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Solidarity!

January Paycheck

MTI's Teacher and Substitute Teacher Collective Bargaining Agreements provide that the **January 1 paycheck is to be deposited on the first banking day in January. This year that will be January 2, given that January 1 is a Federal Reserve Bank Holiday. Depositing December 31 would cause one to have to pay taxes on those funds for 2012, i.e. one would pay income tax on 13 months' wages in 2012.** Confirmation of the deposit will be distributed at each person's work location on January 7, the day school resumes for teachers, and mailed to substitute teachers on or about January 7.

Members of MTI's Clerical/Technical (SEE-MTI), Educational Assistants (EA-MTI) and Security Assistants (SSA-MTI) bargaining units' paychecks will be **directly deposited on December 28.** Confirmation of the deposit will be distributed at each person's work location on January 7.

Infinite Campus

As the District contemplates consequences for those teachers who are not using Infinite Campus, **MTI has heard from several members about the difficulty in meeting this District expectation.** District Assistant Superintendent **Joe Gothard** sent a letter to all middle and high school teaching staff in late August, mandating that they use the grade book within IC and enter grades at least once weekly. *While this poses challenges across the board, it has been especially difficult for specials teachers as they see literally hundreds of students each week.*

MTI Executive Director **John Matthews** and Assistant Director **Sara Bringman** have spoken with **Gothard about how to alleviate this burden for specials teachers.** Gothard reports that he has spoken with principals and shared this message: *"If specials teachers have large classes, and/or an A/B day (schedule), they would not be held to the standard of weekly input. At a minimum they should be using it for progress and grade reports."* Gothard's accommodation should help allay concerns among specials teachers for not following the District's earlier mandate.

Our Union Makes Us Strong!

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

Teacher Retirement and TERP Deadline February 15

In order for one to be eligible for the **MTI-negotiated Teacher Emeritus Retirement Program (TERP)**, he/she must be a full-time teacher, at least 55 years old, with a combined age (as of August 30 in one's retirement year) and years of service in the District totaling at least 75. (For example, a teacher who is 57 and has eighteen (18) years of service to the MMSD would be eligible: 57 + 18 = 75.) **Teachers who are younger than age 55 are eligible if they have worked for the MMSD at least 30 years.** Up to ten (10) *part-time teachers* may participate in TERP each year *provided* they have worked full-time within the last ten (10) years and meet the eligibility criteria described above.

Retirement notifications, including completed TERP agreements, are due in the District's Department of Human Resources no later than February 15. Appointments can be made to complete the TERP agreement and discuss insurance options at retirement by calling the District's Benefits Manager, **Sharon Hennessy** at 663-1795.

MTI was successful in negotiations for the 2009-13 and 2013-14 Contracts in negotiating a guaranteed continuance of TERP. **Thus, MTI members can be assured that TERP runs through 2014 and not feel pressured into retirement before they are ready.**

MTI Assistant Director **Doug Keillor** is available to provide guidance and/or to provide estimated benefits for TERP, insurance continuation, application of one's Retirement Insurance Account, WRS and Social Security. Call MTI Headquarters (257-0491) to schedule an appointment.

An MTI-retired member recently sent a note along with her dues payment, **"Our Union is Awesome!"**

Perhaps she was referencing **Union-achieved** weekends off, 8 hour workday, duty-free lunch, sick leave, bereavement leave, personal days, FMLA, worker's compensation, TERP, earned & unused sick leave to pay for insurances during retirement, WRS, health-dental-life-disability insurances, due process and just cause protection from wrongful discharge and discipline



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

The Americans With Disabilities Act

The federal **Americans with Disabilities Act (ADA)** prohibits discrimination on the basis of disabilities. It requires that *reasonable accommodations be provided by employers to enable people with disabilities to participate as fully as possible in their employment environment(s).*

In 2008, Congress passed amendments to the ADA Act of 1990, which became effective on January 1, 2009. The improved Americans with Disabilities Act as Amended (ADAAA) law clarifies who is covered under the law. *The changes were made in response to federal appellate court decisions that continually narrowed ADA protections by imposing ever higher, more onerous standards on employees in meeting the qualification standards under the original ADA.*

The revised definition of “**disability**” more broadly encompasses disabilities that substantially limit a major life activity. Congress clarified the definition of a disability to state that, “*An impairment that substantially limits one major life activity need not limit other major life activities in order to be considered a disability*”; and, “*An impairment that is episodic or in remission is a disability if it would substantially limit a major life activity when active.*” The amended language also states that mitigating measures, including assistive devices, auxiliary aids, accommodations, medical therapies and supplies, (other than eye glasses and contact lenses) have no bearing in determining whether a disability qualifies under the law.

The effect of the 2008 amendments to the Americans with Disabilities Act is to make it easier for an employee seeking protection under the ADA to establish that he or she has a disability within the meaning of the ADAAA.

MTI has assisted many members with ADA issues. Anyone with questions regarding the ADAAA, should contact MTI Assistant Director **Eve Degen** (degene@madisonteachers.org) at MTI Headquarters.

The Foundation for Madison's Public Schools - Evjue Combined Grants Competition

Thanks once again to the *generosity of the Foundation for Madison's Public Schools and the Evjue Foundation*, MMSD teachers and certified staff have the opportunity to apply for up to \$10,000 to support innovative and creative projects for their classroom, school, or for joint projects in partnership with other schools and community organizations. **Applications are due Monday, January 14th, 2013.**

The updated and simplified materials are available on the Grants and Fund Development Office website (www.madison.k12.wi.us/grants).

Click and Shop Union: Affirm Your Values for the Holidays

Union-made goods and services are now available online for the public to view and buy. The **Union Label & Service Trades Department of the AFL-CIO web site features all union-made gifts.** Americans will spend \$1 trillion by December 1. Imagine the impact if just a fraction of those dollars goes towards products made by our union brothers and sisters. Current offerings include clothes, shoes, computers, greeting cards, housewares, sports equipment, toys and games. Millions of good family-supporting jobs have disappeared from the U.S. economy. You can save money and jobs by looking online for “Union-made Products” or “AFL-CIO Union Products”. **Take a stand and make a difference!** Support good jobs by buying Union-made goods and services when holiday shopping. **Solidarity!**

EA-MTI: Demand Your Lunch Time!

The EA-MTI Collective Bargaining Agreement, Section VI-J, states, “*Educational assistants working four (4) or more hours per day shall be provided one-half (½) hour unpaid duty-free lunch.*” There is no equivocation in that section of the Contract. Should one work more than four hours, one *shall* be provided a duty-free lunch. Even if one is on a morning-long field trip, one still has the right to take a duty-free lunch.

Unfortunately, all too frequently, members of the EA unit have a schedule created which requires them to work through their lunch. Agreeing to work said schedule undercuts this hard-earned right. If you have had a schedule created which requires you to work through your lunch, demand it be redone. Members with questions should contact Assistant Director **Eve Degen** (degene@madisonteachers.org).



Calendar of Events

- **Monday, November 26, 6:00 p.m.,** McDaniels Auditorium
BOE Regular Meeting
- **November 29-December 8,** UW Mitchell Theatre
The Cradle Will Rock - A Pro-Union Musical
(www.utmadison.com)
- **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
- **December 24 - January 4** Winter Break