Joint Wellness Committee Update

Background. Last school year, MTI and the District agreed to create a Joint Wellness Committee comprised of Union and management representatives. **The Committee was charged with developing a Wellness Program for MMSD employees**. MTI has five (5) participants on the Committee. The first order of business was to establish a baseline of employee health via biometric screenings and the completion of Health Risk Assessments (HRAs). These were completed during the spring of 2015 with a participation rate of 86%.   The incentive to participate to get to know one's health risk factors was to save the 3% premium contribution that would be charged to those who opted not to complete the bio-screens and HRA commencing with the January 2016 premium.   Last fall, the Wellness Committee met with representatives from GHC, Dean, Unity and Interra (the organization that conducted the assessments) to discuss the aggregate results of the bio-screens and HRAs, and what those results suggested for the focus of a Wellness Program (*the insurers paid the full costs of the bio-screenings*).

Bio-screen Results.   The bio-screen was a series of biometric tests conducted by Interra that provide a snapshot of an employee's overall health *(e.g. blood pressure, cholesterol, body mass index, etc*.).   Each employee received a bio-screen score based on their results which placed the employee in one of three categories: low risk, moderate risk, or high risk. Overall, District employees had lower overall risk scores than other businesses measured by Interra, with 70% of MMSD employees in the low risk category (compared to 57% for others), 24% in the moderate risk category (compared to 30% for others) and only 6% in the high risk category (compared to 13% for others).   The results also showed opportunities for biometric improvement, including the areas of percent body fat, body mass index, cholesterol/HDL ratio, and total cholesterol. *These results suggest that Wellness Programs involving exercise and nutrition could be beneficial.*

HRA Results. The Health Risk Assessments (HRA) varied by the insurer, with each asking a number of questions to gauge health risks and identify areas of concerns. Overall, *the HRA data showed that the areas of greatest concern for District employees are stress, nutrition, exercise, and sleep*. **The stress risk factor was greater for District employees** than the total population as a whole, with 57% of GHC HRA responders indicating that they had experienced job stress in the past year, compared to 38% of the larger population. For Dean HRA responders, 68% indicated that they had job overload. *These results suggest a number of things: first, Wellness Programs that involve stress reduction, nutrition, and exercise could be beneficial.   Second, reduced job stress and reduced job overload could also be beneficial*. MTI will be addressing this issue with District Human Resources staff.

Employee Interest Survey Results.   In December, the Wellness Committee conducted a survey to gauge employee interest in Wellness Programs. Response was excellent with over 1,600 employees completing the survey.   Those who completed the survey showed a *strong interest in wellness*, with 92% reporting that they had considered making a positive lifestyle change in the previous year, and 57% reporting that they are likely or extremely likely to participate in wellness initiatives. Topics of greatest interest included mindfulness, exercise, stress management, nutrition, financial wellness and weight management. Activities respondents reported they are most likely to participate in included yoga, mindfulness, walking, resistance training, hiking, and weight loss. *The greatest barriers to wellness, not surprisingly, were identified as time, workload, and motivation.*

Next Steps. The results of the bio-screening and HRAs identified areas of risk and opportunities for improvement. The results of the employee interest survey showed an interest and willingness to participate in wellness programming related to those areas of risk. Therefore, the next steps for the Wellness Committee are to: 1) identify what wellness activities already exist across the District; and 2) what wellness activities should be offered. For additional information and graphic summaries of the information above, go to the MMSD wellness site at http://mmsd.org/employee-wellness.

MTI Endorsements for Spring Election

This spring's election is very important to education and to public employees.   Last week, MTI's Political Action Committee, MTI-VOTERS, interviewed candidates for Board of Education, Supreme Court and Circuit Court relative to this spring's election. The primary election will be held February 16 and the general election April 5.

MTI has notified (by e-mail) MTI members who contribute to MTI's political action advising them of their **right to vote** on the Committee's recommendations. *Voting will be via electronic ballot*. A link to the survey is also available on the MTI website under "Important Information - Spring 2016 Endorsement Ballot." Those for whom MTI has a personal email address do not need a password. However, a password is required to access the ballot on the website. Contact MTI (257-0491 or mti@madisonteachers.org), or contact an MTI Faculty Representative, EA-MTI Building Representative, or member of the MTI, SEE-MTI, EA-MTI or SSA-MTI Board of Directors for the password.

Voting closes Friday, January 22, at 5:00 p.m.

Our Union Makes Us Strong!
MTI's web page - www.madisonteachers.org
MTI's email - MTI@madisonteachers.org

Professional Development Day February 5

As previously reported, the former WEAC and SWEIO convention days are now District Professional Development (PD) days and no students will be present on those days. *February 5 is a mandatory PD day for all employees in MTI's teacher and educational assistant bargaining units.*

Teachers: All teachers are required at attend PD during the morning, unless approved by District management to attend license-related conferences. Such requests go to Marggie Banker in the District's PD office. *Elementary teachers* have the remainder of the day for individual planning time. *Middle and high school teachers* will participate in whatever PD activities are planned in their schools during the afternoon. Secondary teachers who wish to attend conferences in their licensure area may get such approval from their principal.

EA-MTI: *Members of the EA-MTI bargaining unit also have various options for PD*: a seminar on multicultural practice; in some targeted schools, training regarding responsive classroom and developmental design; in middle and high schools, training regarding youth mental health first aid. SEAs also have the option of attending PD within their own schools, with the building principal determining the PD. Any EAs who have specific questions regarding the February 5 PD should contact Anna Park in the District's student services office.

SSA-MTI: February 5 is a *voluntary day* for employees in MTI's security assistant bargaining unit. Security assistants who have questions regarding PD should contact the District's coordinator of school security services, Luis Yudice.

Important February Deadlines

Salary Advancement Credit for passage over a salary barrier or for salary track advancement, *effective with the beginning of the second semester,* are due in the District's office of Human Resources by 5:00 p.m., **February 1**.

Sabbatical Leave applications for either the first semester of the 2016-17 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 District's office of Human Resources by 5:00 p.m., **February 15.**

## SEE-MTI, EA-MTI & SSA-MTI 2016-17 Holidays - Clarification

District clerical/technical employees, educational assistants & security assistants represented by MTI receive paid holidays on December 24, 25, 31 and January 1. Because these days all occur on weekends next school year, MTI and District representatives have agreed that paid holidays for 2016-17 for the *employees noted above* will be: Friday, December 23, 2016; Monday, December 26, 2016; Friday, December 30, 2016; and Monday, January 2, 2017.

Special Education Plan for Student Services - Meeting Wednesday

In a joint effort to clarify various special education issues, Peg Coyne (MTI Assistant Director) and John Harper (MMSD Executive Director of Student Services) will host a **Q & A session on January 20, 2016.** The meeting will take place from 4:15- 5:15 p.m., at the WEA Member Benefits Building (660 John Nolen Drive, 2nd Floor). This is an opportunity to share current information and discuss the recently proposed Special Education Plan for Student Services. All interested District staff are invited.

MTI 50th/Strike 40th/2011 Protest 5th Anniversary Celebrations

A group of current and retired MTI leaders met on January 7 to discuss how MTI should celebrate its 50th anniversary, the 40th strike anniversary, and the 5th anniversary of the 2011 Act 10 protests. The group will continue to discuss how and when we should celebrate these memorable occasions. Details will be announced in future *MTI Solidarity!* newsletters.
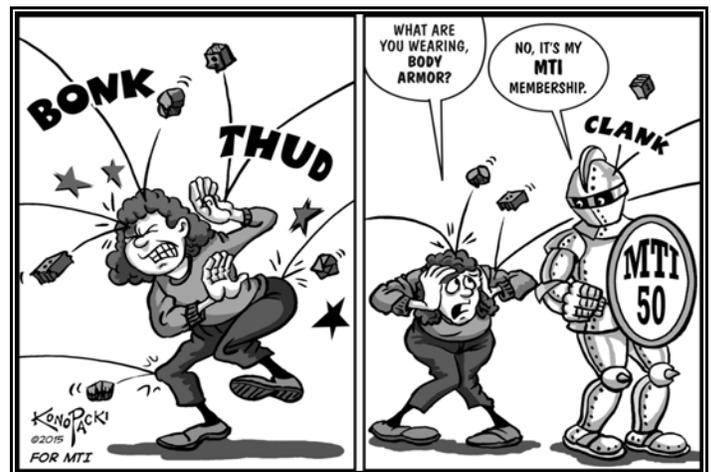
January Calendar

- Tuesday, January 19, 4:15 p.m., SCFL MTI Faculty Representative Council
- Wednesday, January 20, 4:15 p.m., MTI USO-MTI Board of Directors
- Wednesday, January 20, 4:15 p.m., WEA Q&A with Peg Coyne/John Harper
- Monday, January 25, 6:00 p.m., Doyle BOE Regular Meeting
- Tuesday, January 26, 4:15 p.m., MTI MTI Constitution Committee
- Monday, February 8, 4:30 p.m., MTI MTI Board of Directors