



Solidarity!

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MTI Weighs In on MMSD Health Insurance Considerations

As we advised previously, the MMSD administration is in the process of building two potential budgets for the 2020-21 school year. Under either budget scenario, the District is proposing a budget which provides \$0 for increases in employee benefit costs. The District's current carriers (GHC and Dean) proposed health insurance premium increases ranging from 6.9% to 7.5%, which would cost the District \$4.6 million more than the \$0 increase being budgeted. Given the \$0 budget goal and the projected \$4.6 million increase in health insurance premiums, the District is considering multiple changes to employee health insurance benefits which would reduce costs to the **no increase** budget goal.

Health Insurance Changes Being Considered By the District

- Moving future MMSD retirees from MMSD group health insurance coverage to coverage available via the Department of Employee Trusts Funds (ETF) Local Annuitant Health Program.

- Changing insurers from GHC to Quartz, forcing those currently covered by GHC to switch to Quartz or Dean (Dean would continue to be offered).
- Shifting increased health insurance costs from the District to employees by doubling the employee premium contributions (EPC).
- If MMSD remains with Dean/GHC, add \$100 single, \$250 family annual deductible to plan.

After researching the options and collecting member feedback, MTI leadership shared the union's concerns with all of the options being considered with District administration and BOE members last Friday (March 6). All MTI members received an e-mail blast detailing those concerns last week. The BOE Operations Work Group is scheduled to meet today (March 9) to further discuss health insurance options. A final decision expected to be made at the March 23 BOE meeting. As these discussions continue, MTI members should watch for additional updates, including potential calls to action.

Surplus Process for Teachers and Educational Assistants

The District has sent staffing workbooks to all principals advising them of their allocations for the 2020-21 school year. These allocations include reductions at certain schools due to projected changes in enrollment and other factors. Reductions in allocation can result in staff receiving notice of surplus. Surplus notices can be issued up to **July 1 for teachers** and up to **June 1 for educational assistants**.

A surplus occurs within a school when there are more teachers or other educational support staff than there are allocated positions available at the school within the same bargaining unit or certification area. A surplus notice indicates that a staff member's position at the school is no longer available, but that there will be a position available elsewhere in the District within the same bargaining unit or certification area.

A surplus is not the same as a layoff. With a layoff, there is a determination that there is not a position available anywhere in the District. The District has indicated a need for possible layoffs and intends to make those decisions (if needed) between late March and mid-April.

Being declared surplus can be a stressful situation for many employees and MTI staff are available to assist **MTI members** with any questions and concerns during the surplus/reassignment process. Updated surplus information is available at the "surplus" link on MTI's website: www.madisonteachers.org.

Save the Date!

MTI General Membership Meeting - March 25

MTI has scheduled a **General Membership Meeting** on **Wednesday, March 25**, from **500-7:00p.m.** (*pre-meeting social with food starting at 4:15 p.m.*). The meeting will take place at the **Madison Labor Temple** (1602 S. Park Street). **ALL** members of **MTI's Teacher, ESEA, and USO** bargaining units are invited to attend.

The tentative agenda for the meeting is to:

- Celebrate our successes
- Seek feedback from members
- Plan for the future

Save the date and watch for more information in coming weeks.



ESEA-MTI Membership Meeting March 18; Election of Officers

Members of MTI's Educational Support Employees Association bargaining unit (ESEA-MTI) will meet on **Wednesday, March 18**, commencing at 4:15 p.m., at MTI. There are many issues of importance to discuss, including nominations for positions on the ESEA-MTI Board of Directors (President, Vice-President, Secretary, and six At-Large positions).

Members of ESEA-MTI may make nominations by contacting Assistant Director Eve Degen degene@madisonteachers.org. Nominations will also be taken from the floor at the March 18 meeting. If all the positions are uncontested, i.e., only one person is nominated for a position, the election will occur at the ESEA-MTI General Membership meeting, whereby said nominees will be voted in by acclamation.

2020-21 MTI Budget and Approval Process

On **March 11**, the MTI Finance Committee will meet to review recommendations for the 2020-21 MTI budget. Pursuant to MTI Bylaws, the MTI budget is presented to the **MTI Faculty Representative Council (FRC) at their March 17 meeting**. The meeting will commence at 4:30 p.m., at MTI. **All MTI members, from all bargaining units, are welcome to attend the March 17 MTI budget presentation to learn more about the proposed 2020-21 MTI budget and the work of their Union.** Following the presentation at the March 17 FRC meeting, MTI Bylaws require that the budget next be presented for approval at a meeting of **MTI's Joint Fiscal Group (JFG)**. The JFG is comprised of representatives of all three (3) MTI bargaining units. That meeting is anticipated to take place at the April 28 FRC meeting. Additional information will be shared with members as the MTI budget approval process continues. Any members who have questions about the MTI budget are welcome to contact MTI Executive Director Doug Keillor at: keillord@madisonteachers.org.

Join MTI-CENTRS Saturdays for Racial Justice Series—March 21

MTI-CENTRS is partnering with NEA's Human and Civil Rights Department to offer a series of racial justice-focused sessions. The next session, **Facilitating Critical Conversations**, is **March 21**, from 8:30-3:30 p.m. Breakfast and lunch are provided. Sessions are led by national trainers and are **free to members**. Professional advancement credit is available. MTI Members attending 3 or more qualify for a stipend. MTI-CENTRS is an NEA GPS-funded grant. Questions? Contact Kerry Motoviloff at: kmotoviloff@madisonteachers.org. Sign up at: <http://www.madisonteachers.org/mti-centrs/>.

Future topics include: April 18: *Social Justice Teaching 101* (at the Goodman Center); and May 16: *Racial Equity Tools and Activism*.

MTI Cares Bowl-A-thon

Sunday, April 19
12:00 noon—3:00 p.m.
Village Lanes - Monona
(208 Owen Road)
Sign up on the MTI website



MTI Membership Opportunities

The following meetings, seminars, and workshops are available to all MTI members.

MTI & WEA Member Benefits: Financial Services for all MTI Members

MTI and WEA Member Benefits will be providing more opportunities to enhance the financial well-being of all *MTI members and non-members*. Check the MTI website (www.madisonteachers.org) to sign-up for seminars.

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In addition, for members only, **Steve Pike** (retired teacher and current WEA Member Benefits Consultant) is available for a **free 60-minute financial consultation**. This is ideal if you are just getting started, have specific questions, or would like a quick check-in. It's a convenient way to meet with someone face-to-face to get some general help or guidance. Consultations are held at MTI Headquarters.

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MTI National Board Certification Training Workshops for Teachers. MTI members pursuing National Board Certification are invited to participate in monthly NBC support workshops. The next session is **March 11**, at 5:30 p.m., at MTI.

MTI members in need of assistance: See your MTI Faculty Representative or contact MTI staff (608-257-0491 or mti@madisonteachers.org) should you have a question or need assistance with **any work-related matter**.

Calendar of Events

MTI Special Education Committee
March 9, 4:00 p.m., MTI

MTI Board of Directors
March 10, 4:30 p.m., MTI

MTI Finance Committee
March 11, 4:30 p.m., MTI

National Board Certification Training
March 11, 5:30 p.m., MTI

USO-MTI Board of Directors
March 12, 4:15 p.m., MTI

MTI Cabinet on Personnel
March 16, 4:30 p.m., MTI

MTI Faculty Representative Council
March 17, 4:45 p.m., MTI

Spring Break March 30 - April 3

Our Union Makes Us Strong!

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