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Solidarity!

What Does Your MTI Contract Do for You? *SENIORITY*

Rights granted to an employee by the Union Contract are among the most important conditions of one's employment. Those represented by MTI, in each of MTI's five bargaining units, have numerous protections based on SENIORITY. Whether it is protection from involuntary transfer, being declared "surplus" or above staff requirements, or layoff, SENIORITY is the factor that limits and controls management's action. Because of SENIORITY rights guaranteed by the Union's Contract, the employer cannot pick the junior employee simply because he/she is paid less.

Making such judgments based on one's SENIORITY may seem like common sense and basic human decency, but it is MTI's Contract that assures it. Governor Walker's Act 10 destroys these protections. MTI is working to preserve them.



Primary Election February 19 Early Voting and Registration Dates



■ February 4 - February 15, 2013

Early voting and in-person registration at your Municipal Clerk's Office.

■ February 19, 2013 PRIMARY ELECTION DAY - Same-day registration and voting at your polling place.

■ February 20-March 13, 2013 - Open registration via mail or special registration deputy.

■ March 18-29, 2013 - Early voting and in-person registration at Municipal Clerk's Office.

■ April 2, 2013 ELECTION DAY - Same-day registration and voting at your polling place.

*Be sure to vote February 19. MTI's endorsed candidate for the important Supreme Court election is **Ed Fallone**.*

Attention EAs: Attend Your General Membership Meeting on March 6!

Members of MTI's Educational Assistants' bargaining unit (EA-MTI) will meet on **Wednesday, March 6**, commencing at **4:00 p.m.** There are many issues of importance for EAs, NAs and SEAs to discuss: *stagnant wages, fewer hours of work, staff involvement, professional development, public communications, and the political future of the EA bargaining unit. Attend this meeting! Make your voice heard!*

Nominations for positions on the EA-MTI Board of Directors will also be taken at the March 6 meeting. EAs may also make nominations via the nomination form that has been sent out to all EA-MTI bargaining unit members. *Get involved in your Union!*

**2 Years Later ...
the Fire Still Burns**
Join Your MTI Colleagues
Thursday, February 14
4:45 p.m. Solidarity Sing-Along
5:15 p.m. Candlelight Vigil
Capitol (State St. Entrance)
**Keep the Fire Burning and the
Passion Building!**



Our Union Makes Us Strong!

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

Know Your...MMSD Policies and Procedures Manual

Everyone should have basic knowledge of their **MTI-negotiated Collective Bargaining Agreement (CBA)**. *It is the document that every represented worker in the District can rely upon for anything related to their wages, hours and working conditions.* Historically, many have referred to their CBA as the Constitution of the workplace. There have been many articles and updates in **MTI Solidarity!** to remind members of their rights under each of MTI's five Collective Bargaining Agreements.

However, are you aware of the District's Policies and Procedures manual? *This behemoth document is the District's roadmap on workplace policies - everything from its philosophy of education, to the roles of its superintendent and administrators, to student instruction, and even to personnel issues.* Sections 8000-8999 of the manual cover personnel issues as diverse as application for employment, travel reimbursement, liability insurance, and workplace bullying. Many items in the District's Policies and Procedures manual are there because the language was previously negotiated by the Union. Some examples of this in the personnel section include maternity leave, leaves without pay, military leave and accident (worker's compensation) leave. **When MTI has negotiated rights and benefits for those in its bargaining units, the District would be remiss if they didn't incorporate them into their own official policies and procedures.**

MTI encourages members to look at its various provisions. **Knowledge is power. Know your rights under your Collective Bargaining Agreement, and how they relate to the District's policies and procedures.**

February & March Deadlines

Those wishing to access the **MTI-negotiated Teacher Retirement and Teacher Emeritus Retirement Program (TERP)** must submit application by 5:00 p.m., **February 15**, to the District Office of Human Resources.

MTI's Contract setting forth the terms and conditions of employment for teachers enables **Temporary Reduction of Contract to Part-Time with the Right to Return to Full-Time** (see 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 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 staff (257-0491).*

Growing Number of Educators Boycott Standardized Tests

In a February 1, 2013 article, **USA Today's** education writer cites instances of teachers, students and school boards, from Providence, Rhode Island to Seattle, Washington questioning the positive effects of testing and, in some instances, refusing to administer them. In Texas last April nearly 900 school boards signed on to a resolution questioning tests. In Portland, Oregon, a student group is encouraging classmates to opt out of taking the Oregon Assessment of Knowledge and Skills. *And, teachers in a high school in Seattle are refusing to administer the latest MAPS test, as it's not aligned with their curriculum, and as a result it provides meaningless results.* **Diane Ravitch**, an education historian, educational policy analyst, and research professor at NYU commented, *"We've had more than a decade of standardized testing, and now we need to admit that it's not helping."* Read the entire February 1 article at: <http://www.usatoday.com/story/news/nation/2013/01/31/seattle-teachers-boycott-standardized-tests/1878475/>

Calendar of Events

- **Monday, February 11, 4:30 p.m., MTI**
 - MTI Board of Directors
 - BOE Planning & Development (5:00 p.m., Doyle)
 - BOE Community Partnerships (6:00 p.m., Doyle)
- **Wednesday, February 13, 4:00 p.m., MTI**
 - EA-MTI Board of Directors
- **Tuesday, February 19, Primary Election - VOTE**
- **Tuesday, February 19, 4:15 p.m., SCFL**
 - MTI Faculty Representative Council
- **Wednesday, February 20, 4:15 p.m., MTI**
 - MTI VOTERS Political Action Committee

