



Solidarity!

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Reminder: Health Insurance Annual Choice/Open Enrollment Deadline November 30

MTI's various Collective Bargaining Agreements with the District provide that between October 15 and November 15 (*this year the deadline has been extended to November 30*) there will be an annual choice to switch health insurance providers, between/among the insurance carriers named in each of the Contracts. Members of MTI's bargaining units *now* have their choice among **FOUR** insurers - **GHC, Physicians Plus, Dean Health Plan and Unity**. The District has canceled coverage via Physicians Plus effective June 30, 2013. *For this reason, there will be a second open enrollment in the Spring of 2013. That means, among the other options, that anyone who is currently covered by Physicians Plus will have another opportunity to enroll in one of the other options.*

ANNUAL CHOICE is the period during which MTI represented employees who are already covered under an MTI negotiated District health insurance plan *may choose, without having to prove insurability, an alternate plan which is available under one of MTI's Collective Bargaining Agreements.* Implementation of new coverage for this fall's open enrollment will be effective **January 1, 2013.**

OPEN ENROLLMENT is available as a result of gains made during MTI's 1999 negotiations. Enrollment in health insurance is available to any employee who is benefit eligible (*an assignment of 19 hours per week or a teacher contract of at least 50%*). Those with health insurance who have **an eligible dependent, who is not now covered, may enroll that dependent during this period.** The effective date for all new coverage is **January 1, 2013.**



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

Reminder: Leaves of Absence Deadlines

Pursuant to Section VI-B (Leaves of Absences) of MTI's "Teacher" Collective Bargaining Agreement, all *non-medical leaves except academic, adoption and childrearing leaves, must be for a minimum of one full school year* and must commence at the beginning of the first semester. Academic or childrearing leaves must be for a minimum of one semester. Leaves and leave extensions are granted to teachers as follows:

Initial Request: One semester (academic or childrearing). **Extension:** One extension will be allowed for the semester following the semester of the initial leave, unless the initial request is for the second semester or the school year, then the extension must be for the entire school year.

Initial Request: One full school year. **Extension:** One extension consisting of the following school year.

Requests for an academic or childrearing leave of absence for the second semester of the 2012-13 school year are due by **DECEMBER 1, 2012.**

Other than for academic leaves of absence or extension of same, leave of absence requests for the first semester or the full school year for 2013-14, or to extend a leave of absence, must be made in writing through the principal/supervisor to Human Resources by **March 1, 2013.** A request for an academic leave or for an extension of same must be made to the Department of Human Resources by **May 1, 2013** for the first semester or the ensuing school year.

Given that one remains represented by MTI and has benefits available while on leave, partial dues for the period one is on leave can be paid either during the leave or upon return.

Our Union Makes Us Strong!

MTI's web page - www.madisonteachers.org

MTI's email - MTI@madisonteachers.org

Be Aware, Be Very Aware: Board Policy 4221

MMSD Board Policy 4221 references the use of physical restraint and seclusion when disciplining a student. The Board's policy provides examples of physical intervention which the Board considers unreasonable (i.e. the District has zero tolerance). *Because of the over-harsh implementation of the Policy, MTI advises that members refrain from making any physical contact with students.*

Although MTI can assist one in contesting an unjust allegation, any incident involving student contact that is deemed unnecessary by the District under the strict standards of Board Policy 4221 is usually met with a full-scale District investigation. This investigation often takes place before the employee is even aware of a claim. In nearly every case, a letter of expectation or some form of disciplinary letter is placed in the employee's personnel file. **The only way to prevent this is to avoid contact with students unless there is significant concern that a student is likely to cause harm to him/herself or to someone else.** *Merely tapping a student on the shoulder or guiding them by the arm or shoulder may be perceived by District management as unnecessary.*

In any case where student contact occurs or is alleged, call MTI (257-0491) for assistance before proceeding or answering any questions. **One has a right to representation in such a meeting.**

One can review this policy online at: <https://boeweb.madison.k12.wi.us/policies/4221>.

Memorial High School Evening Meal Program Aims to Reduce Achievement Gap

Often one does not realize how information gathered may be used to benefit others when the information is first received. Such is the case of the Memorial High School Evening Meal Program. Several years ago, **Art Camosy**, MTI Vice President and MTI's Senior Faculty Representative for Memorial High School, attended a lecture given by Columbia Teachers' College Professor **Richard Rothstein**. The lecture was sponsored by MTI, State Representative **Cory Mason** (Racine), and several entities within the UW. Professor **Rothstein** spoke about the impact of poverty on learning, citing, among other things, that a lack of medical and dental care result in lack of readiness for school, one of the causes of an achievement gap for the children growing up in poverty.

According to Rothstein in his book, *"Class and Schools: Using Social, Economic, and Educational Reform to Close the Achievement Gap"* (www.epi.org/publication/books_class_and_schools/), children of high school drop-outs probably know 400 words by the time they enter school; children of high school graduates 1600 words; and children of college graduates 2400 words. *That preparedness deficit added to poor nutrition and lack of regular meals makes it almost impossible for a child to catch up with his/her peers who do not experience the described complicating factors.* **Rothstein** states, *"Low-income kindergartners whose height and weight are below normal children for their age tend to have lower test scores Indeed, the relationship between good nutrition and*

achievement is so obvious, that some school districts, under pressure recently to increase poor children's test scores, boosted caloric content of school lunches on test days."

Having heard **Rothstein's** passion on the impact of poverty on nutrition, and nutrition on the achievement gap, **Camosy** approached MTI Executive Director **John Matthews** about providing an evening meal at Memorial. Matthews approached United Way President **Leslie Howard**, who was excited about the idea and offered UWDC support. MTI and United Way met last spring with various Memorial staff, students, parents and community members to get the project rolling. The Memorial Evening Meal Project got under way. **Matthews** also contacted Madison Mayor **Paul Soglin** to ensure appropriate bus transportation. Kick-off was last Monday, with 100 meals served and the number of participants rising. *Added benefit to the students participating is tutoring by upper level students and teachers, all of whom are volunteering their time and talents.* Thanks to the progressive **Memorial Principal Bruce Dahmen**, who not only has worked with Camosy to make the project a reality, but whose efforts in working with others in the District have made the Evening Meal Program an instant success. **Camosy's** idea is sure to spread to other schools. *It's impact on the achievement gap is certain.*

Two Great Entertainment Opportunities

On Monday, November 19, the South Central Federation of Labor will replay **Bill Moyers'** episode, *"Is Labor a Lost Cause?"*, perceived as a classic in its own time. Moyers' guests include **Stephen Lerner** (architect of SEIU's *Justice for Janitors Campaign*) and **Bill Fletcher, Jr.** (author of *"They're Bankrupting Us!": And 20 Other Myths About Unions"*).

"The Cradle Will Rock" will play at UW's Mitchell Theatre, November 16 - December 8 at 7:30 p.m. (Sundays at 2:00 p.m.) This work is based on a 1937 musical, set in "Steeltown, USA" and is a Brechtian allegory of workers forming a union amid corporate corruption and greed. *"Cradle" will lift your spirits and affirm your commitment to economic and social justice. It might even remind you of February & March, 2011!*



Calendar of Events

- **Tuesday, November 20, 4:15 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