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# Solidarity!

## Unfilled Substitute Assignments; Class Covering Compensation

The District is currently experiencing a shortage of substitute teachers, which has led to a high number of unfilled assignments when a teacher or SEA is absent. As a result, many principals are asking teachers and other professional staff to cover for the absent teacher. When this occurs, members of MTI's "Teacher" Bargaining Unit are likely to qualify to receive "class coverage compensation." **Class coverage pay is \$22 for each hour of covering another teacher's students.** The Contract mandates that in the event a teacher's absence cannot be covered by a substitute, volunteers must first be solicited to cover the classes. If no volunteers come forward, the building administrator can assign other certified staff.

Compensation for class coverage is provided by **Section III-R** of the Collective Bargaining Agreement and is paid under the following conditions:

- Special Education Teachers can be assigned to cover students when an SEA assignment is unfilled. If this coverage results in the Special Education Teacher losing planning time, they are entitled to class coverage compensation.
- For teacher absences, *class coverage pay is obligated for each hour of class coverage regardless of whether the teacher loses planning time.*
- If the District *splits up a teacher's class and assigns students to two or three teachers, the class coverage pay will be prorated* and each teacher will be paid one-half or one-third of the class coverage rate respectively. However, if the District splits up a teacher's class and assigns those students to four or more teachers, no additional compensation will be provided.
- Class coverage compensation *is not* provided when students remain in their regular class with other students rather than leaving class to attend instruction elsewhere (e.g. TAG, speech and language, OT/PT).
- Finally, no additional compensation is due when a teacher teaches his/her regular class and the team teacher is absent, *unless the teacher loses planning time.*

- All "Teachers" as defined in Section I-B of the Collective Bargaining Agreement are eligible for class coverage pay when covering the class of another teacher as set forth herein ***except individuals in the following positions: learning coordinator, instructional resource teacher, PBS coaches, literacy coaches or dean of students.***

The District Human Resources Department is working to hire additional substitute teachers to fill the gap; however, during the interim it is important that you claim class coverage pay if you provide this additional service. Anyone experiencing difficulty obtaining compensation as described herein should contact MTI for assistance.

## 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 2014-15 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.**

*(Note: Contract deadlines which occur on weekends will be extended to the following Monday.)*



Show **SOLIDARITY**  
with your **MTI**  
Sisters & Brothers.  
Wear **MTI RED** on  
**MONDAYS!**

## 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)

## **WRS Contribution Rates Increasing; Will Again Decrease Take-Home Pay Effective January 2014**

All public employees will remember that one of the big impacts of Governor Walker's Act 10 is that it invalidated MTI's Contract provision - *achieved in the early 1970's - that the District would pay the individual's portion of the required WRS contribution.* *Act 10 caused every public employee to lose approximately 6.5% of their take-home pay.* Contribution rates for most participants will increase in 2014. General category employees (*which includes all MMSD employees*) will see the WRS contribution increase by **0.7%** of payroll (*to 14% total contribution*). Given Governor Walker's requirement that public employees be required to pay half of the contribution, such will result in the **employee WRS contribution increasing by 0.35%** (*a 7% total employee contribution*) **which will result in an equivalent reduction in one's take-home pay.** The new contribution rates will be effective on the first payroll period covering January 2014 earnings.

**Why are contribution rates increasing?** While many complex factors affect WRS contribution rates, the increase is primarily due to the lingering effects of 2008's global economic recession. 2014 is the last year that the investment declines will affect WRS contribution rates. Contribution rate changes, whether increases or decreases, are considered normal for retirement systems that have defined, or pre-funded, benefits. By annually adjusting contribution rates (which affect active employees) and annuity adjustments (which affect retirees), WRS can insure the type of financial stability that has made WRS the most financially strong public pension fund in the nation.

As Capital Times Editor Paul Fanlund wrote in the December 4 issue, as regards the negative impact Walker's Act 10 has had on public employees, "*No matter that public workers had had no pay raises or that they had made wage concessions for those benefits. Or even that their unions were willing to make major concessions. Such arguments were lost in a populist wave. And so, the GOP's underlying mission - eviscerating the political clout of an election force that favors Democrats - was largely accomplished. But, one wonders, whether 2014 could bring a role reversal in this politics of populism, the philosophy that advocates social and political change favoring the people over the elites.*"

## **SEE-MTI Nominates Officers**

Nominations have been finalized for a number of positions on the SEE-MTI Board of Directors and Negotiation Team. According to the SEE-MTI Bylaws, the election will occur in December. Ballots were mailed out to SEE-MTI members last week.

Nominated for the **SEE-MTI Board of Directors** were: President - incumbent **Kris Schiltz** (Information Services); Vice President (Schools) - incumbent **Larry Palm** (Innovative & Alternative Programs/Lapham); Vice President (Central Admin) - incumbent **Chris Burch** (Information Services); Secretary - incumbent **Jane Ninmann** (Leopold); Unit Representative/High School - incumbent **Sadie Larkin** (Memorial); and Unit Representatives/Central Admin - **Janet Wells** (Sub Secretary) and **Travis Grover** (Information Services).

Nominated for the **SEE-MTI Negotiation Team** were: High School Representative - incumbent **Sadie Larkin** (Memorial); Middle School Representative - **Richerra Zimmerman** (Sennett); and Central Admin Representatives-incumbents **Sherry Barnsley** (Alternative Programs) and **Bill Thompson** (Research & Evaluation).

## **SEE-MTI Monthly Organizing Workshops; Third Thursday of the Month**

The next monthly SEE-MTI Organizing Workshop will take place on **Thursday, December 19, at 4:30 p.m., in Room 109 of the Madison Labor Temple** (1602 S. Park Street). The December meeting will continue the discussion on "*what a clerical career ladder could look like.*" We'll also review various Sections of the SEE-MTI Collective Bargaining Agreement to help members gain a better understanding of their negotiated rights and benefits. And, as always, the workshops provide a great opportunity for co-workers to gather together pro-actively to discuss their work and how to make it work better.

All members are invited to attend these monthly meetings on the third Thursday of the month. Parking is plentiful, snacks will be provided, and strength comes in numbers. We hope to see you there. **Solidarity!**

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## **Calendar & Events**

- **Monday, December 9, 4:30 p.m., MTI**  
MTI Board of Directors
- **Monday, December 9, 5:00 p.m., Doyle, Room 103**  
BOE Instruction Work Group
- **Tuesday, December 10, 4:15 p.m., MTI**  
MTI VOTERS Political Action Committee
- **Wednesday, December 11, 4:15 p.m., MTI**  
EA-MTI Building Representatives
- **Thursday, December 12, 4:00 p.m., MTI**  
MTI Public Relations Committee
- **Saturday, December 14, 1:00 p.m.**  
Remembering Sandy Hook / Memorial Service  
First Unitarian Society (900 University Bay Dr.)
- **Monday, December 16, 6:00 p.m., Doyle Auditorium**  
BOE Regular Meeting
- **Tuesday, December 17, 4:00 p.m., MTI**  
MTI Joint Committees
- **Thursday, December 19, 4:30 p.m., SCFL**  
SEE-MTI Organizing Workshop
- **December 23 - January 3: WINTER BREAK**