policies, hiring and retention of more staff of color, adoption of ethnic studies and culturally relevant curriculum at all levels, and funding that ensures adequate and equitable access to school-based mental health providers. We believe Black Lives Matter and once again endorse the National BLM Week of Action in Schools.”

Stay tuned for more information from the MTI Equity and Diversity Committee in the coming weeks for opportunities and strategies to be involved in the preparation for the National Black Lives Matter at School Week of Action, currently scheduled for February 3-7, 2020.
MTI CENTRS is partnering with NEA’s Human and Civil Rights Department to offer a series of racial justice-focused sessions. The first session of the MTI CENTRS Solidarity for Racial Justice sessions will launch on Saturday, November 2, at MTI, from 8:30—3:30 p.m. (lunch provided). Sessions are FREE to MTI MEMBERS. Sign up for the November 2 session and future sessions on the MTI CENTRS page on MTI’s website: http://www.madisonteachers.org/mti-centrs/.

Space is limited and professional advancement credits are available. Members attending three (3) or more sessions can qualify for a stipend. MTI CENTRS is an NEA GPS-funded grant. Questions? Contact MTI CENTRS Lead Kerry Motoviloff at: kmotoviloff@madisonteachers.org.

### Professional Development Opportunities for SEAs

Every year, special education assistants and others in the ESEA bargaining unit have various opportunities to engage in a variety of professional development (PD). Some are required and occur on designated “staff only” days; others are optional, with additional pay for hours outside of the regular contract day. Specially designed PD, up to 25 hours in the regular school year, is available for all regular SEAs, in addition to other PD opportunities. One such opportunity is being offered on **November 2** by the WI Council for Exceptional Children and DPI, and will include sessions on avoiding power struggles, building independence, reinforcing skills, and awareness of diverse learning, plus updates on licensure. Regular SEAs who are interested can get further information at: studentservices.madison.k12.wi.us/campus-connect. Substitute SEAs who are newly hired must participate in the SEA orientation course, and may, along with long-term assignment sub SEAs, participate in staff only day sessions and some topical sessions. Questions regarding participation and courses/sessions/training can be referred to Penny Simmons: pbsimmons@madison.k12.wi.us.

### Thinking Retirement?

**Attend an MTI/MMSD Retirement Planning Session**

MMSD employees 50 years and older have been sent an e-mail invite with a sign-up link to attend a Retirement Planning meeting. MTI Executive Director Doug Keillor, MMSD Benefits Manager Rachelle Hady, and a representative from the Wisconsin Retirement System (WRS) will be present to share information on retirement benefits available via the MMSD and WRS.

**November 7 or November 14, 2019**
Doyle Administration Building Auditorium

- 4:30—5:30 p.m. Medicare Planning (62 and older)
- 5:30—7:00 p.m. General Information – all employees
- 7:00—7:30 p.m. Teacher Early Retirement Program (TERP) (teachers should attend both)
- Questions? To sign up contact Cindy Hills at 663-1697 or: chills@madison.k12.wi.us
- Register by November 4 to reserve your spot. Space is limited.

### 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 October 23, at 5:30 p.m., at MTI.

### Calendar of Events

- **All Member General Meeting**
  October 22, 4:45 p.m., SCFL

- **Racial Justice Book Study**
  Oct 23, 4:30 p.m., MTI

- **National Board Certification Training**
  October 23, 5:30 p.m., MTI

- **Equity & Diversity Committee**
  October 24, 4:30 p.m., MTI

- **Membership Committee**
  October 24, 4:30 p.m., MTI

- **Communications Committee**
  October 29, 4:30 p.m., MTI

### Recertification Election

**VOTE—November 6-26**

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**Our Union Makes Us Strong!**

**Volume 54, #8, October 21, 2019**

MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
You Are the Union and Your Help Is Needed for MTI’s Recertification Election November 6-26

As previously reported, Act 10 requires public sector unions, except police & fire, to participate in an annual recertification election in order for the union to continue as the certified representative. This year’s recertification election will be conducted between November 6-26. Starting this week, recertification materials will be distributed to all MTI-represented employees, both members and non-members, eligible to vote in the recertification elections. In fact, it is critical that all eligible voters cast a ballot since the law requires a union to win 51% of all eligible votes in order to win recertification.

MTI needs Recertification Member Organizers from all three bargaining units (MTI, ESEA-MTI, & USO-MTI) to help raise awareness and turn out the recertification vote. Retired MTI members will also be assisting. See your MTI Faculty Representative or ESEA Building Representative to find out how you can assist in this effort at your work location.

Workers’ Compensation and the Benefits of MTI Membership

Workers’ compensation is a statutory benefit intended to provide compensation for workers who suffer a work-related injury or illness. However, the process does not always work as intended and claims are often delayed and/or denied. Fortunately, in such instances, MTI members can turn to their Union for assistance.

Slips, trips, and falls are some of the most common causes of work-related injuries to District employees. Student-caused injuries are also not uncommon. If an employee is injured at work, they need to complete an Employee First Report of Injury or Illness form as soon as possible and, if necessary, see a doctor to have the Work Status/Medical Service form completed, and determine what, if any, work restrictions are recommended. See the Employee Handbook on-line for a link to these forms. MTI Member Advantage #1: members injured on the job can contact MTI staff for assistance with the process. MTI has also produced a workers’ compensation fact sheet for members advising of the process and of their rights. Once approved, workers’ compensation is supposed to compensate the employee at two-thirds (2/3) of the employee’s wage rate up to certain maximum during a period of temporary disability. MTI Member Advantage #2: Through MTI’s collaborative work with the District on the Employee Handbook, injured employees eligible for workers’ compensation receive 100% of wages for the first 180 days of injury.

If a claim is denied, the injured worker can appeal the denial by requesting a hearing before an Administrative Law Judge at the Department of Workforce Development. At such a hearing, the workers’ compensation insurer will be represented by an attorney. Therefore, the injured employee will most likely want an attorney of their own. Attorneys who practice workers’ compensation law typically are compensated by retaining a third of any award or settlement. MTI Member Advantage #3: MTI members have highly-qualified MTI staff available to assist with workers’ compensation claims. MTI will also provide members with legal representation when necessary, at no additional cost to the injured employee. Therefore, the member receives high-quality representation and 100% of any award or settlement.
Upcoming Deadlines

**Annual Choice** and **Open Enrollment** deadlines for health insurance is **November 15**. Effective date of coverage is January 1, 2020.

The deadline to enroll in a **Flexible Spending Account** for **2020** is **November 15** and must be made through the Standard Enrollment System. ([https://standard.benselect.com/Enroll/Login.aspx](https://standard.benselect.com/Enroll/Login.aspx))

Dental Coverage Expansions

Historically, the MMSD dental plan has been one of the least competitive with other districts and within Delta’s book of business. Last year, Delta Dental renegotiated contracts with many providers, specifically some big clinics in Madison such as Associated Dental and First Choice, which has allowed for greater savings in dental claims. With these long-term savings from better contracts, the District has expanded the dental plan coverage without any additional cost to employees.

Effective January 1, 2020, for all employees and retirees enrolled in the District’s dental plan, the coverage will be expanding as follows:

- Increasing the Annual Maximum from $1,000 to $1,200 per family member.
- Increasing Basic Restorative Care services (such as fillings, endodontics and periodontics) from 50% coverage to 80% coverage.
- Adding an annual $25 deductible to any Basic Restorative and Major Restorative Care services. The annual deductible will not be applied to any Preventive services.

These enhancements will be promoted during Open Enrollment (Oct. 15 – Nov. 15), with a separate letter being sent to all retirees enrolled in dental.

**2019 MMSD-MTI Combined Campaign**

The **2019 Combined Campaign** begins on **October 14** and runs through **November 1**. This is the annual workplace fundraising campaign for which one can make donations to local, national and international umbrella organizations. Working together, these organizations represent more than 200 worthy non-profit agencies. Donors can choose which agencies will receive their donations. One can make a contribution, at any level, through payroll deduction. Donations can also be made online. Everyone is encouraged to give to a cause of their choice. **All of us, working together, can make our local, national, and global community a better place in which to live.**

**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 nicholsj@madisonteachers.org.

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**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**
October 14, 4:00 p.m., MTI

**Faculty Representative Council**
October 15, 4:45 p.m., MTI

**ESEA-MTI Board of Directors**
October 16, 4:15 p.m., MTI

**Racial Justice Book Study**
October 16, 4:30 p.m., MTI

**All Member General Meeting**
October 15, 4:45 p.m., MTI

**MTI National Board Certification Training**
October 22, 4:45 p.m., SCFL

**Recertification Election**

**VOTE—November 6-26**

**Our Union Makes Us Strong!**

Volume 54, #7, October 14, 2019

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

MTI’s email - MTI@madisonteachers.org
Under Act 10 public sector unions, except police & fire, are required to engage in annual recertification elections to retain their status as the certified representative of the employees who elected the union to represent them. And unlike political elections in which the candidate with the most votes wins, Act 10 further requires that to win recertification, the union must win 51% of all eligible voters. Those who do not vote are counted against recertification. Therefore, it is critical that all eligible employees cast a ballot. MTI has undergone such elections in each of the past five school years and has been recertified overwhelmingly each time. This year’s elections by all MTI-represented employees will be conducted between November 6-26 via telephone or on-line balloting (more detailed information will be forthcoming).

**Why is Recertification Important?** The recertification election will determine whether MTI continues to be the legally recognized “certified representative” for District employees in MTI’s three (3) bargaining units. This status allows MTI to bargain base-wage increases and to represent MTI members on employment matters. Just as important, when one votes to recertify MTI, that individual is also voting to “stand together” to support his/her profession and his/her colleagues. A YES vote sends a message to policymakers that employee groups stand together on important issues that affect their profession, schools, and students. Standing together gives us a stronger voice than we have as individual employees.

**How can you help?** Over the next few weeks MTI will be seeking Member Organizers who are willing to engage and inform their co-workers of the importance and need to recertify. It is these individuals who produced our success in past elections. Please contact MTI at mti@madisonteachers.org if you are willing to serve in this capacity.

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**MTI Members and Union Representation:**

**Protect Your Rights - Contact MTI**

**What should you do?** An administrator or supervisor requires your attendance at a meeting about your performance or about an allegation made against you. Or, perhaps the supervisor schedules a meeting with you without telling you what the meeting is about. If you are a member of MTI, you should follow the advice on the back of your MTI membership card, which states, “If this discussion could in any way lead to my being disciplined or terminated, I request that my MTI representative be present at this meeting.”

If an issue arises in any meeting with an administrator or supervisor, or if a meeting “becomes disciplinary,” or even if you have reason to believe the purpose of the meeting may be disciplinary, MTI members should call MTI for representation. Under such circumstances, MTI members have a right to Union representation and may refuse to meet or continue a meeting until an MTI representative is present. That is your legal right and one of the critical aspects of Union membership!

Prior to Act 10, District administration would contact MTI staff in advance to schedule meetings with represented employees relative to performance concerns or discipline. This assured that represented employees received the Union representation to which they were entitled. However, given the changes mandated by Act 10, now only members of MTI are entitled to MTI representation on such issues. Therefore, District administration will no longer contact MTI staff in advance of said meetings, and it is now incumbent upon MTI members to explicitly request Union representation if they desire representation at such meetings.

**Employees who are not members of MTI do not have a right to MTI representation at such meetings.**
Health Insurance Annual Choice/Open Enrollment October 15-November 15

Between October 15 and November 15 each year, there is a choice to switch health insurance providers - GHC and Dean Health Plan.

ANNUAL CHOICE is the period during which MTI-represented employees who are already covered under a District health insurance plan may choose, without having to prove insurability, an alternate plan between those available. Implementation of coverage is effective January 1, 2020.

OPEN ENROLLMENT is available as a result of gains made during MTI’s 1999 negotiations. Enrollment in health insurance is available to any employee who is benefit eligible (an assignment of 19 hours per week or a teacher contract of at least 50%). Those with health insurance who have an eligible dependent, who is not now covered, may enroll that dependent during this period. The effective date of coverage is January 1, 2020.

Flexible Spending Account

Now is the time to act. MMSD allows for enrollment in Flexible Spending Accounts to set aside pre-tax dollars to cover employee contributions toward co-pays, medical/dental/vision expenses, as well as dependent care expenses. One can set aside the maximum IRS allowance of $2,550 (per employee) for a Medical Flexible Spending Account and up to $5,000 (per family) for a Dependent Care Flexible Spending Account. Remember, however, that money set aside and not used during the plan year for such expenses is lost. Plan now to use the balance of funds set aside for 2019, before the end of the plan year (March 15, 2020). These can be used for unplanned expenses such as prescription glasses, hearing devices, prescription medications, or mental health therapy; and to adjust your deposit into your Flexible Spending Account for next year. More information can be found on Employee Benefits Corporation’s website (www.ebcflex.com). The deadline for electing the Flexible Spending Accounts for 2019 is November 15 and must be made through the Standard Enrollment System (https://standard.benselect.com/Enroll/Login.aspx).

Join Our Movement

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.

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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 Board of Directors
October 8, 4:30 p.m., MTI

Racial Justice Book Study
October 9, 4:30 p.m., MTI

Special Education Sub-Committee
October 14, 4:00 p.m., MTI

Faculty Representative Council
October 15, 4:45 p.m., MTI

ESEA-MTI Board of Directors
October 16, 4:15 p.m., MTI

Racial Justice Book Study
October 16, 4:30 p.m., MTI

National Board Certification Training
October 23, 5:30 p.m., MTI

Recertification Election—November 6-26

Our Union Makes Us Strong!
Volume 54, #6, October 7, 2019
MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
Cost-of-Living Increase Ratified by MTI Membership and BOE: Pay Increases to Be Reflected on Future Checks

After MTI’s membership ratified the Tentative Agreement for a 2.44% cost-of-living base-wage increase, the Board of Education did likewise on September 23, sending the agreement to the MMSD payroll department to process the increase on the upcoming payroll checks. Here is the tentative schedule on when MTI members can expect the increase to be reflected on their paycheck:

Teacher Payroll
Continuing teachers will receive their annual salary schedule “step increase” reflected on the October 1 paycheck. Given improvements made to the salary schedule last school year, all continuing teachers will receive a step increase on October 1. The amount of the step increase varies depending on one’s location on the salary schedule, with newer teachers receiving larger step increases to bring them to more professional pay levels. The “average” step increase is calculated at 2%.

All teachers will receive the negotiated 2.44% base-wage increase to the salary schedule reflected on the November 1 paycheck.

The 2.44% base-wage increase is retroactive to July 1, 2019. Because of the complications involving in calculating retro pay (e.g., summer school pay, ESY, etc.) the retro pay will most likely be reflected on a separate check in early December.

Bi-weekly Payroll (Hourly Employees)
Hourly employees receive salary schedule “step” and “longevity” increases on a schedule related to their hire date (i.e. these increases can occur throughout the year).

Hourly employees will receive the negotiated 2.44% base-wage increase to the salary schedule reflected on their October 11 paycheck.

The 2.44% base-wage increase is retroactive to July 1, 2019. Because of the complications involving in calculating retro pay, the retro pay for hourly employees will also most likely be reflected on a separate check in early December.

Join Our Movement
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Nominations Finalized for MTI Teacher Elections

At the September 17 meeting of the MTI Faculty Representative Council, nominations were finalized for a number of MTI (teacher unit) leadership positions. MTI Bylaws call for nominations to be finalized at the September meeting of the Council and the election for all positions to occur at the October meeting of the Council (these positions are elected by the Faculty Rep Council).

Nominated for two (2) At-Large positions on the MTI Board of Directors were incumbent Kira Fobs (Falk) and Amanda Pustz (East) for Seat 1; and incumbent Amy Turkowski (Franklin) for Seat 2. Terms are for two years.

Nominated for two (2) positions on the Cabinet on Personnel were incumbents Xanda Fayen (Capital High) for Seat 1 and Amy Noble (Doyle) for Seat 2. Terms are for two years.

Nominated for three (3) positions on the MTI Finance Committee were incumbents Bruce Bobb (Hoyt) for Seat 1; Holly Hansen (Lapham) for Seat 2; and Melina Lozano (Hawthorne) for Seat 3. Terms are for one year.

Nominated for four (4) positions on the MTI Political Action Committee, MTI VOTERS, were incumbents Darlinne Kambwa-Bell (Doyle) for Seat 1, Susan Stern (Shorewood) for Seat 2, and Natasha Sullivan (West) for Seat 3. Terms are for two years. A vacancy exists due to a resignation. John Rademacher (West) has been nominated. The term is for two years.

Biographical information of all nominees will be available to MTI’s membership prior to the October 15 Faculty Representative meeting, at which the election for all positions will be held.

MTI-CENTRS—Solidarity for Racial Justice—Fall Opportunities

MTI-CENTRS supported over 600 participants last year. So let’s keep this amazing work going! We are now opening sign-ups for our fall book study groups. MTI-CENTRS is offering two different book study opportunities. Session I will use the NY Times podcast 1619, Session II will use the book Teaching for Black Lives. OR do you want to run a book group at your own site? MTI-CENTRS is sponsoring up to 10 school-based book study groups. MTI-CENTRS is also sponsoring up to 20 members to attend day 1 of the YWCA Racial Justice Summit. Get more information at the MTI-CENTRS webpage: http://www.madisonteachers.org/mti-centrs/.

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- **Save the date:** Student Loan Forgiveness—October 1

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Calendar of Events

**Racial Justice Book Study**
October 2, 4:30 p.m., MTI

**MTI Voters Political Action Committee**
October 2, 4:30 p.m., MTI

**School Security Assistants**
October 3, 4:30 p.m., MTI

**MTI Board of Directors**
October 8, 4:30 p.m., MTI

**Racial Justice Book Study**
October 9, 4:30 p.m., MTI

**Special Education Sub-Committee**
October 14, 4:00 p.m., MTI

**Faculty Representative Council**
October 15, 4:45 p.m., MTI

**ESEA-MTI Board of Directors**
October 16, 4:15 p.m., MTI

**Our Union Makes Us Strong!**
Volume 54, #5, September 30, 2019
MTI’s web page - www.madisonteachers.org
MTI’s email - MTT@madisonteachers.org

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On September 17, MTI and the MMSD reached a Tentative Agreement on the 2019-20 Collective Bargaining Agreements to provide a **2.44% cost-of-living increase** to the salary schedules covering **all MTI-represented employees**, effective July 1, 2019. This increase is in addition to any scheduled step increases employees receive pursuant to the respective salary schedules contained in the Employee Handbook (*note: not all employees receive step increases in any given year*).

When bargaining commenced last spring, the District was only budgeting for a **0.5% base-wage increase** while MTI shared its expectation for a 2.44% cost-of-living increase for all employees. To support the Union’s demands, MTI and its allied unions organized and mobilized a Cost-of-Living Contract Campaign which involved hundreds of MTI members, allies, and community supporters who attended and testified at Board of Education meetings and e-mailed and contacted BOE members. When the State Budget passed in mid-June, the District increased its offer to 2.32%, but MTI continued to insist on a 2.44% cost-of-living increase for all District employees.

MTI continued its Cost-of-Living mobilization, including an informational picket of over 200 members and supporters outside the BOE meeting on August 26 to call attention to the Union’s demands. These mobilizing efforts succeeded in prompting the Board to schedule another meeting September 16 to revisit the status of base-wage negotiations and determine whether to provide additional authorization to their bargaining team. Prior to the September 16 BOE meeting, MTI leaders provided the BOE with **petitions signed by over 4,000 individuals** in support of a cost-of-living increase. The following day, September 17, a Tentative Agreement was reached for a 2.44% cost-of-living increase for all employees.

Members of MTI’s Teacher, ESEA, and USO bargaining units ratified the contracts last week and the Board is scheduled to ratify contracts this week. The 2.44% base-wage increase should be reflected on the paycheck after next and will be retroactive to July 1 (*the upcoming payroll run was completed before the Agreement was reached*). Following the Tentative Agreement, MTI leadership sent the following message of thanks to members of the Board of Education:

*We believe that this settlement sends a strong message to Madison educators, all MMSD employees, as well as our community, that the Board of Education respects and values the work of District employees. We have much work ahead of us this school year including recruiting and selecting a new Superintendent and building community support for a referendum to provide our schools the resources our students deserve. We also have much continuing work that over 5,000 committed [D]istrict employees engage in every day. This week we have sent those employees a strong message that their work continues to be valued.*

While we are grateful for the leadership shown by the members of the Board of Education in resolving this dispute, we remind all MTI-represented employees that **this agreement was fought for and brought to you by the commitment and involvement of your sisters and brothers in the Union. Solidarity!**

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Sabbatical Leave—Deadline October 1

Under the terms of the Employee Handbook (Section 10, page 130), 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. Applications for the second semester of the 2019-20 school year are due at MTI headquarters by October 1, 2019. 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 webpage: (www.madisonteachers.org).

Student Loans and the Federal Student Loan Forgiveness Program—October 1

For many educators, student loans are a major part of the financial picture long after graduation. MTI is partnering with WEA Member Benefits to offer a series of free events supporting educators and staff. In this session, we uncover things an educator needs to know about student loans, student debt, the federal student loan forgiveness program, and more. Go to the MTI website (www.madisonteachers.org) to sign-up.

Credits for Salary Advancement—October 1 Deadline

The Employee Handbook (Addendum A, Section 1.04, Movement on the Salary Schedule) requires that teachers earn 6 credits to cross from salary Level 8 to 9, and 12 to 13. These are termed “Improvement Levels.” Credits are granted upon hire if one is initially placed near one of these Improvement Levels. After Level 15, the requirement becomes 3 credits each 2 years to move to the next Level, which continues for the remainder of one’s career. These are termed “Incentive Levels.” Each year, the number of credits needed to move to the next Improvement or Incentive Level is provided on the individual teaching contract issued by the District. Either academic credits earned at an accredited university or professional advancement credits (PAC) can be used to pass an Improvement or Incentive Level. PAC credits can also be used to move horizontally from one Track on the salary schedule to another, except for Tracks 4, 7 and 8, which require all academic credit. Track movement increases one’s salary an additional 2.5%.

Credits submitted to the Department of Human Resources by July 1 result in any wage increases occurring on the first payroll check. However, if credits are submitted to Human Resources by October 1st, wage increases, including any retroactive compensation due, will occur beginning November 1. Credits submitted by February 1 will cause a retroactive wage adjustment effective with the beginning of the second semester. MTI recommends delivering transcripts or professional advancement credits to the Department of Human Resources (Room 133, Doyle Admin. Bldg.) in person, and that you request a “stamped received” copy for your records to ensure proof of receipt, in the case of lost or misplaced documents.

MTI Membership Opportunities

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- Save the date: Student Loan Forgiveness—October 1

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 September 25, 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-Retired
September 25, 9:00 a.m., MTI

National Board Certification Training
September 25, 5:30 p.m., MTI

USO-MTI General Membership
September 26, 4:15 p.m., MTI

Racial Justice Book Study
October 2, 4:30 p.m., MTI

MTI Voters Political Action Committee
October 2, 4:30 p.m., MTI

MTI Board of Directors
October 8, 4:30 p.m., MTI

Racial Justice Book Study
October 9, 4:30 p.m., MTI

Our Union Makes Us Strong!
Volume 54, #4, September 23, 2019
MTI’s web page - www.madisonteachers.org
MTI’s email - MTI@madisonteachers.org
BOE Meets Tonight (9/16) on Cost-of-Living Increase; Bargaining Scheduled for September 24

Our mobilization to secure a cost-of-living base-wage increase for all employees continues. These mobilizing efforts have succeeded in prompting the Board of Education to schedule a meeting tonight **Monday, September 16** (in closed session) to review the status of base-wage negotiations and determine whether to provide additional authorization to their bargaining team. Prior to the BOE meeting, MTI President Andy Waity and members of the MTI Bargaining Committees will hand-deliver **petitions signed by over 3,000 individuals in support of a cost-of-living salary increase for ALL MMSD employees.** A final bargaining session has been scheduled for **September 24** in hopes of reaching agreement on a cost-of-living increase. **An all-MTI member meeting has been scheduled for September 26, commencing at 4:45 p.m., at MTI Headquarters, at which time we hope to ratify a tentative agreement.** Stay tuned for additional bargaining updates, including Action Alerts, as bargaining continues.

MMSD Superintendent Search Update

One of the major issues this year will be the search for the next superintendent for the MMSD. After Superintendent Cheatham announced her resignation last spring, MTI immediately gathered feedback from MTI members and member leaders around both the search process and the characteristics staff would like in a new superintendent. We shared this information with the Board of Education.

Over the summer, MTI leadership has continued to be engaged in the process. MTI President Andy Waity has attended numerous Board of Education meetings in which the search process was discussed, and has maintained regular contact with BOE President Gloria Reyes (who attended the MTI Board of Directors meeting last week to update the MTI Board on the search process). The BOE has now selected a consulting firm (BWP) to assist them with the search process which is expected to start this week. The BOE has committed to continue include MTI as a key partner and critical stakeholder in the process, providing MMSD employees with a voice in the process. Updates will continue to be shared with members as they become available.

Join Our Movement

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Sabbatical Leave—Deadline October 1

Under the terms of the Employee Handbook (Section 10, page 130), 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. Applications for the second semester of the 2019-20 school year are due at MTI headquarters by October 1, 2019. 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 webpage: (www.madisonteachers.org).

Student Loans and the Federal Student Loan Forgiveness Program—October 1

For many educators, student loans are a major part of the financial picture long after graduation. MTI is partnering with WEA Member Benefits to offer a series of free events supporting educators and staff. In this session, we uncover things an educator needs to know about student loans, student debt, the federal student loan forgiveness program, and more. Go to the MTI website (www.madisonteachers.org) to sign-up.

PAC Rebates—Deadline October 1

The MTI VOTERS’ Political Action Committee is funded to assist in promoting political causes of interest and benefit to MTI members via an assessment of 5% of one’s annual Union dues. Funds are used exclusively to support Committee-approved pro-education candidates and pro-education causes. Any member who does not wish to participate in the Union’s political efforts must deliver WRITTEN NOTICE of their intent to MTI Headquarters by October 1. Advance refund of the school year’s PAC deductions will be issued by November 30. MTI VOTERS endorses candidates who pledge to support education and educators.

Christina Stafslien Charity Golf Outing—October 4

Teachers at LaFollette High School have organized the 15th Annual Christina Stafslien Charity Golf Outing to honor the memory of their colleague and former LaFollette math teacher. The event will be held at the Monona Municipal Golf Course on Friday, October 4, at 4:00 p.m. Proceeds from the tournament will go to the Christina Stafslien Scholarship Fund which is awarded to a deserving LaFollette student. Sign up is available on MTI’s website (www.madisonteachers.org) or by contacting event organizer and LaFollette teacher Ted Ryan at: tryan@madison.k12.wi.us.

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 nicholsi@madisonteachers.org.

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MTI National Board Certification Information Session for Teachers
Learn about the benefits of National Board Certification and the supports available for you to achieve it. September 17, 5-6:00 p.m., at MTI. E-mail invite sent to MTI teacher members.

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Calendar of Events

MTI Faculty Representative Council
September 17, 4:45 p.m., MTI

National Board Certification Info Session
September 17, 5-6 p.m., MTI

ESEA-MTI Building Representatives
September 18, 4:15 p.m., MTI

Base-Wage Bargaining
September 24, 4:30 p.m., MTI

MTI-Retired
September 25, 9:00 a.m., MTI

MTI Equity & Diversity Committee
September 25, 4:30 p.m., MTI

National Board Certification Training
September 25, 5:30 p.m., MTI

Contract (Base-Wage) Ratification
September 26, 4:45 p.m., MTI

Our Union Makes Us Strong!
Volume 54, #3, September 16, 2019
MTI’s web page - www.madisonteachers.org
MTI’s email - MTTI@madisonteachers.org
Our mobilization to secure a cost-of-living base-wage increase for all employees continues. Over two hundred (200) MTI members and supporters attended a Cost-of-Living Rally outside the Doyle Administration building on August 26. Many more have contacted BOE members in support of a 2.44% cost-of-living increase. These mobilizing efforts have succeeded in prompting the Board of Education to schedule a meeting for Monday, September 16 (closed session) to review the status of base-wage negotiations and determine whether to provide additional authorization to their bargaining team. This is a positive development, but no guarantee that the BOE will modify its position. Therefore, between now and September 16, we are continuing to encourage all MTI members and community supporters to contact BOE members in support of a 2.44% cost-of-living pay increase. A bargaining session is being scheduled for the week of September 23 in hopes of reaching agreement on a cost-of-living increase. Stay tuned for additional bargaining updates, including Action Alerts, as bargaining continues.

Nominations for MTI (Teacher) Elected Positions

**MTI Teacher Members:** Do you have ideas on how to improve your profession or better advocate for your students? Consider applying your ideas, energy, and efforts as an elected leader of MTI. **Positions are currently available** on the MTI Board of Directors, Finance Committee, Political Action Committee, and Cabinet on Personnel. Nominations for MTI leadership positions are due by September 17 and can be called in to MTI Headquarters (257-0491) or made from the floor at the September Faculty Representative Council meeting by an MTI Faculty Representative. Pursuant to MTI Bylaws, the elections will be held at the October MTI Faculty Rep Council meeting.

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**MTI-MMSD Commence Annual Review of Employee Handbook**

Prior to 2011, public sector unions in Wisconsin negotiated Collective Bargaining Agreements (aka “Contracts”) with public employers that specified the wages, hours, and working conditions for employees represented by the union. That all changed with the passage of Governor Walker’s Act 10 in 2011 which, among other things, prohibited public employers in Wisconsin from bargaining any issues with their employee unions other than base-wage increases.

Given the loss of bargaining rights under Act 10, MTI worked with the MMSD Board of Education and Administration to develop a collaborative process to develop the **Employee Handbook** to replace the Collective Bargaining Agreements (CBAs) prohibited by Act 10. This process was first employed in the summer of 2015 and used the CBAs as a foundation for Handbook discussions, recognizing that the Contracts represented decades of mutual agreements forged through negotiation and compromise. Using this collaborative approach to the development of the Employee Handbook, the employee and employer representatives reached consensus on recommendations to continue the vast majority of the provisions previously negotiated in the CBAs, including critical issues such as the objective salary schedules, just cause protections, and a grievance procedure to enforce the Handbook. They also recommended a commitment to collaboratively review the Handbook annually, which became Section 18 of the Handbook. The Board of Education approved these recommendations which have become MMSD policy.

This month, MTI and the MMSD will commence the annual review of the Employee Handbook with a number of MTI-MMSD work groups addressing issues related to: Teacher Planning Time and High School Scheduling; Shared Leadership; ESEA issues, Substitute Teacher issues; and Special Education issues. It is our goal to complete the Employee Handbook Review work by the end of November so that the BOE can consider any recommended changes as part of the budget development process. Updates on the Employee Handbook Review process will be shared with all members as the discussions get underway.
Religious Holidays/Observances

MTI encourages District employees not to schedule school events on the evening before or day of religious holidays and/or observances. Similarly, teachers are requested not to schedule major exams or field trips on such days, insomuch as some students may not be able to attend school on those days. Under the Employee Handbook (Section 8, page 80), the District will allow absence from work for the purpose of observing religious holidays. The employee may elect to utilize any paid leave time available (sick leave, vacation, floating holidays, or accumulated compensatory time). A request for absence must be made in writing to the Director of Human Resources at least ten (10) work days prior to the requested absence, except for religious holidays that are celebrated between the first day of school and September 15, when seven (7) work days’ notice is required.

Teachers and Involuntary Transfer

Should the District determine to reduce staff at a given school by involuntarily transferring a teacher due to a "substantial change in the school’s enrollment or substantial program change," they may do so within the first 25 days of school under the Employee Handbook (Section 3, page 104). The Handbook provides that such transfer “shall be the least senior teacher in the grade level (unit, grade or grade combination, e.g., 1-2) and/or department or subject (whichever is appropriate) from which the transfer must be made.” The Handbook also provides that “any teacher so transferred shall be provided five (5) school days’ notice of the transfer unless the teacher waives the notice or a portion thereof in writing, and shall be afforded at least two (2) school days in the school to which he/she is transferred to prepare lesson plans prior to assuming the new assignment.”

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Calendar of Events

**MTI Special Education Sub-Committee**
September 9, 4:15 p.m., MTI

**MTI Board of Directors**
September 10, 4:30 p.m., MTI

**ESEA Appreciation Event**
September 11, 4:30 p.m., MTI

**MTI Faculty Representative Council**
September 17, 4:30 p.m., MTI

**National Board Certification Info Session**
September 17, 5-6 p.m., MTI

**ESEA-MTI Building Representatives**
September 18, 4:15 p.m., MTI

**MTI Equity & Diversity Committee**
September 25, 4:30 p.m., MTI

**USO-MTI General Membership**
September 26, 4:15 p.m., MTI

Keep MTI Updated on Changes

Please call, write, or e-mail MTI if you have a change in name, home address, home email address, telephone number, work location, certification, percent of contract, or hours of work. Having this information allows MTI to serve you better.
Welcome to the 2019-20 School Year!

To each and every one of the nearly 4,400 District employees who are represented by MTI, welcome to the 2019-20 school year! A special welcome to the over 200 new employees who will be joining us. MTI is the collective bargaining agent for all teachers and non-supervisory professional staff who make up MTI’s Teacher unit; all educational assistants, clerical/technical personnel, and school security assistants who make up the Educational Support Employees Association (ESEA-MTI) bargaining unit; and the substitute teachers who make up USO-MTI.

Madison Teachers Inc. is a member-led organization that advocates for its members and students in order to advance quality public education for all students. As a member-led Union, we need your voice and leadership to effectively advocate for your profession and for public education. All MTI teacher members will receive an e-mail communication listing the many opportunities for leadership positions available within your Union. See also your MTI Faculty Representative or ESEA Building Representative for leadership opportunities available at your work site.

Standing Up for a Cost-of-Living Pay Increase

MMSD and MTI have been engaged in bargaining over 2019-20 salary increases since last May. As the 2018-19 school year came to a close, the District was offering employees a 0.5% pay increase while MTI and its partner unions sought a 2.44% cost-of-living increase. As bargaining continued over the summer, MMSD increased its wage offer to 2.32%, still below the cost-of-living. MTI is continuing its push for a 2.44% cost-of-living increase for all employees and we need member engagement to make that happen. Last week, over two hundred (200) MTI members and supporters participated in a rally outside the Doyle Administration Building. The Board of Education has now scheduled a meeting on September 16 (in closed session) to review the status of negotiations and the parties will return to the table shortly thereafter in hopes of resolving the dispute.

All MTI members are encouraged to review the regular bargaining e-mail updates they receive with additional information, including how to get involved. Such updates are also available on the MTI website: www.madisonteachers.org.

A Message from MTI President Andrew Waity

Welcome to the 2019-20 school year. I’m proud to be able to serve as MTI President for the third year in a full-time release role. I’m looking forward to working with all of you and engaging in continued advocacy for our profession and public education. In my role I represent you in district meetings and support schools, individuals, and Faculty/Building Representatives with things specific to the needs of the diverse educational communities across Madison.

We begin every school year with a mixture of hope, anticipation, and even anxiety. This year is no different and there are many challenges that we face as we work to serve our students and our community. These issues challenge us, but also present us with opportunities to be advocates for our beliefs and values. We start the year with a lot to celebrate. First and foremost is that we continue to have a strong, member-led Union that supports the efforts of all educators, including educational support employees (ESEA-MTI) and substitute teachers (USO-MTI). This is not something to be taken lightly in the wake of continued efforts to silence educator voice here in Wisconsin.

Evidence of our collective power is visible in many ways. We continue to grow our Union’s leadership and have seen more members become involved in committee work, as Faculty/Building Representatives, and in other advocacy work. Our membership has stayed strong and we continue to reach out to new hires and existing employees. We keep fighting to protect the things we’ve gained over the years. We also advocate for positive changes around planning time and support for USO and ESEA members. We know that having a voice in decision-making is important to our members and we are always working to amplify the voices of educators in decision-making processes. This work keeps us focused on collective decision-making and unified actions.

As a member-led organization your voice is central to the work that your Union does. As the school year progresses, keep an eye out for ways to get involved and don’t hesitate to share ideas or find out other ways to be active in our Union. Contact me at:
(608-257-0491 or awaity@madisonteachers.org).
Reach Out to New Hires at your Work Location

Over the last several weeks, a contingent of MTI Summer Member Organizers attended the MMSD New Educator orientation sessions at Memorial High School, conducting one-on-one conversations with new hires, and welcoming them to the MTI family. We also held an MTI New Educator welcome party at Garber Park following the first day of orientation, with MTI leaders in attendance. As a result of these efforts, over eighty (80) new educators joined our Union in the first two days.

Now, we are asking our MTI Faculty Reps and ESEA Building Reps to connect with new hires at their work location. Many of you will see a number of new faces at work this year. Please reach out and extend your MTI solidarity with them and encourage them to join you as an MTI member.

We are encouraging all MTI member leaders to reach out to new hires at your work location to: 1) welcome them; 2) introduce yourself as an available resource; and 3) encourage them to read the MTI membership materials they received and join you as members.

Nominations Due for MTI (Teacher) Elected Positions

MTI Teacher Members: Are you looking for ways to have your voice heard in your Union and in the District? Consider applying your ideas, energy, and efforts as an elected leader of MTI. MTI is a democratic, member-led Union with nearly two hundred (200) teachers currently serving in an elected or appointed leadership capacity. Serving as an MTI Faculty Representative is the most common point of entry to Union leadership. If you are interested in serving as an MTI Faculty Rep at your work location, see your senior MTI Faculty Rep or contact MTI staff.

For those ready to take the next step in MTI leadership, positions are currently available on the MTI Board of Directors, Finance Committee, Political Action Committee, and Cabinet on Personnel. Nominations for MTI leadership positions are due by September 17 and can be called in to MTI Headquarters (257-0491) or made from the floor at the September 17 Faculty Representative Council meeting by an MTI Faculty Representative. Pursuant to MTI Bylaws, elections will be held at the October MTI Faculty Representative Council meeting. Come exercise your voice in your Union.

“Back to School” Night

Pursuant to Section 4.04 (page 114) of the Employee Handbook, “Teachers will be expected to attend one family school-wide event that occurs after the normal workday. Whenever possible, teachers shall be given no less than thirty (30) calendar days notice of such events. Teachers who have a co-curricular conflict or have pre-approved course work to attend may be excused at the discretion of the Principal/administrator. Such conflict should be communicated to the applicable administrator as soon as possible before the date of the school event. To further promote family, youth and community engagement, teachers are encouraged to attend other school-wide events throughout the school year.”

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Calendar of Events

Semester Begins - September 3
MTI Special Education Sub-Committee
September 9, 4:15 p.m., MTI
MTI Board of Directors
September 10, 4:30 p.m., MTI
MTI Faculty Representative Council
September 17, 4:30 p.m., MTI
National Board Certification Info Session
September 17, 5-6 p.m., MTI
ESEA-MTI Building Reps
September 18, 4:15 p.m., MTI
USO-MTI General Membership
September 26, 4:15 p.m., MTI

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Volume 54, #1, September 3, 2019
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