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Solidarity!

MTI Officers Installed

At last Tuesday's meeting of the MTI Faculty Representative Council, **Peggy Coyne** (Black Hawk) was installed as **MTI President for 2013-14**. She also served as President for 2011-12 and is a member of the MTI Bargaining Committee. Outgoing President **Kerry Motoviloff** (Doyle) will serve as Past President for 2013-14. In MTI's recent election, **Mike Lipp** (West) was elected President-elect and will serve as the Union's President for 2014-15. Other MTI officers elected in MTI's April general election and installed at the Faculty Representative Council meeting were: incumbent **Art Camosy** (Memorial) as **Vice President**; incumbent **Fred Rosevear** (East) as **Treasurer**; and incumbent **Liz Wingert** (Elvehjem) as **Secretary**. The MTI Board of Directors consists of ten members - the six above-referenced officers, who are elected by the general membership, and four at-large representatives elected by the MTI Faculty Representative Council.

Installed on the MTI Bargaining Committee were: Elementary School Representative - **Kerry Motoviloff** (Doyle); Middle School Representative - incumbent **Peggy Coyne** (Black Hawk); High School Representative - **Andrew McCuaig** (La Follette); At-Large Representative - **Andrew Waity** (Crestwood); and Educational Services Representative - incumbent **Holly Hansen** (Falk). The MTI Bargaining Committee consists of 15 members. One from each of the referenced areas is elected each year.

Act 10 Impacts All Members' Wages

Base wages, in all MTI/MMSD Collective Bargaining Agreements, have not increased since the passage of Act 10 in 2011. *Act 10 also removed the benefit for the members of all MTI bargaining units of the District paying the employee's share of the mandated deposit in the Wisconsin Retirement System.* This in itself caused a 6.2% reduction take-home wages. MTI had negotiated in the early 1970's that the District pay the WRS deposit. *This part of Act 10 caused a loss in earnings of \$11.7 million last school year and another \$12.9 million this school year for District employees.*

All employees do not automatically move up on the salary schedule each year. Members of the *clerical/technical bargaining unit*, for example, receive a wage additive based on months of service. These "longevity" payments begin at the 49th month of service, with the next one beginning at the 80th month of service.

There are similar increments between the increases in longevity payments. **Last year, 199 individuals remained at the same salary, while this year, there were 70 who received no increase in wage.**

Members of the *educational assistant and school security assistant bargaining units*, for example, receive a longevity increase after three years of service, but not another one until after 12 years of service. **Last year, 282 individuals remained at the same salary, while this year there were 321 who received no increase in wage.**

The teachers' salary schedule requires that a teacher earn six credits each four years and receive his/her principal's recommendation to be able to cross the salary barrier. This is at each four-year improvement level. *For incentive levels, beginning at level 16, one progresses only every two years, and then only if he/she earns three credits and receives his/her principal's recommendation.* **Last year, 941 individuals remained at the same salary, while this year, there were 701 who received no increase in wage.**

Wisconsin Retirement System (WRS) Mid-Career Presentation June 11, 4:15 p.m., MTI

A representative from the Wisconsin Retirement System Department of Employee Trust Fund (ETF) will present retirement information focused on members that are new or midway through their career. *This session is for you if you would like to better understand your potential retirement benefits, are looking for ways to enhance them, are new to WRS, or if you have questions about WRS benefits.* Learn about topics that are important to you including:

- New Vesting Requirements
- Enhancing Your Retirement Benefit
- Core Funds vs. Variable Funds
- Contribution Rates
- Separation Benefits
- Survivor Benefits
- Beneficiary Forms
- Divorce
- Military Service Credit
- Purchasing Service

Contact MTI now to reserve your space (257-0491 or bettnerj@madisonteachers.org).

Board of Education Approves Help for Elementary School Office Staff

At its May 20 meeting, the Board of Education approved a motion to add **10.0 full-time equivalent (FTE) Clerical Educational Assistants** effective with the commencement of the 2013-14 school year. *This will provide desperately needed assistance for elementary school secretaries.* While the 10 positions are not expected to satisfy all of the office support needs faced by the District's 39 elementary schools, adding any positions in a time of declining state financial support for public schools is a major victory. The approval of these positions was the culmination of an organizing effort dating back to the fall of 2011, and would not have been possible without the involvement of SEE-MTI members and elected leaders, as well as MTI staff, working collaboratively with District Administration.

MTI staff and SEE-MTI elected leaders, particularly President **Kris Schiltz**, Elementary Board Rep **Ann Jesse-Schwabe** and Negotiations Team member **Dena Jenks**, worked with SEE unit members to build support for the administration's proposal, culminating in a presentation at the May 20 Board of Education meeting by Sandburg Elementary secretary **Donna Kirschenmann** on behalf of her colleagues and supported by a couple dozen fellow secretaries and union members, including SEE-MTI President **Kris Schiltz**, EA-MTI President **Erin Proctor** and MTI President **Kerry Motoviloff**. The BOE approved the staffing additions on a 6-0 vote with one abstention.

SEE-MTI Celebration and Organizing Workshop May 30

Join the celebration and organizing workshop for the SEE-MTI membership on Thursday, **May 30, at 4:30 p.m.**, at the Madison **Labor Temple** (1602 S. Park Street), Room 109. This will be an opportunity to carry forward ideas and initiatives as part of our successful new model of organizing to address workplace concerns, as well as a celebration of recent achievements. This is also your opportunity to bring your ideas and most importantly, to get together with your colleagues. Parking is plentiful, snacks will be provided, and strength comes in numbers.

Sabbatical Leave Applications Due September 1

Under the terms of MTI's Collective Bargaining Agreement, the Board of Education budgets **\$45,000 for sabbatical leaves** for members of MTI's "teacher" bargaining unit. Such is for the purpose of advanced study and/or research. **Either a one-year leave at half pay or a one-semester leave at full pay may be granted.** The recipient of a sabbatical leave must agree to return to the Madison District for at least two full years of service following the sabbatical leave or repay the compensation received for the sabbatical leave. MTI's Contract guarantees that one who receives a sabbatical leave returns to the position held at the time the leave was granted.

Applications for the second semester of the **2013-14 school year** are due at MTI Headquarters by **September 1, 2013**. An application and the MTI/MMSD agreed upon policy can be obtained by calling MTI or by visiting MTI's web page. MTI's appointees to the Sabbatical Leave Selection Committee are **Jane Allen-Jauch** (Muir), **Betsy Barnard** (West) and **Matt Mulligan** (Black Hawk).

Take Me Out to the Ball Game 6th Annual MTI Day at Miller Park Wednesday, July 10

MTI has scheduled the **6th annual MTI Day at Miller Park** for **Wednesday, July 10** when the Milwaukee Brewers take on the Cincinnati Reds. The charter bus will depart Madison around 9:00 a.m. and arrive at Miller Park in time for a pre-game tailgate party (game time is 1:10 p.m.). **Space is limited to the first 50 people to reserve their seat(s) by paying the \$50 per person deposit to MTI.** Cost includes charter bus, game ticket (*great seats in Section 225*) and pre-game tailgate party. **RSVP to MTI Headquarters as soon as possible** (257-0491 or bettnerj@madisonteachers.org).

Calendar of Events



- **Monday, May 27, Memorial Day**
- **Thursday, May 30, 4:30 p.m., SCFL**
SEE-MTI Celebration & Workshop
- **Tuesday, June 4, 4:15 p.m., MTI**
MTI Special Education Sub-Committee
- **Tuesday, June 11, 4:15 p.m., MTI**
WRS Seminar
- **Wednesday, June 12, 5:30 p.m., MATC Truax**
MATC Board Meeting - Support Madison College
- **Thursday, June 13 - Last Day of School**
- **Monday, June 24, First Day of Summer School**
- July 4 & 5 - July 4th Holiday (MTI Office Closed)
- July 10 - MTI Day at Miller Park
- August 26, 27 & 28 - New Teacher Meetings
- August 29 - Staff Development
- August 30 - All Staff Day
- September 2 - Labor Day
- September 3 - Semester Begins

Our Union Makes Us Strong!

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