



Solidarity!

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MTI Election Results

MTI's Election Committee has tallied the ballots cast in last week's *MTI teacher bargaining unit general election and has certified the election of MTI officers: Andrew Waity* (Crestwood) as President Elect; and the re-election of incumbents **Art Camosy** (Memorial) as Vice-President; **Greg Vallee** (Thoreau) as Treasurer; and **Elizabeth Donnelly** (Elvehjem) as Secretary. Officers will be installed at the May 19 meeting of the MTI Faculty Representative Council. The MTI Board of Directors consists of ten members - six officers who are elected by the general membership and four at-large representatives elected by the MTI Faculty Representative Council.

Elected to the MTI Bargaining Committee are: High School Representative - **Larry Iles** (West); Middle School Representative - incumbent **Michael Hay-Chapman** (Spring Harbor); Elementary School Representative - incumbent **Emily Pease-Clem** (Schenk); At-Large Representative - incumbent **Susan Covarrubias** (Stephens); and Educational Services Representative-High School - **Karyn Chacon** (East). The MTI Bargaining Committee consists of 15 members. One from each of the referenced areas is elected each year.

Important GHC Election: VOTE

MTI members who have selected Group Health Cooperative as their health insurance carrier are reminded of the importance of voting in the **upcoming election for GHC Board members**. *Information on how to obtain an absentee ballot was mailed to all MTI members who are insured by GHC.* Anyone age 18 and over can vote. **Vote to assure Board members who will work to save GHC.** Make your vote count.

GHC's Board President/Acting CEO recently challenged the \$17 million loss projected by several Union leaders in letters encouraging their members to vote in the election of new GHC Board members. **The projection was based on GHC's losses of the last two years and their 2015 loss as of the date of their letter. This is but one reason MTI urges its GHC participants to vote.** GHC provides valued services. Preserve GHC by voting for Union-recommended candidates. A recent election in Chicago was won with 50.14% of the vote.

Our Union Makes Us Strong!

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

Important Reminder Teacher Contracts

Teacher contracts for the 2015-16 school year have been sent out. Signed contracts of all returning teachers **must be received by the District's Human Resources Department not later than June 15.** *MTI strongly recommends that teachers return their signed contracts in person to assure that they are received on time, and that it be done soon after receipt of the contract offer.* Take a copy with you, ask that it be stamped "received," and retain it with your personal records. **Failure to return a signed contract by June 15 may result in the District accepting such as one's resignation.**

Renew Your License

MTI reminds those in its teacher bargaining unit that *Wisconsin Statutes require one to have a current license to teach. Not having a current license could invalidate one's individual contract.* Each teacher receives a notice from the District's HR department regarding the timeline for license renewal. A person licensed before 2004 may renew the license by successfully completing 6 university credits during the previous 5-year license period. But, a person who received a license after 2004 must develop and complete a Professional Development Plan over at least a 3-year period. *(Teachers who were licensed before 2004 can also complete a PDP rather than taking university credits – and it's a free alternative to taking academic credits.)* **Important: the license renewal process is now online only.** Have the necessary documentation (employment verification form and documentation of completion of university classes or your PDP) and budget sufficient time to navigate the system. Contact Sara Bringman (bringmans@madisonteachers.org) with questions.



MTI Wear on Sale

MTI wear has been discounted 50% or greater to achieve as many as possible MTI members participating in wearing MTI Red on Mondays, and other times as they elect. Members are encouraged to wear MTI wear in the community to make a positive statement about education and educators. The following prices apply: t-shirt (\$5); polo-shirt (\$12); oxford button-down shirt (\$15); and sweatshirt (\$15). Show **SOLIDARITY** with your MTI Sisters & Brothers. Wear **MTI RED** on **MONDAYS** and **MTI lanyards every day!**

Extended Employment Compensation for Summer 2015

Effective July 1, 2011, the District began to assume full discretion in setting pay rates for *summer extended employment* described in Section III-I of the MTI Teacher Collective Bargaining Agreement. Below are the changes in extended employment rates for summer 2015 as established by MMSD. Act 10 enables the District to act unilaterally.

Teachers working in *pupil contact positions* that require the actual teaching of students, such as summer school, the school forest program, etc. will be compensated according to the following rates:

Base 2 rate = (\$486) per week, or \$16.20/hour
 Base 3 rate = (\$561) per week, or \$18.70/hour

Base 2 is the new entry level rate, given Base 1 has been eliminated. Base 3 is attained after eight years of service teaching in a *summer school program*. Hourly rates are based on a 30 hour workweek.

Extended employment compensation for staff working on curriculum, staff development, federal projects, and professional *non-pupil contact positions* during summer remains unchanged from the rates set forth in Section III-I-1.

Packing and Moving - Reminder!

For many years, MTI's representation assisted teachers in receiving additional compensation when they had to pack, move, and unpack their classrooms, due to construction or other physical necessity in their schools. *However, because the District became increasingly intransigent when it came to fairly compensating teachers for doing this work, MTI negotiated specific Contract terms.*

Under Section III-S of MTI's Teacher Collective Bargaining Agreement, teachers are ***NO LONGER REQUIRED*** to pack/move, and/or unpack, teaching materials, either during the school year or during a school recess period due to [major] cleaning (defined as cleaning not regularly associated with annual and/or routine classroom cleaning), construction projects, repairs, electrical upgrades, etc.; due to their classroom being moved at management's request; *OR* when the District deems it necessary to utilize the teacher's classroom for classes or other activities during a school recess period. ***The District will arrange for the teachers' materials to be moved to his/her newly assigned location by a person not represented by MTI (i.e. an EA/SEA cannot be required to pack/move materials).*** If materials are relocated during a period when school is in recess, they will be returned by the District when school resumes.

Teachers may, *at their option*, use **Contract** time to complete packing and/or unpacking, related to routine classroom cleaning. *Teachers who are asked by their principal to pack, and/or unpack, teaching materials as set forth in paragraph 2 above, are to complete a form available from the principal to be submitted to and approved by the District Director of Human Resources (or his/her designee) prior to commencing said packing or unpacking.* The District will, upon receipt of such form and verification of said work falling within the parameters

of paragraph 2, *inform the teacher that he/she will not be required to perform the work.*

Other than to accommodate employees under the Americans with Disabilities Act (ADA) or Wisconsin Fair Employment Act (WFEA) where their disability prohibits them from packing, unpacking and moving their materials, *teachers who request to move from one classroom to another in the same school may be required move their own teaching materials.*

Advocate for and advance your rights by following the procedures in Section III-S of MTI's Teacher Collective Bargaining Agreement.

Reminder - Resignation

MTI-represented staff who plan to *resign at the end of the current school year* are asked to provide notice to the Director of Human Resources as early as possible to enable timely replacement.

For those in **MTI's teacher bargaining unit** the following *may be assessed for late resignation*: a) after the last day of the school year - **\$200**; b) after July 1 - **\$250**; c) after August 1 through the subsequent school year - **\$300**; and d) without providing *at least 30 days written notice*, an additional **\$100**.

Educational Assistants must resign in writing to the Director of Human Resources at least two (2) weeks prior to the effective date of resignation. Any EA who fails to provide written notice at least two (2) weeks prior to the effective date of resignation is required to pay \$50 as liquidated damages for the failure to give such notice. Resignation after July 1 incurs a \$100 penalty.

Clerical/Technical Employees must resign in writing to the Director of Human Resources at least four (4) weeks prior to the effective date of resignation. SEE-MTI employees who fail to provide written notice at least four (4) weeks prior to the effective date of resignation are required to pay \$100 as liquidated damages for failure to give such notice.



Calendar of Events

- Monday, May 11, 4:30 p.m., MTI
MTI Board of Directors
- Monday, May 11, 5:30 p.m., Doyle
BOE Operations Work Group
- Tuesday, May 19, 4:15 p.m., SCFL
MTI Faculty Representative Council
- Wednesday, May 20, 4:00 p.m., Olbrich
Retirement Reception
- Wednesday, May 20, 6:00 p.m., SCFL
COPE Bean Feed
- Monday, May 25 - Memorial Day
- Thursday, May 28, 4:30 p.m., TBA
USO-MTI Social
- Thursday, June 11- Semester Ends