



821 Williamson St. * Madison, Wisconsin 53703-4503 * Phone (608) 257-0491 * Fax (608) 257-1168

Solidarity!

January Paycheck

MTI's Teacher and Substitute Teacher (USO-MTI) Collective Bargaining Agreements provide that the **January 1 paychecks will be deposited on the first banking day in January. This year that will be January 4, given that January 1 is a Federal Reserve Bank Holiday.** A deposit on December 31 would cause one to have to pay taxes on those funds for 2015, i.e. one would pay income tax on 13 months' wages in 2015. Confirmation of the deposit for teachers will be distributed at each person's work location on January 4, the day school resumes after winter break. For substitute teachers, verification of the deposit will be on or about January 4.

Members of MTI's Clerical/Technical (SEE-MTI), Educational Assistants (EA-MTI) and Security Assistants (SSA-MTI) bargaining units' paychecks will be **deposited on December 24.** Confirmation of the deposit will also be distributed at each person's work location on January 4.

Reminder - Employee Wellness Interest Survey Input due December 15

The next step to guide the development of the **MMSD Employee Wellness Program** will be employee responses to the **anonymous Employee Wellness Interest Survey.** The survey began on December 1st. To enable the Joint MTI/MMSD Wellness Committee create programs that align with employee interests, the Committee asks District employees to take part in the survey. The sole purpose of the survey is to guide the development of wellness programming to meet employees' wishes. Please complete the survey by December 15th via the following link <http://mmsd.org/employee-wellness>.

The vision for the Employee Wellness Program is to empower employees to improve their personal well-being. *The program's mission is to provide education, support, and resources to assist employees on their journey of wellness in efforts to improve quality of life, create a work-life balance, and lower healthcare costs.*

Our Union Makes Us Strong!

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

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 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 office of Human Resources by 5:00 p.m., **February 15.**

(Note: If a deadline occurs on a weekend, it is extended to the following Monday.)

Give Hope through Santas Without Chimneys

MTI Cares encourages MTI members to participate in *Santas Without Chimneys*, a project for Madison's homeless children. The effort is organized by the **Autonomous Solidarity Organization (ASO)** which was developed by participants in the 2011 Wisconsin Uprising and continues to support the Madison Community.

Every night, over 1,000 children in the greater Madison area go to sleep without permanent shelter. These children worry that Santa might not visit, because he has no chimney to slide down. *Santas Without Chimneys* is an annual event designed to raise awareness of the impact of poverty in our communities, and deliver personalized gifts **DIRECTLY** to children in need.

If you're interested in donating or volunteering, visit the website:

<http://www.santaswithoutchimneys.org>/or Facebook Page <https://www.facebook.com/SantasWithoutChimneys/> and volunteer to provide gifts or to help with organizing and delivering donations. One can register for specific gifts based on "wish lists" or you can make a cash donation. All donations will go to this project.

Reminder - Ballots for SEE-MTI Board Election Due December 15

Ballots for the SEE-MTI Board of Directors positions which expire on December 31, 2015 are due at MTI Headquarters tomorrow, December 15. Nominated are the following: incumbent **Travis Grover** for President; incumbent **Larry Palm** for Vice-President; incumbent **Jane Ninmann** for Secretary; **Elizabeth Contrucci** for High School Representative; and incumbent **Ann Wersal** and Past President **Kris Schiltz** for Central Administration Representatives. Those elected will be seated at the February 3 SEE-MTI Board Meeting.

Nominations are being solicited for a Middle School Representative on SEE-MTI Board. Interested SEE-MTI members who are assigned to a middle school and interested in representing your co-workers on your Union's Board of Directors are asked to email/call MTI Headquarters. Much important work will be undertaken next year on behalf of MTI and its clerical/technical bargaining unit. *You continue to have a voice, make it heard!*

DPI Licensing Updates - Check your License Expiration

DPI now accepts license applications only **online**. **It is important to review the expiration date of your license and prepare for renewal.** Anyone whose license is not current is in jeopardy of losing their teaching contract, and even be restricted from substitute teaching in Wisconsin public schools. All teachers/substitute teachers are responsible to renew their license before it expires. **Licenses typically expire June 30.** The DPI Licensing website provides a tool which allows one to review their current license(s) and its expiration date(s). Additional information regarding the license renewal process can be found at: <http://tepd.dpi.wi.gov/licensing/elo>.

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.

Winter Break/MTI Office Closed

This will be the last **MTI Solidarity** for 2015. MTI wishes everyone a safe, enjoyable and relaxing winter break. **When you wonder "who cares," rest assured that your Union cares.** The MTI Office will be closed on December 24, 25, 31 and January 1.

Shopping with a Conscience

While shopping for the holidays - and the rest of the year - my hard-earned money won't go to a company that abuses its employees, said an MTI stalwart. He was speaking of **not shopping at Menards, because of their anti-union animus.** Menards' policy is, "The Manager's income shall be automatically reduced by sixty percent (60%) of what it would have been **if a union of any type** is recognized...." Menards also holds "union fighting seminars" for their managers. (Information from The Capital Times.)

Show **Solidarity** with your
MTI Sisters & Brothers.
Wear **MTI red** on
Mondays and
MTI lanyards & buttons
everyday!



MTI wear makes a great holiday gift.

December Calendar

- Monday, December 14, 4:30 p.m., MTI
MTI Board of Directors
- Monday, December 14, Doyle Auditorium
BOE Regular Meeting (6:00 p.m.)
- Tuesday, December 15, 4:15 p.m., MTI
MTI Ad Hoc Committee on Course Alignment

❄️ **December 21-January 1 Winter Break** ❄️

January Calendar

- Monday, January 4, Doyle Room 103
BOE Instruction Work Group (5:15 p.m.)
- Monday, January 11, 4:30 p.m., MTI
MTI Board of Directors
- Monday, January 11, 5:00 p.m., Doyle Room 103
BOE Operations Work Group
- Tuesday, January 12, 4:15 p.m., MTI
MTI VOTERS Political Action Committee
- Monday, January 18, *Martin Luther King Jr. Day*
- Tuesday, January 19, 4:15 p.m., SCFL
MTI Faculty Representative Council