



# Solidarity!

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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 re-assigned 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](http://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](mailto: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 Faculty Reps & ESEA Building Reps—The Cornerstones of Our Union

MTI is a member-led union and that is reflected in our motto, "**Collectively We Decide, United We Act.**" Faculty/Building Representatives, elected by their colleagues, serve a number of key functions in our collective work. They provide direct support and information to members in every school/worksite across MMSD. They serve on the Faculty Representative Council/Building Representative team, are MTI's policy-making bodies; and meet throughout the school year to guide the work of our union. Faculty/Building Reps provide opportunities for members to share ideas and concerns around issues that may be specific or more broadly felt. They represent their colleagues in proactively addressing concerns through Collaborative Problem Solving and other work. The end goal is a union-strong community for every educator in MMSD.

With all of these roles and responsibilities, it is important that a number of members take on the role of Faculty/Building Representative. The Bylaws of both MTI and ESEA-MTI allow for one (1) representative per fifteen (15) members. Additional members can be involved as Alternate Reps. Representatives from both units are elected during the last week in April. Over the next couple of months, we will be sharing more about the important role our Reps play in MTI. As you learn more, we hope that you will consider becoming involved as a Rep or Alternate at your school/worksite.

For more information contact one of the Reps at your work location or MTI President Andy Waity ([awaity@madisonteachers.org](mailto:awaity@madisonteachers.org)).

## 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.

**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



## MTI Membership Opportunities

The following meetings, seminars, and workshops are available to all MTI members.

### MTI & WEA Member Benefits: Financial Services for all MTI Members

MTI and WEA Member Benefits will be providing more opportunities to enhance the financial well-being of all *MTI members and non-members*. Check the MTI website ([www.madisonteachers.org](http://www.madisonteachers.org)) to sign-up for seminars.

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In addition, *for members only*, **Steve Pike** (retired teacher and current WEA Member Benefits Consultant) is available for a **free 60-minute financial consultation**. This is ideal if you are just getting started, have specific questions, or would like a quick check-in. It's a convenient way to meet with someone face-to-face to get some general help or guidance. Consultations are held at MTI Headquarters.

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**MTI National Board Certification Training Workshops for Teachers.** MTI members pursuing National Board Certification are invited to participate in monthly NBC support workshops. The next session is **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](mailto: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

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**Our Union Makes Us Strong!**

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

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