



Solidarity!

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Martin Luther King, Jr. Holiday January 21

As a result of MTI's successful negotiations several years ago, all District employees now have a paid holiday, a day off, in recognition of the accomplished civil rights leader **Martin Luther King, Jr.** Given the terms of MTI's various Contracts with the District, members of MTI's teacher, educational assistant, clerical/technical, and school security assistant bargaining units will be paid for the day. MTI encourages members' observance of this important holiday which signifies the importance of Dr. King's legacy.

"The labor movement was the principal force that transformed misery and despair into hope and progress. Out of its bold struggles, economic and social reform gave birth to unemployment insurance, old age pensions, government relief to the destitute, and above all new wage levels that meant not mere survival, but a tolerable life."

Dr. Martin Luther King, Jr.

Important February Deadlines

Salary Advancement Credit for passage over a salary barrier or for salary track advancement, effective with the beginning of the second semester, are due in the office of Human Resources by 5:00 p.m., **February 1.**

Sabbatical Leave applications for either the first semester of the 2013-14 school year or for the entire school year are due in the MTI Office by 5:00 p.m., **February 1.**

Teacher Retirement and Teacher Emeritus Retirement Program (TERP) enrollment applications are due in the office of Human Resources by 5:00 p.m., **February 15.**

MTI Members Eligible for Historic Home Refinancing Benefits

Once again, MTI has negotiated a significant arrangement with WPS Community Bank for home mortgage refinancing applications between **January 2 and January 21, 2013.** Reducing your mortgage payment will help offset the loss in take-home pay caused by Governor Walker's budget repair bill. With this agreement, MTI members can refinance home mortgages at historically low interest rates, **with little or no closing costs.** It is available to you even if you have recently refinanced your home

loan. All MTI, EA-MTI, SEE-MTI, USO-MTI, SSA-MTI and Middleton-MTI members are eligible. Visit WPS Community Bank online at www.bankwps.com/mti or call 608-224-5500.

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).



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

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.*

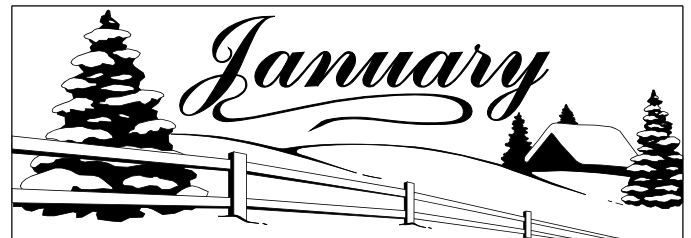
Teacher recipients are not required to "repay" the bank for days withdrawn; rather all teachers are assessed an additional day from their personal sick leave account, when the balance of days in the SLB drops below the contractually defined threshold of six (6) days per teacher. *To help offset the need 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).*



- **Monday, January 7, Doyle Room 103**
MMSD BOE Student Achievement & Performance Subcommittee (5:30 p.m.)
- **Tuesday, January 8, 4:15 p.m., MTI**
MTI VOTERS Candidate Interviews
- **Wednesday, January 9, 4:00 p.m., MTI**
EA-MTI Board of Directors
- **Thursday, January 10, 4:15 p.m., MTI**
Special Education Subcommittee
- **Monday, January 14, 4:30 p.m., MTI**
MTI Board of Directors
- **Monday, January 14, Doyle Room 103**
MMSD BOE Planning and Development Subcommittee (5:00 p.m.)
MMSD BOE Operational Support Subcommittee (6:00 p.m.)
- **Monday, January 21**
Martin Luther King, Jr. Day
- **Wednesday, January 23, 4:15 p.m., MTI**
USO-MTI Board of Directors
- **Monday, January 28, Doyle McDaniels Auditorium**
BOE Regular Meeting (6:00 p.m.)

Our Union Makes Us Strong!

MTI's web page - www.madisonteachers.org

MTI's email - MTI@madisonteachers.org