



# MTI Employee Handbook Annual Review Update

February 2020

## **ESEA Living Wage Part 2**

- Meeting scheduled February 12.
- Two years ago, MTI advocated for a \$15 per hour minimum living wage for all MMSD employees. This year we are advocating for additional improvements necessary to provide annual “living wages” to hourly employees engaged in some of the most challenging and important work.
  - MTI is advocating for paid time off for all MMSD staff when schools are closed due to inclement weather or other reasons so that hourly employees do not experience pay docks on these days.
  - MTI is advocating for paid time off for all MMSD hourly staff when schools are closed over winter break, spring break and other days during the school year so that hourly employees do not experience reductions in pay during these periods.
  - MTI is advocating for increased summer employment opportunities for all hourly staff in need of year-round income.

## **Teacher Planning Time and High School Scheduling**

- Meeting scheduled February 13.
- The MMSD is experiencing an acute staffing crisis with many schools unable to fill vacant teaching and SEA positions to cover for absent colleagues or cover for meetings.
- Educators lose planning time and students lose instructional time when school staff are reassigned or combined to provide coverage for absent employees.
- MTI is advocating for sufficient staffing levels to provide coverage for expected absences and will be seeking compensation for staff assigned to cover for absent colleagues.
- MTI is advocating for Employee Handbook defined planning time for all teaching staff.

## **Substitute Teacher Shortage and USO Concerns**

- Meeting scheduled February 27.

- Due to staffing crisis described above, MTI is advocating for benefits and working conditions which will attract and retain the necessary supply of substitute teachers to provide coverage when staff are absent or assigned elsewhere.

### **Handbook Review Items Not Involving Work Groups**

- Meeting scheduled February 26.
- MTI will be bringing concerns related to teacher salary placement, club advisor pay, religious holidays, paid time off following staff injury/assault, National Board Certification stipends, and other issues identified the membership.

### **Shared Leadership and SBLT**

- On hold pending the arrival of a new Superintendent of Schools.

### **School Security Assistant Concerns**

In addition to seeking additional paid holidays and/or vacation days, as well as equitable treatment for emergency closures for all members of the ESEA unit, a Handbook Committee of School Security Assistants will be seeking:

- A wage structure that increases pay for all security assistants and provides additional opportunities for advancement by participating in professional development, training and leadership opportunities.
- Options for additional hours and/or additional workdays to ensure adequate security coverage for after school, evening and weekend events.
- 12-month work options. Summer work can be difficult to find which can create significant financial hardship for SSAs.
- Structural changes that will address consistency across the District for crisis intervention response protocols.