



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

# Solidarity!

## What Does Your MTI Contract Do for You? *Just Cause*

**JUST CAUSE** does not mean “*just because*”. It sets standards and procedures which must be met before an employee can be disciplined or discharged. Fortunately, for those in MTI’s bargaining units, all have protection under the **JUST CAUSE STANDARDS**. They were negotiated by MTI to protect union members.

There are seven just cause tests, and an employer must meet all seven in order to sustain the discipline or discharge of an employee. They are: notice; reasonableness of the rule; a thorough and fair investigation; proof; equal treatment; and whether the penalty reasonably meets the alleged offense by the employee.

MTI’s various Contracts enable a review and binding decision by a neutral arbitrator as to whether the District’s action is justified and the burden of proof is on the District.

These steps are steps every employer should have to follow. They are not, but MMSD must follow them because of MTI’s Contracts. *Governor Walker’s Act 10 destroys these protections. MTI is working to preserve them.*



## February & March 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.**

**Temporary Reduction of Contract to Part-Time with the Right to Return to Full-Time** (see Contract Section IV-W). Full-time teachers who wish to work part-time may do so for one year and have the right to return to full-time regular employment commencing with the subsequent school year. Requests for participation must be made in writing to the District’s office of Human Resources on or before **March 1 for the 2013-14 school year.** *Reducing one’s contract without doing so by using this contract provision has major negative implications. Members considering this are urged to contact MTI Headquarters (257-0491).*

## SEE-MTI Election Results

Election results for MTI’s Supportive Educational Employees bargaining unit (SEE-MTI) have been tabulated. Elected to the SEE-MTI Board of Directors are: President - **Kris Schiltz** (Information Services); Vice President (Schools) - incumbent **Larry Palm** (Innovative & Alternative Programs/Lapham); Vice President (Central Admin) - **Chris Burch** (Information Services); Secretary - incumbent **Jane Ninmann** (Leopold); Unit Representative/Elementary School - incumbent **Ann Jesse-Schwabe** (Thoreau); Unit Representative/Middle School - **Richerra Zimmerman** (Sennett); and Unit Representative/Central Admin - incumbent **Jeannine Retelle** (Information Services).

Elected to the Negotiation Team are: Elementary School Representative - incumbent **Dena Jenks** (Stephens); and Central Admin Representative - **Travis Grover** (Information Services). There is currently a vacancy for Middle School Representative on the SEE-MTI Negotiation Team.

## Our Union Makes Us Strong!

MTI’s web page - [www.madisonteachers.org](http://www.madisonteachers.org)

MTI’s email - [MTI@madisonteachers.org](mailto: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.

## **Nonrenewal of Contract**

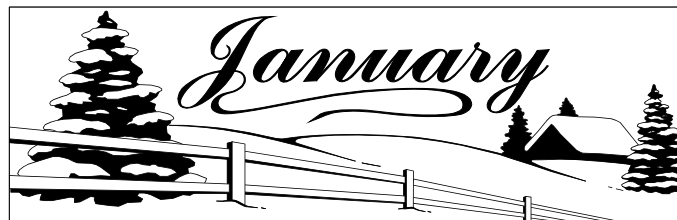
Sections IV-I and IV-J of the MTI Teacher Collective Bargaining Agreement set forth the **procedures which principals are contractually required to use when management notifies a teacher that he/she is being considered for non-renewal of contract.** By Contract, the District is obligated to advise a teacher **before March 1, if they are considering non-renewal.** Under Wisconsin State Statutes, such a notice must be delivered to the teacher on or before **March 15.** Such notice could also be on one's **February 15** evaluation.

**MTI staff should be present at any and all meetings** between the teacher and any administrator in this regard, given that the meeting may indeed affect the teacher's continued employment status. **The teacher has the legal right to MTI representation and does not have to begin or continue a meeting without representation.** See the reverse side of your MTI membership card.

A request for a hearing before the Board of Education must be submitted within five days of the teacher's receipt of the notice that the Board of Education is considering non-renewal of the teacher's contract. **It is extremely important for any teacher receiving such a notice to immediately contact MTI.**

## **District Errors in Teacher Payroll**

The District failed to deduct monies due MTI from the January 1 teacher payroll. These are monies necessary to not only fund MTI's operation, but are monies due WEAC, NEA, AFL-CIO and the South Central Federation of Labor. **To ease the burden on MTI members of having two full deductions taken from the February 1 payroll, it has been agreed between MTI and the District to divide the amount due among the six remaining checks.** This will also ease the burden of teachers paying the increases in WRS and Social Security contributions.



- **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**  
Special BOE Meeting (5:00 p.m.)  
BOE Regular Meeting (6:00 p.m.)
- **Monday, February 4, Doyle Room 103**  
BOE Student Achievement Subcommittee (5:00 p.m.)
- **Tuesday, February 5, 4:15 p.m., MTI**  
MTI Special Education Sub Committee
- **Wednesday, February 6, 4:30 p.m., MTI**  
SEE-MTI Board of Directors



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