



# Solidarity!

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## It's Time to Vote "YES" for MTI Recertification!

Balloting by all District staff who are represented by MTI begins this Wednesday, November 4, at Noon. MTI sent all represented staff a recertification "fish" flyer and a palm card with specific voting instructions. Information has also been posted in your workplace with directions for voting. All represented by MTI are eligible to vote. This includes:

- Union members and fair-share contributors;
- Employees on leave of absence;
- Employees in two bargaining units (vote in elections for both units);
- Teachers (and all non-supervisory professionals), BRS, Interpreters; Educational Assistants, Special Educational Assistants, Nurse's Assistants; Clerical/Technical Employees; School Security Assistants; Substitute Teachers; Substitute SEAs; Substitute Clerical Employees; and Coaches and Non-Faculty Coaches; and anyone else represented by MTI.



Voting is very important and takes only a few minutes. Vote "YES" for recertification, and be sure your co-workers do the same. Remember to confirm your vote. After voting, complete the reverse side of your recertification palm card and return it to your MTI Faculty Representative or Member Organizer, so we know you voted and can concentrate on others. Your leadership needs to carry out its get-out-the-vote campaign. *Stand together, vote to recertify your Union!*

## MTI/MMSD Employee Handbook Meeting December 9, LaFollette

MTI members interested in learning more about the Employee Handbook - *what from the Collective Bargaining Agreements continues, what has changed, and what this process means for the Union and its members going forward* - are invited to a Joint MTI-MMSD Handbook Q & A session. The session will be held at LaFollette High School (4:30-6:00 pm).

## Upcoming Events

**December 1** - Wisconsin Coalition for Retirement Security (WCRS) presentation. Fight to protect WRS and build better retirement security for Wisconsin workers. Keep your money in our state's economy and out of the hands of Wall Street bankers and the 1%. The MTI-sponsored presentation will be held at the Labor Temple (1602 S. Park Street), commencing at 4:30 p.m. For more information about the WCRS see [www.Wiretirement.org](http://www.Wiretirement.org).

**December 2** - "Beyond Measure" is a film sponsored by MTI & WEAC which paints a positive picture of what is possible in American Education. By featuring innovative schools from around the country, Beyond Measure offers insights into what we can do together, as a community invested in the education of all our children, to help our schools evolve. Ruth Conniff, Editor of the Progressive Magazine, will facilitate a conversation following the film. Come and be part of a conversation that brings people together in support of children. The film begins at 7:00 p.m., at the Barrymore Theater. There is no charge to attend, and tickets can be reserved via the Barrymore at [www.barrymorelive.com](http://www.barrymorelive.com).

## Leaves of Absence – Last Call before Changes are Instituted

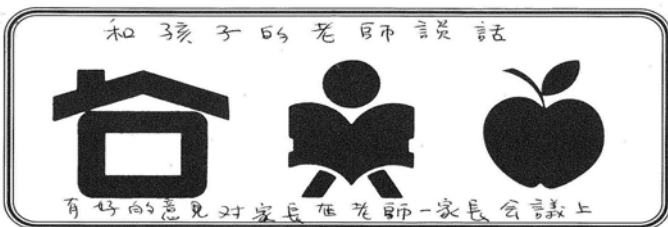
Pursuant to Section VI-B (Leaves of Absence) of MTI's "Teacher" Collective Bargaining Agreement (CBA), which will end on June 30, 2016, academic or childrearing leaves must be for a minimum of one semester. One extension is allowed for the semester following the semester of the initial leave. Requests for these types of leaves, whether a new leave or an extension of a current leave, must be made *no later than* December 1, 2015.

Beginning with the 2016-17 school year, there will be new leave provisions in place, as a result of MTI and the District working together on an Employee Handbook which, given Act 10, succeeds all CBAs. With the Handbook provisions, the right to an unpaid childrearing leave of absence becomes available to all employees, with an application deadline of at least 90 days in advance (with some exceptions). Beginning July 1, 2016, the maximum duration of a childrearing leave will be 12 months; there is no minimum duration of this type of leave. Also, an employee will be granted only one childrearing leave per child, and only for non-school age children. The employee will retain the right to return to her/his current position upon return from the leave.

All other unpaid leaves of absence, other than emergencies, must be submitted to the District at least 30 days prior to the beginning of the leave. Beginning July 1, 2016, the District will have *sole discretion* in granting unpaid leaves, other than leaves for childrearing. Such leaves may not exceed one calendar year. The employee retains the right to return to his/her current position upon return from the leave.

## Parent-Teacher Conferences: Brochures in Several Languages

For parents of all elementary pupils, MTI will once again be distributing a brochure "*Talking with Your Child's Teacher.*" This year, the brochures have been sent to MTI Faculty Representatives in schools where there are at least 20 students who speak a given language. Faculty Representatives can obtain from MTI brochures in any of the languages in which the family primarily speaks the language. The brochures will be distributed to elementary staff for distribution to all parents via backpack mail. Brochures for non-English speaking parents will be distributed via District Bilingual Resource Specialists. BRS are members of MTI's teacher bargaining unit.



## Parent-Teacher Conferences: Contract Language

The terms and conditions of the 2015-16 MTI/MMSD Collective Bargaining Agreement relative to Parent-Teacher Conferences provides the following:

"All teachers are required to attend up to two (2) evenings for parent teacher conferences per contract year as directed by the teacher's building administrator. Teachers participating in evening parent-teacher conferences will be provided a compensatory day off as designated on the School Calendar in Section V-L. In recognition of 4K, non-SAGE 2<sup>nd</sup> grade, non-SAGE 3<sup>rd</sup> grade, 4<sup>th</sup> grade and 5<sup>th</sup> grade teachers having more parent-teacher conferences due to increased class size, such teachers shall be released from the early release SIP-aligned activities Monday during the months of November and March. At the elementary level conferences will be held in lieu of the report cards for the reporting periods in which they are held."

As a result of a joint MTI/MMSD committee on Parent-Teacher Conferences, several changes were agreed upon. *Teachers participating in evening parent-teacher conferences will be provided a compensatory day off, which day will be November 25, the day before Thanksgiving.* In exchange, teachers must have conferences on two (2) evenings. *For elementary teachers, fall and spring conferences will be held in lieu of report cards, and staff are not required to do additional record-keeping beyond normal data collection and logging parent attendance at conferences. Conferences are recommended to be 15 minutes.*

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. The joint committee also agreed that conferences may occur at other than the scheduled conference times, if so agreed between the parent and teacher. Complete details and language regarding Parent-Teacher Conferences can be found on MTI's website ([www.madisonteachers.org](http://www.madisonteachers.org)).

## MTI Bylaw Amendments

MTI's Bylaws enable proposed amendments to be submitted at the November meeting of the MTI Faculty Representative Council (this year November 18). Any proposals received are referred to the Union's Constitution Committee for study and recommendation. The Committee's recommendations will be presented at the Council's February meeting, at which time the Council will act on the proposals. Proposed revisions to be considered will include those necessitated by legislated changes in the bargaining law.

## Labor History Essay Contest

The Wisconsin Labor History Society has announced that its annual High School Essay Contest is now open to all Wisconsin high school students (grades 9-12). Students are invited to write 750 words on the following theme: "Unions have been important to my family and community because...." Submissions must be postmarked on or before February 13, 2016. Cash prizes range from \$100 to \$500. For more information, go to the Wisconsin Labor History Society website at [www.wisconsinlaborhistory.org](http://www.wisconsinlaborhistory.org).

## Calendar of Events

- Monday, November 2, Doyle  
BOE Instruction Work Group (5:00 p.m.)
- November 4-24 MTI RECERTIFICATION ELECTION
- Wednesday, November 4, 4:30 p.m., MTI  
SEE-MTI Board of Directors
- Monday, November 9, 4:30 p.m., MTI  
MTI Board of Directors
- Monday, November 9, Doyle  
BOE Operations Work Group (5:00 p.m.)
- Tuesday, November 10, 4:15 p.m., SCFL  
MTI Faculty Representative Council
- Thursday, November 12, 4:15 p.m., MTI  
MTI Special Education Sub-Committee
- November 16-20 AMERICAN EDUCATION WEEK  
MTI Voters Political Action Committee\
- Thursday/Friday, November 26/27 Thanksgiving

## Our Union Makes Us Strong!

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