MTI Friday Update

Throughout the school year, MTI provides a weekly Friday Update e-mail to MTI member leaders. Given the ongoing pandemic and school closures, MTI will be extending this weekly update to all MTI members in order to share timely information during this time of crisis. This weekly update will include summaries of daily e-mail blasts that MTI members will receive throughout the week and provide additional, timely information and updates.
Absentee Ballot Deadline = Today by 5pm

On Thursday, U.S. District Judge William Conley ordered that the state extend the deadline for absentee ballots in two ways:

1) Voters have an additional day—today, April 3, by 5 p.m.—to request an absentee ballot.

2) Election officials must count all absentee ballots received by 4 p.m. on Monday, April 13.

In addition, Judge Conley waived the requirement that absentee voters have a witness certify their ballot. Absentee voters need only provide a written statement that they were “unable to safely obtain a witness certification despite reasonable efforts to do so.”
A Message from MTI President Andy Waity

**MTI members are amazing!** Through all the uncertainty and upheaval of the past few weeks, you have shown your professionalism and commitment to our students, our public schools and our profession in so many ways. Your Union stands with you and has been working to provide supports, guidance, and advocacy for our members. We have been working to amplify your voices and bring the voice of those working directly with students into discussions as MMSD makes plans to address issues caused by the ongoing pandemic.

This past week challenged all of us in many ways. We've worked to learn new technology, adapt our work to new formats, developed different ways to collaborate, and faced many other issues together. Through all of this, our focus has never wavered from the most important thing, the health and safety of our students and each other.

In this week's Friday Update you will hear more about the work that MTI has been doing and the positions we have taken based on feedback from you, our members. This advocacy is important and we will continue to fight for you and the students we serve.

The power of a Union manifests itself in many other ways as well. There is the Solidarity that comes when we work together and support each other. Times like these challenge us in ways that we never imagined. As we continue to adjust and adapt to the changes in our lives remember to be patient and kind to each other. Look for ways to lift up and support your colleagues.
WHAT WE KNOW NOW

What We Know Now

- All MMSD schools are closed through at least April 24. Governor Evers has closed schools for the duration of the pandemic, i.e., until further notice.
- MTI has gained MMSD assurance that all regular MMSD staff, i.e., other than daily substitutes, will continue to be compensated while schools are closed through the duration of the pandemic (see MMSD compensation info here).
- MTI leadership has weekly check-ins with MMSD leadership to discuss virtual learning plans and employee feedback.
- The District is planning on commencing online/web-based learning in early April and has provided staff some PD and overview of work expectations.
- The District has modified their directives to employees and is no longer requiring employees to “secure childcare” while they work remotely.
- The District has communicated leave policies to employees who are unable to engage in online learning due to medical issues and childcare issues related to the pandemic.
- The federal government has enacted legislation to provide some defined paid leave time for employees impacted by the pandemic.
- MTI has waived USO-MTI dues for substitute teachers, sub SEAs, sub clericals for the remainder of the 2019-20 school year given their unpaid status.
MTI is offering Solidarity Fund loans of up to $1,000 for MTI members in need of financial assistance and has provided over $24,000 in loans to twenty-six (26) members in need over the past two weeks.

- MTI has donated $50,000 to the United Way to help fund community support during the pandemic and we will be linking interested and available members to volunteer opportunities available during the pandemic.
- Our state and national affiliates (WEAC and NEA) have been in constant communication with Governor Evers, and state and national elected leaders and executive orders and legislation have been enacted to address aspects of the pandemic.
- We have become more adept at communicating by Zoom and other virtual platforms than we had ever hoped.
- All of us need to take care of ourselves, our family, and our community and follow the recommendations of public health officials relative to hand washing, social distancing, etc.

WHAT WE ARE STILL ADVOCATING FOR

What We Are Still Advocating For

- Pay for substitute teachers, subs SEA, and substitute clericals during school closures. Until/unless the District agrees to pay these employees, MTI encourages members who suffer unpaid status to apply for unemployment benefits (more information here).
- Meaningful MTI teacher voice in the evolving plans related to online/web-based learning.
Our belief that the District's primary focus during the pandemic should be in supporting the health (physical, emotional, and mental) and well-being of all, students, staff and families.

- Flexibility in District leave policies during the pandemic to allow staff to care for themselves and their families during this public health crisis.
- District assurance that they will be requesting a waiver from DPI relative to required instructional minutes due to the pandemic.
- Through our state and national affiliates (WEAC and NEA), we will continue to advocate for additional resources from our state and federal government to provide support for all students, families, workers, and employers during the pandemic. Read the NEA one-pager highlighting the impact of the the Families First Coronavirus Response Act.
- Compassion, empathy, flexibility, grace, understanding, and Solidarity as we collectively rise to this challenge.

MEMBER LED IN AN ONLINE WORLD

Member Led in an Online World

MTI's mission statement is: "Madison Teachers, Inc. is a member led organization which advocates for its members and students in order to advance quality public education for all students." This means that MTI leadership and staff are constantly gathering feedback and ideas from members as we develop positions and take action around a wide range of issues. The MTI calendar is always full of meetings and significant work has been done to develop member leaders in schools and worksites. The current situation has challenged us to adapt and develop new ways to connect with members.
MTI staff has moved offsite and are working remotely.

President Wally has reached out to elected Faculty and Building Reps and collected feedback from them.

- Members are sharing concerns with MTI through the mti@madisonteachers.org address.
- We are providing regular updates including distributing the Friday Update to all members.
- We are utilizing Zoom to conduct meetings of different groups including the Faculty Rep Council.
- We will continue to develop additional ways to communicate with members over the coming weeks.

Teacher Positions Available for Internal Transfer Posted April 3

Teacher unit positions available for internal transfer will be posted beginning today, Friday, April 3, 2020, and every Friday thereafter (through the end of June 2020). All transfer postings open on Friday, and close the following Wednesday. Directions for how to apply for transfer can be found on HR's Staff Only page: https://hr.madison.k12.wi.us/employeefoms#hide10.

Questions can be directed to Shauna Foss, HR Analyst at srfoss@madison.k12.wi.us.
Non-Renewal of Contract

The Employee Handbook, Section 8.01 sets forth the procedures that principals are required to use when management notifies a teacher that he/she/ze is being considered for non-renewal of contract. The District is obligated to advise a teacher before May 1, if they are considering non-renewal. Under Wisconsin state statutes, such a notice must be delivered to the teacher on or before May 15.

It is extremely important for any member receiving such a notice...
To immediately contact MTI, MTI professional staff should be present at any and all meetings between the teacher and any administrator regarding the issue of non-renewal, given that the meeting may indeed affect the teacher's continued employment status. The teacher has the legal right to MTI representation and does not have to begin or continue a meeting without representation. See the reverse side of your MTI membership card.

**For probationary teachers**, a request for a hearing before the Board of Education must be submitted within five (5) days of the teacher's receipt of the notice that the Board of Education is considering non-renewal of the teacher's contract. **For non-probationary staff**, a request for arbitration must be made within fifteen (15) days of a non-renewal notice.

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**NOMINATIONS FINALIZED**

**Nominations Finalized for MTI Officers & Bargaining/Handbook Committee**

At the March 17 Zoom meeting of the MTI Faculty Representative Council, nominations were finalized for MTI officers, as well as for the MTI Bargaining/Handbook Committee relative to vacancies caused by terms ending in May, 2020. Current President Andy Waity will continue to serve as release-time President for the 2020-21 school year. Michael Jones (incumbent/West) was nominated for Vice-President; Andy Mayhall (incumbent/Thoreau) for Treasurer; and Molly Anderson (incumbent/Mendota) was nominated for Secretary.

Nominated for the **MTI Bargaining/Handbook Committee** were:

- Elementary School - Andrea Missureli (Glendale)
- Middle School -
Cindy Ball (incumbent/Jefferson); High School - Amanda Pustz (East); At-Large Representative - Amy Tarkowski (incumbent/Franklin); and Student Services - Kristin Scheffler (incumbent/Sherman). The Bargaining/Handbook Committee is the body responsible for MTI’s Teacher Contract (base-wages) negotiations and consists of 15 members, of which five are elected each year.

Given the current COVID-19 pandemic and school closures, the MTI general election which takes place from April 27-29 will not occur as scheduled. The MTI Elections Committee will be in touch after determining how to proceed. All positions are uncontested. Therefore, we may ask that the Faculty Representative Council at its April 28 meeting to make a motion to vote by acclamation.

READY, SET, GO COMPENSATION DEADLINE

Ready, Set, Go Compensation Deadline: May 1

Pursuant to the Employee Handbook, elementary teachers who completed Ready, Set, Go (RSG) conferences, and whose request for compensatory time cannot be accommodated due to the unavailability of a substitute teacher, may, upon written notice to their principal by May 1, choose among the following options:

(1) Request to be compensated for RSG conferences, travel time, and up to 15 minutes per conference for any reasonable administrative time associated with each conference; or

(2) Have said day(s) added to the teacher’s Personal Sick Leave Account (PSLA) or, if the teacher has the maximum amount in that account, the day(s) may be added to the teacher’s Retirement...
(3) Carry over one (1) paid RSG leave day into the following school year; or

(4) A combination of items 1-3 above.

Questions? Contact Eve Degen: degene@madisonteachers.org.

Where To Find Additional Information

[Request an Absentee Ballot]
[MTI COVID-19 Updates]
[WISCONSIN]
[MTI Union Member Benefit]
[2-1-1]
MTI COVID-19 FAQ

MMSD COVID-19 Updates

Dane County Public Health office

Download Solidarity Fund Application

MTI's Online Learning Statement to MMSD

MMSD COVID FAQ

Families First Coronavirus Response Act – New Leave of Absence & Pay Options for MMSD Employees

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This is a communication with members of MTI per Wisconsin Statute 11.29

Our mailing address is:
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