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Solidarity!

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

Rights granted to an employee by the Union's 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 *SENIORITY* protections. Whether it is protection from involuntary transfer, being declared "surplus" (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, for example, 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.*

TERP Deadline Today; Contract Reduction Deadline March 1

Teacher Retirement and Teacher Emeritus Retirement Program (TERP) enrollment applications are due in the office of Human Resources by 5:00 p.m., **TODAY, February 16.**

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 2015-16 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).*

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

Leave of Absence Deadlines

Section VI-B (Leaves of Absences) of MTI's **Teacher Collective Bargaining Agreement** provides that all *non-medical leaves except academic and childrearing leaves, must be for a minimum of one full school year* and must commence at the beginning of the first semester. Academic and childrearing leaves must be for a minimum of one semester. Leaves and leave extensions are granted to teachers as follows:

Initial Request: One semester (academic or childrearing).
Extension: One extension will be allowed for the semester following the semester of the initial leave, unless the initial request is for the second semester or the school year, then the extension must be for the entire school year.

Initial Request: One full school year (academic or childrearing). **Extension:** One extension consisting of the following school year.

Other than for *academic* leaves of absence or extension of

same, leave of absence requests for the first semester or the full school year for 2015-16, or to extend a leave of absence, must be made in writing through the principal/supervisor to Human Resources by **March 1, 2015.** A request for an *academic* leave or for an extension of same must be made to the Department of Human Resources by **May 1, 2015** for the first semester or the ensuing school year.

One remains a member of MTI's bargaining unit while on leave and has benefits available during the time on leave. Given this, partial dues while one is on leave can be paid during the leave or upon return.

MTI's Contracts Provide Mileage Reimbursement

MTI's various Collective Bargaining Agreements with the District assure that MTI-represented employees will not be subsidizing the District, if they are required to travel between locations for work.

Whether one is assigned to more than one work location, travels to another location because of work, or travels to a meeting or conference, MTI's Contracts mandate reimbursement at the "rate recognized by the IRS as non-taxable reimbursement for business travel." The 2015 reimbursement rate is **57.5¢ per mile.**

Work-related travel, other than for one whose assignment requires regular travel, must be approved in advance by one's supervisor.



**Tuesday is Primary
Election Day!**
**Please be sure to vote,
and be sure your family,
friends and colleagues
vote also.**

Ballots Sent for SEE-MTI Board Election; Nominations Needed for a Central Office Vacancy

Ballots have been sent out to those members of SEE-MTI who are assigned to Central Office for a Board of Directors' position that became vacant due to **Travis Grover** being elected SEE-MTI President. Ballots must be returned to MTI by **February 23, 2015**.

Nominations are also being solicited for a Central Office vacancy on the SEE-MTI Board due to the retirement of **Janet Wells**. If you are a SEE-MTI member assigned to Central Office and interested in representing your co-workers on your Union's Board of Directors, nominations are due **March 2, 2015**. Much important work needs to be done this year including work on the Joint Committee to develop the Employee Handbook, which will replace the Collective Bargaining Agreements when they expire in June, 2016. *You have a voice, make it heard!*

Substitute Organizing Workshops Resume February 26

The USO-MTI Board of Directors has scheduled a meeting for all members of the United Substitutes Organization (USO-MTI) for **Thursday, February 26, 2015, at 4:30 p.m., at MTI Headquarters**. This will be an opportunity to continue the work of addressing issues facing substitute teachers and professional staff which started last spring and continued through the successful recertification election in November, 2014.

Meetings will also be held on the *fourth Thursday of each calendar month while school is in session*. Stay tuned for more information being sent out to members of the USO-MTI Bargaining Unit (substitute teachers, nurses and other support staff, and off-campus program teachers). **This is your Union. Get involved to lend your voice to shape the future of USO-MTI.**

Contact MTI Assistant Director Jeff Knight (knightj@madisonteacherse.org) or any member of the USO-MTI Board of Directors (www.madisonteachers.org/bargaining-units/uso-mti/) with any questions, suggestions or concerns about USO-MTI meetings.

Our Union Makes Us Strong!

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

Attention EAs: Attend Your General Membership Meeting on March 11

Members of MTI's Educational Assistants bargaining unit (EA-MTI) will meet on **Wednesday, March 11**, commencing at **4:15 p.m., at MTI Headquarters**. There are many issues of importance for EAs, NAs and SEAs to discuss, including the *future of the EA bargaining unit*.

Nominations for positions on the EA-MTI Board of Directors will also be taken at the March 11 meeting. For those who cannot attend the meeting, members may also make nominations via the nomination form that has been sent to all EA-MTI bargaining unit members, or by contacting MTI Assistant Director Eve Degen (degene@madisonteachers.org). Nominations will close at the March 11 meeting. *Get involved in your Union!*

SEE-MTI Member Needed for Reclassification Committee

Given the retirement of **Jeannine Retelle**, a vacancy exists on the SEE-MTI Reclassification Committee. The Reclassification Committee is composed of two District appointees and two Union appointees who review reclassification requests of clerical and technical employees covered by the SEE-MTI Collective Bargaining Agreement. Meetings take place during the workday, with the Committee meeting approximately 5 times per year. Those who serve on the Committee should have a general familiarity with clerical/technical positions throughout the District. Any member of SEE-MTI who would like to be considered for this appointment or who has questions, should contact MTI Assistant Director Doug Keillor (keillord@madisonteachers.org).

Calendar of Events



- Tuesday, February 17
PRIMARY ELECTION-VOTE
- Tuesday, February 17, 4:15 p.m. SCFL Room 201C
MTI Faculty Representative Council
- Thursday, February 26, 4:30 p.m. MTI
Substitute Organizing Workshop
- Tuesday, March 3, 4:15 p.m., MTI
MTI Special Education Sub-Committee
- Monday, March 9, 4:30 p.m., MTI
MTI Board of Directors
- Tuesday, March 10, 4:15 p.m., MTI
MTI VOTERS Political Action Committee
- Wednesday, March 11, 4:15 p.m., MTI
EA-MTI Building Reps. & General Membership
- Friday, March 13
PROFESSIONAL DEVELOPMENT DAY