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Solidarity!

We're in This Together

As the Madison Metropolitan School District has evolved and been impacted by Act 10, so too have the members of MTI. All public education employees face challenges that require collaboration to best serve students, as well as the interests of themselves and their colleagues. Given that many MTI members are now working in instructional, training and non-pupil contact positions such as Teacher Leaders, Instructional Resource Teachers and Dean of Students, it is important to remember that *all MTI members are brothers and sisters in the union*. What kind of union member one chooses to be is dependent on action, not a job title. *Helping one another address concerns, lending a hand when a colleague is in need and sticking together is the Union way*. Greater strength and more creativity surfaces when people work together, and in these changing times, *we must not allow ourselves to be divided*. Simply because one's fellow MTI member works "downtown" or in an office, rather than a classroom, does not make them any more or less "union." Success is achieved by setting aside differences and working together. It produces better results for Union members and for students.

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 May 1, if they are considering non-renewal**. Under Wisconsin State Statutes, such a notice must be delivered to the teacher on or before **May 15**. Such notice could also be on one's evaluation that must occur by **April 15** per your Collective Bargaining Agreement.

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.

For probationary teachers, a request for a hearing before the Board of Education must be submitted within five (5) days of the teacher's receipt of the notice that the Board of Education is considering non-renewal of the

teacher's contract. **For non-probationary staff**, a request for arbitration must be made within fifteen (15) days of a non-renewal notice. *It is extremely important for any teacher receiving such a notice to immediately contact MTI.*

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 are extended to the following Monday.)

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 - 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).

Elected to the Negotiation Team are: 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).

Dues and Taxes

When calculating one's income tax, a union member may use union dues as a deduction, subject to the 2% IRS code reduction. If one itemizes deductions, dues, with the exception of that which is used to support the Union's political action program, are deductible. The amount of each bargaining unit's political action contribution, which can be found below, should be subtracted from the annual amount of dues. Those in the MTI, EA-MTI, SEE-MTI and SSA-MTI bargaining units who elect not to become members are required to make fair share contributions because of MTI's obligation to represent them in employment matters and because they receive all of the rights and benefits of the Collective Bargaining Agreement. Such individuals do not pay into MTI's political action committee. Premiums paid for health/dental insurance and union dues for 2013 are listed on each employee's last payroll check stub in 2013.

MTI - Teachers who worked full-time in the Madison Metropolitan School District for the entire calendar year in 2013 (January through December) paid dues/fair share in the amount of \$1,124.80. Of that amount \$306.90 was for WEAC, \$180.60 for NEA, \$607 for MTI, and \$30.30 for MTI VOTERS (MTI's political action committee). Because of wide variances, teachers employed under part-time contracts should check their last payroll check stub in 2013 for the correct amount to use in calculating their taxes.

Addenda B & H - Employees who worked full-time in the Madison Metropolitan School District for the entire calendar year in 2013 (January through December) paid dues/fair share in the amount of \$890.74. Of that amount \$152.45 was for WEAC, \$100.93 for NEA, \$607.04 for MTI, and \$30.32 for MTI VOTERS (MTI's political action committee). Because of wide variances, employees under part-time contracts should check their last payroll check stub in 2013 for the correct amount to use in calculating their taxes.

EA-MTI - Members of MTI's educational assistant collective bargaining unit (EA-MTI) who worked full-time paid dues/fair share in the amount of \$188, of which \$8.96 was for MTI VOTERS. Those working part-time (i.e. one working less than 19 hours per week) paid dues/fair share in the amount of \$94, of which \$4.48 was for MTI VOTERS.

SEE-MTI - Members of MTI's clerical/technical bargaining unit (SEE-MTI) who worked full-time paid dues/fair share in the amount of \$316.70, of which \$15.20 was for MTI VOTERS. Those working part-time (i.e. one working less than 19 hours per week) paid dues/fair share in the amount of \$158.30, of which \$7.50 was for MTI VOTERS.

SSA-MTI - Members of MTI's school security assistants bargaining unit (SSA-MTI) who worked full-time paid dues/fair share in the amount of \$310.80, of which \$14.80 was for MTI VOTERS. Those working part-time (i.e. one working less than 19 hours per week) paid dues/fair share in the amount of \$155.36, of which \$7.36 was for MTI VOTERS.

USO-MTI - Members of MTI's substitute bargaining unit

(USO-MTI) paid dues/fair share in the amount of \$179, although substitutes pay dues only in the months in which they work. Substitute teachers who wish to know what they paid in dues/fair share should check their last payroll check stub in 2013.

Save the Date - Sunday, April 6, 2014 MTI Bowl-A-Thon to Support Homeless Teen Shelter

MTI will host a Bowl-A-Thon for MTI members and other interested participants on **April 6, 2014** at Dream Lanes in Madison (tentatively 12-3:00 p.m.). The **Bowl-A-Thon** will raise funds for the **Briarpatch Youth Shelter** via Youth Services of Southern Wisconsin (YSOSW). MTI Members working in the Transition Education Program have worked with YSOSW to help bring this shelter to fruition. The Bowl-A-Thon idea was inspired by MTI Member Karlton Porter, as an opportunity to socialize and have some fun outside of the hectic school day. The MTI PR Committee agreed that it would be a great opportunity to support a worthwhile cause. Check the MTI website (www.madisonteachers.org) for additional details. Information on joining a team and raising individual funds will be forthcoming.

Calendar & Events

- **Tuesday, January 21, 4:15 p.m., MTI**
MTI VOTERS Political Action Committee
- **Tuesday, January 21, 5:00 p.m., Doyle, Room 103**
Special BOE Meeting - Open
- **Wednesday, January 22, 4:15 p.m., MTI**
USO-MTI Board of Directors
- **Thursday, January 23, 4:15 p.m., MTI**
MTI Public Relations Committee
- **Monday, January 27, 6:00 p.m., McDaniels Auditorium**
BOE Regular Meeting
- **Friday, February 14**
Wisconsin Labor History Essay Contest Deadline

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

Our Union Makes Us Strong!

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