



Solidarity!

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Vote Now to Recertify and Confirm Your Vote to MTI

MTI's recertification elections began on October 27 and is off to a great start- 100% turn-out is the goal. **MTI Member Organizers across the District are encouraging everyone represented by MTI to vote.** Both members and non-members in all MTI bargaining units are eligible and encouraged to vote in the recertification elections. (MTI continues to represent all of those in all bargaining units on base-wage issues, regardless of membership status). Once you have voted, please notify your MTI Faculty Representative, Member Organizer or MTI Headquarters, and we will remove your name from our recertification election call lists.



MTI retirees and Member Organizers will begin calling those who have not verified that they have voted. Educational assistants will also be making calls to their fellow EAs on November 9 and 14. Anyone wishing to assist with calls to their colleagues should contact MTI (mti@madisonteachers.org) or 257-0491).

Why the big effort to turn out the vote? Two reasons: In the bizarre world of Act 10 recertification elections, *a non-vote counts the same as a "no" vote.* Unlike any other election, Act 10 requires a YES vote by **51% of all eligible voters** to recertify a union. Second, *the larger the turnout, the stronger the message that MTI-represented employees continue to stand together to advocate for the needs of their students and their profession.* Anyone who has not voted is encouraged to vote today. *Together we are stronger, stand together!*

Voting Instructions:

- Call (toll-free) 1-866-458-9862 or log-on to www.aaaelections.org/WERC
- One may vote anytime 24 hours a day, 7 days a week, **between now and noon on November 16.**
- *When prompted*, enter the **first four letters** of your last name.
- *When prompted*, enter the **last four digits** of your social security number.
- *When prompted*, **VOTE YES** for MTI to continue as your Union representative.
- *When prompted*, **CONFIRM YOUR VOTE.** Do not log-off until you see a message thanking you or acknowledging your vote.

Recertification Election ends at Noon, November 16.
Stand Together, Vote to Recertify your Union!

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 the 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.

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.

Parent-Teacher Conferences:



Handbook Language

The terms and conditions of the Employee Handbook relative to Parent-Teacher Conferences provide that **all teachers are required to attend at least two (2) evenings, totaling eight (8) hours, for parent teacher conferences per contract year.** The structure of parent teacher conferences will be determined at the school level. Teachers participating in evening conferences will be provided a compensatory day off (this year November 23) as designed on the school calendar. 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.*

Flexible Spending Account

Now is the time to act. MMSD allows for enrollment in Flexible Spending Accounts to set aside monies, pre-tax, to cover employee contributions toward co-pays, medical / dental / vision expenses, as well as dependent care expenses. One can set aside **the maximum IRS allowance of \$2,550 (per employee) for a Medical Flexible Spending Account and up to \$5,000 (per family) for a Dependent Care Flexible Spending Account.** Remember, however, that money set aside and not used during the plan year for such expenses is lost. **Plan now to use the balance of funds set aside for 2016, before the end of the plan year (March 15, 2017).** These can be used for unplanned expenses such as prescription glasses, hearing devices, prescription medications, or mental health therapy; and to adjust your deposit into your flexible spending account for next year. More information can be found on Employee Benefits Corporation's website (www.ebcflex.com). **The deadline for electing the Flexible Spending Accounts for 2017 is November 15.**

Our Union Makes Us Strong!

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

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Showing Solidarity with Substitute Teachers

Remember to support and thank substitute teachers in your building each and every day. Things don't always go smoothly for substitute teachers and they could often use another staff member to help with any thorny issues that might come up before, during or after an assignment. Some buildings are well known for the way they treat substitute teachers, both good and bad, which often affects how many "unfilled" jobs a given school will have. The shortage of substitute teachers has an impact on the entire building when jobs are unfilled. Additionally, we need teachers and educational assistants to remind our substitute teachers that they should vote in the recertification election starting which is underway through November 16. Since they do not have permanent work sites or co-workers, let's show some Solidarity and help them out! Substitute teaching is a difficult job and can be made even more difficult without support within the building.

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 webpage (www.madisonteachers.org) to sign-up for a free 30-minute financial consultation. Consultations are held at MTI Headquarters.

MTI/Region 6 National Board Certification Support Workshop November 9. For those working on NBC and interested in attending, contact MTI (608-257-0491 or mti@madisonteachers.org).

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).

Calendar of Events

- 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

- Wednesday, November 9, 3-6:00 p.m., MTI
EA-MTI Recertification Phone Bank
- Monday, November 14, 3-6:00 p.m., MTI
EA-MTI Recertification Phone Bank
- Tuesday, November 15, 4:15 p.m., SCFL
MTI Faculty Representative Council
- Thursday, November 17, 4:15 p.m., MTI
USO-MTI Board of Directors

November 24 & 25, Thanksgiving Break