



821 Williamson Street • Madison, Wisconsin 53703-4503 • Phone (608) 257-0491 • Fax (608) 257-1168

Solidarity!

Sick Leave Bank Assessment

The Sick Leave Bank (see Section VII-G of MTI's Teacher Collective Bargaining Agreement) **is an innovative and progressive Contract provision. Because of its value to those in need, unions across the country have tried to emulate it. A sign of Union solidarity, the Sick Leave Bank (SLB) has provided income to many teachers who otherwise would go without.**

The SLB was created by MTI's 1980 negotiations, with each member of MTI's teacher collective bargaining unit donating three sick days to fund the "Bank". The Sick Leave Bank *acts as a short-term disability policy for teachers needing to be off of work for medical reasons and who have consumed their earned sick leave.* SLB benefits begin after a teacher has been absent eleven (11) consecutive work days and has exhausted his/her Personal Sick Leave Account. SLB benefits are payable for a maximum of forty-four (44) days, or until the Contract provided long term disability benefit begins, whichever occurs first. **The SLB Contract provision enables pay at 100% of the individual's daily rate of pay for each work day from the SLB.** *Without the SLB, teachers without sufficient sick leave to cover an extended illness would be forced to go without pay until long term disability benefits begin when one is absent for 55 work days; i.e. until one qualifies for long term disability coverage.*

Teacher recipients are not required to "repay" the bank for days withdrawn; rather all teachers are assessed an additional day from their personal sick leave account, when the balance of days in the SLB drops below the contractually defined threshold of six (6) days per teacher. *To help offset the need for assessment, MTI negotiated that 80% of the unused sick leave of the Retirement Insurance Account of one who resigns or dies is transferred to the SLB.* This has minimized the need for members of the bargaining unit to be assessed days to fund the Bank.

The SLB is yet another way that, through our collective efforts, MTI members are able to assist each other.

Given that the Sick Leave Bank balance has now dropped below the contractual minimum, ***all teachers will be assessed one earned sick leave day on their February 1 paycheck.*** Teachers who do not have at least one sick day in their personal sick leave account may be docked one day's pay on the February 1 paycheck. This is only the fourteenth (14th) time in the thirty-two (32) year existence of the SLB that an assessment has been necessary.

The SLB is part of the Union's comprehensive Contract provision "***Income Continuation Plan***", which includes a **Retirement Insurance Account (RIA) by which one's contractually provided insurance premiums can be paid following retirement from one's earned, but unused sick leave.** One can earn 200+ days in his/her RIA. The RIA benefit is calculated by multiplying the number of earned, but unused sick leave days by one's daily wage at retirement. *The Income Continuation Plan dovetails one's sick leave earning, accrual and use; long term disability insurance; and insurance payments upon retirement (see Contract Sections VI-A and VII-G).*

American Education Week November 11-17

To further reinforce American Education Week's theme, each day of the week will spotlight the different people who are critical in building public schools for the nation's 50 million K-12 students. American Education Week's celebration days include:

■ **Monday, November 12, Veterans Day.** Schools nationwide will observe the armed service veterans that served this country. AEW dates back to World War I and was created as a way to generate public support for education.

■ **Tuesday, November 13, Parents Day.** Schools will invite parents into the classroom for a hands-on experience of what the day is like for their child.

■ **Wednesday, November 14, Education Support Professionals Day.** Individuals who provide invaluable services to schools are recognized for their outstanding work.

■ **Thursday, November 15, Educator for a Day.** Community leaders will be invited to serve as educators to get a glimpse of a day in the life of a school employee.

■ **Friday, November 16, Substitute Educators Day.** This day honors the educators who are called upon to replace regularly employed teachers.

To help plan American Education Week's celebration days, NEA has a free online toolkit available at www.nea.org/aew, complete with promotional materials, activity ideas, and downloadable templates.

Our Union Makes Us Strong!

MTI's web page - www.madisonteachers.org

MTI's email - MTI@madisonteachers.org

How Cold Is *Too Cold*?

With the return of winter to our fair city, temperatures have and will continue to plunge to freezing levels. When schools and other large buildings experience several days of sub-zero temperatures, heating systems strain to keep rooms warm. Classrooms frequently feel too cold. What can be done? Wisconsin Administrative Code, Chapter 64, states that “[T]he heating system shall be designed to maintain a temperature of not less than ... **67 degrees Fahrenheit for classrooms and offices in schools and other places of instruction.**”

Staff who experience heating problems in District classrooms or offices should immediately contact their building administrator and custodian for assistance. Whether the heating systems are insufficient, improperly installed or simply old cannot excuse schools/offices being too cold. The cost of energy is of concern to us all, and MMSD, like every other school district in Wisconsin, is experiencing financial problems because of the state-imposed revenue controls. This impacts funds for heating fuel, so energy must be used wisely. However, students and staff are entitled to a proper learning and working environment.

Members seeking the Union’s assistance should contact **Eve Degen** (degene@madisonteachers.org).

Inclement Weather & Closing School

All five MTI Collective Bargaining Agreements with the District contain provisions which deal with the impact on members should schools be closed. Given winter’s severe weather, these Contract provisions are called to the attention of those who are represented by MTI.

The pivotal Contract is that governing members of MTI’s teacher bargaining unit. Section V-K provides that *should schools be closed or the opening of school delayed, that notice will be on local radio stations by 6:30 a.m.* Should school be closed, *teachers will be compensated for the day on their regular monthly payroll check.* Section V-K of MTI’s Teacher Contract also covers therapy assistants, interpreters, science materials specialists and special needs nurses.

Bilingual Resources Specialists: BRS are governed by Addendum H of MTI’s Teacher Contract. Under this addendum, BRS who are tardy or absent due to inclement weather are allowed to receive compensation by using personal illness leave or electing to makeup the time by performing their regular duties or participating in staff development/training opportunities offered by the District.

EA-MTI: The EA-MTI Contract provides that EAs are allowed the **option of using personal illness leave to receive payment for time missed due to school closings, along with being able to be paid up front provided one makes up the missed time by attending District-provided staff development/training or by performing her/his regular duties by one week following the end of the school year.**

SEE-MTI: The SEE-MTI Contract provides that when a member of the SEE-MTI bargaining unit is absent from work for more than one hour on a “snow day”, or other emergency school closing, in addition to vacation time and compensatory time, the employee shall have the option to use **floating holidays** or **personal illness leave** to receive compensation for such days. In addition, said individuals are provided the option of receiving pay for the snow day **during the payroll period in which the snow day occurs** (without utilizing any accrued time) provided the employee makes-up the time by attending District offered **staff development/training** opportunities by the end of the school year. Said individuals will also continue to have the option to make-up the time by performing their regular duties provided they have their supervisor’s approval.

SSA-MTI: The SSA-MTI Contract provides the options of using **personal illness or floating holiday time to receive payment for time missed, along with being able to be paid up front provided one makes up the missed time** by attending District provided staff development/training or by performing her/his regular duties by one week following the end of the school year.



Calendar of Events

- **Monday, November 12, 4:30 p.m., MTI**
MTI Board of Directors
- **Tuesday, November 13, 4:15 p.m., MTI**
MTI VOTERS Political Action Committee
- **Tuesday, November 20, 4:30 p.m., SCFL**
MTI Faculty Representative Council
- **November 22/23, THANKSGIVING BREAK**
- **Tuesday, December 4, 4:15 p.m., MTI**
MTI Special Education Sub-Committee
- **Monday, December 10, 4:30 p.m., MTI**
MTI Board of Directors



As a show of
SOLIDARITY, wear
MTI RED every
MONDAY!