



Solidarity!

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MTI Recertification Election Starts Thursday!



Balloting by all District staff who are represented by MTI begins Thursday, **October 27, at noon**. MTI Faculty Representatives are distributing to all MTI-represented staff recertification information and a palm card with specific voting instructions. Information will also be posted in your workplace with directions for voting. **All represented by MTI are eligible to vote.** This includes:

- Union members and non-members;
- 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; 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.**

Recertification Election begins at Noon, October 27, and ends at Noon, November 16. *Stand Together, Vote to Recertify your Union!*

MTI Teacher Unit Election Results

At its October 18 meeting, the **MTI Faculty Representative Council** elected to the MTI Board of Directors **Andy Mayhall** (*Thoreau*) for a one-year term; and elected **Nichole Von Haden** (*Doyle*) and **Pete Opps** (*LaFollette*) for two-year terms. The Board consists of the MTI President, President-Elect, Vice-President, Past-President, Secretary, Treasurer and four at-large positions. Officers are elected by the general membership each April, and two at-large positions by the **MTI Faculty Representative Council** each October.

In other elections, the Council re-elected **Holly Hansen** (*Lapham*) and **Cindy Ball** (*Jefferson*) to the **MTI Cabinet on Personnel**. The Cabinet, which oversees MTI's employment relationship with its staff, consists of four at-large positions elected by the Council, the MTI President and Treasurer, and the Presidents (or his/her designee) from MTI's educational assistant, school security assistant, substitute teacher, and clerical/technical bargaining units.

Elected to the MTI Finance Committee were incumbents **Bruce Bobb** (*Hoyt*), **Holly Hansen** (*Lapham*), and **Nichole Von Haden** (*Doyle*). Terms are for one year.

Elected to the MTI Political Action Committee, MTI VOTERS, were incumbents **Andy Mayhall** (*Thoreau*), **Karen Vieth** (*Sherman*), and **Kathryn Burns** (*Shorewood*). Terms are for two years. In addition, due to vacancies on the Committee, the Council elected **Susan Stern** (*Shorewood*) and **Anne Schoenemann** (*Cherokee*). Terms are for one year.

Finally, two (2) vacancies existed on the MTI Handbook/Bargaining Committee. Elected as a middle school representative was **Joe Bins** (*Jefferson*). The term expires May, 2019. Another vacancy existed for a high school representative. **John Howe** (*West*) was elected. The term expires May, 2017.

Thinking Retirement? Attend an MTI/MMSD Retirement Planning Session

All MMSD employees exploring retirement are invited to attend a Retirement Planning meeting in early November. 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.

**Tuesday, November 1, 2016 OR
Thursday, November 3, 2016**

Doyle Administration Building Auditorium
5:30 p.m. to 7:00 p.m.

General Information - all employees
7:00 p.m. to 7:30 p.m. Teacher Early Retirement
(teachers should attend both)

E-mail chills@madison.k12.wi.us or call Cindy Hills at 663-1697 before October 31, 2016 to reserve your spot. Space is limited so register now.

Get the Word Out! MMSD Operating Referendum on the BACK of the BALLOT!

The District is conducting a \$26 million dollar referendum on the November 8 ballot. This referendum, if successful, will increase the state-imposed revenue limit by \$26 million over the next four years. This additional revenue is required just to maintain expected cost increases in the current budget. Failure to pass the referendum will likely require the District to make additional cuts to programming, staffing, and/or wages and benefits. **Please speak with your family and friends in Madison and encourage them to VOTE "YES" for PUBLIC SCHOOLS!** This referendum is the only item on the **BACK OF THE BALLOT**. If you can volunteer any time between now and election to drop literature or make phone calls to Madison residents, contact Jeff Knight at MTI (knightj@madisonteachers.org) or visit the MTI website under **Elections – Fall 2016** for more information.

Keep Your Own "Personnel" Records

Record keeping 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 Contract 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 supervisor(s) and administrators, and for teachers - individual teacher contracts for each year, licenses, and teaching assignments by year with subjects taught.

MTI Membership Corner

The following meetings, seminars, and workshops are available to MTI members *only*:

MTI/WEA Member Benefits Individual MTI Member Financial Consultations in November. See MTI's web-page (www.madisonteachers.org) to sign-up for a free 30-minute financial consultation. Consultations are held at MTI Headquarters.

MTI/WEA Member Benefits New Professionals Night. Information on Employee Handbook highlights, how to read your paycheck, benefits and salary schedule overview, 403(b) and Wisconsin Retirement System info. **Thursday, October 27, 4:00 p.m.** (invitation emailed to MTI members in their first five years with the MMSD).

USO-MTI (Substitute Teachers) General Membership Meeting and Employee Handbook Update, Thursday, October 27, 4:30 p.m., Labor Temple (1602 S. Park St.).

MTI/WEA Member Benefits Planning for Retirement. If you are within 10 years of retirement, this free seminar can help you understand the different retirement planning solutions available and the implications of the decisions you will make as you approach retirement. **Wednesday, November 30, 6-8:00 p.m.** (invitation emailed to MTI eligible MTI members).

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** with your MTI sisters & brothers. Wear **MTI RED** on **MONDAYS** and **MTI lanyards** everyday!

Calendar of Events

- Monday, October 24, 6:00 p.m., Doyle McDaniels BOE Regular Meeting
- Tuesday, October 25, 4:15 p.m., Labor Temple MTI VOTERS Political Action Committee
- Thursday, October 27, 4:30p.m., Labor Temple USO-MTI General Membership Meeting
- Wednesday, November 2, 4:30 p.m., MTI SEE-MTI Board of Directors
- Monday, November 7, 4:30 p.m., MTI MTI Board of Directors

VOTE—Tuesday, November 8

Our Union Makes Us Strong!

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

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