



# Solidarity!

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## MTI Budget

On March 7, MTI Executive Director Doug Keillor and MTI Office Manager Yvonne Knoche presented the recommended 2016-17 MTI Budget to MTI's Finance Committee. The Committee unanimously approved the recommendation. In acknowledgment of the financial uncertainties ahead, the Budget recommends a 20% reduction in MTI expenditures for the 2016-17 school year, achieved primarily via staff salary and benefit savings. The Budget also recommends no dues increases, and the compression of teacher unit dues from twenty (20) levels to only four (4).

Pursuant to MTI Bylaws, the Budget will next be presented at the **March 15 MTI Faculty Representative Council meeting**. The meeting will commence at 4:15 p.m., at the Madison Labor Temple (Room 201B). All MTI members, from all bargaining units, are welcome to attend. In addition to an explanation of the Budget, we will also discuss the upcoming **MTI membership campaign**, as we transition from payroll deduction of Union dues to "direct dues" payment via electronic funds transfer.

Following the presentation at the Faculty Representative Council meeting, the Bylaws require that the Budget next be presented for approval at a meeting of **MTI's Joint Fiscal Group (JFG)**. The JFG is comprised of representatives of all five MTI bargaining units. That meeting will take place at the April 19 Faculty Representative Council meeting.

## Supporting Your Colleagues During "Surplus Season"

As we have reported in the *MTI Solidarity!* newsletter, now is the time when many employees are receiving "surplus" notices. MTI has five (5) phone lines and during the past few weeks our phone lines have been full of calls with questions from staff subject to surplus. The first information we convey is that **"surplus" is not layoff**. Surplus occurs when the District reduces staff allocations at a particular school/work location due to budget reductions or changes in enrollment or programs. While some of the surplus decisions this year are the result of enrollment changes, many reductions are necessitated by the State of Wisconsin's failure to sufficiently fund public education.

Staff declared surplus have the right to be reassigned to a different school or work location where allocations are available. **"Layoff"** only occurs when the District does not have enough available allocations District-wide to reassign all surplus staff. That is not meant to diminish the very real stress and disruption experienced by individuals subject to surplus/recall. Surplus decisions can disrupt an entire school community or department. That said, such changes are significantly less stressful than the threat of job loss through layoff. Layoff decisions only occur when the district is above staff requirements District-wide. While we are expecting enough attrition (retirements and resignations) to minimize the likelihood of layoffs, those determinations will

be made by the District in late May.

The right to surplus reassignment is one of the critical benefits provided to MTI members via the Collective Bargaining Agreements and, after June 30, via our work on the Employee Handbook. In many Districts since Act 10 was passed, *employers have replaced surplus processes with "economic nonrenewal" or layoff*. In those Districts, reductions in staffing at a particular school often result in a teacher being **"non-renewed"** (*i.e. no longer employed*). Non-teachers are simply "laid off." **That is not the case in the MMSD**. Staff who have been declared surplus have reassignment rights to other District vacancies. And seniority determines who is subject to surplus. ***These are essential job security protections obtained by MTI that will only be maintained through a strong Union.***

While we need to support our colleagues who have experienced the disruption of surplus, and while we need to collectively advocate for continued job protections like "surplus reassignment" rights, we also need to effectively advocate in the political area for greater financial investments in public education.

Additional information about surplus is available on the MTI website: [www.madisonteachers.org](http://www.madisonteachers.org).

## Absentee and Early Voting for the April 5 Election

**Election Day is Tuesday, April 5.** Additional information about the upcoming election, including MTI Voters endorsed candidates, is available on the MTI Website ([www.madisonteachers.org](http://www.madisonteachers.org)) under **Elections and Political Action 2016**. There are two ways to vote early or obtain an absentee ballot:

**In person (early voting):** Beginning Monday, March 21 through Friday, April 1, one can visit the Municipal Clerk's office during business hours, Monday – Friday. Early voting hours for the Madison Clerk are 8:00 a.m. – 7:00 p.m.. Check the Madison Clerk's website for additional information on the upcoming election ([www.cityofmadison.com/clerk/](http://www.cityofmadison.com/clerk/)). Voters can register and cast an absentee ballot in the same visit. One needs proof of residence to register. Bring a Wisconsin driver's license or State ID; or you can provide other approved forms of proof of residence. Check the City Clerk's website for details.

**By request:** Absentee ballots can be requested by mail, email or fax. Requests must be received by the Municipal Clerk's office *before* March 31 at 5:00 PM. Ballots will be mailed out through this date as well. Absentee ballots must be returned to the municipal clerk's office or postmarked by Election Day, April 5.

(Continued on reverse)

**Absentee and Early Voting** (continued)

**Photo ID is Required for this Election**

Note: Your ID does not need to show your current address. The following IDs are acceptable for voting purposes, and the IDs can be unexpired or expired after the date of the most recent General Election (currently, the November 4, 2014 election):

- Wisconsin driver license or State ID card expiring after November 4, 2014
- U.S. passport expiring after November 4, 2014
- Military ID card expiring after November 4, 2014
- Certificate of Naturalization issued within last two years
- Unexpired Wisconsin driver license or State ID
- ID card issued by a federally recognized Indian tribe in Wisconsin
- Unexpired ID card issued by a Wisconsin accredited university or college—must contain issuance date, student signature, and expiration date within two years of issuance. Proof of current enrollment is also required.

The website **“Bring It to the Ballot”** ([bringit.wisconsin.gov](http://bringit.wisconsin.gov)) provides information about the new photo ID requirements. Please tell your friends, family and colleagues about how important this election is and encourage them to take the time to be a voter in every election!



**EA-MTI General Membership Meeting - March 16; Election of Officers**

Members of MTI’s Educational Assistants bargaining unit (EA-MTI) will meet on **Wednesday, March 16**, commencing at **4:15 p.m.** in Room 201C, at the Labor Temple (1602 S. Park Street). 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 16 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](mailto:degene@madisonteachers.org)). Nominations will close at the March 16 meeting.

***Get involved in your Union!***

***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)

**Academic Leave of Absence Deadline May 1**

Section VI-B (Leaves of Absences) of MTI's **Teacher Collective Bargaining Agreement** provides that all *non-medical leaves except academic, adoption and childrearing leaves, must be for a minimum of one full school year* and must commence at the beginning of the first semester. Academic or childrearing leaves must be for a minimum of one semester. A request for an *academic* leave or for an extension of same must be made to the Department of Human Resources by **May 1, 2016** for the first semester or the entirety of the 2016-17 school year.

*In discussions with MMSD Human Resources staff, MTI was able to gain clarification that the District will continue to honor the current Contract leave of absence language cited above for teachers who request leaves of absence this semester for the 2016-17 school year.*

After the Collective Bargaining Agreement expires on June 30, 2016, requests for leaves of absence will be governed by the provisions of the Employee Handbook which are substantively different and, in certain cases, more restrictive.

If you have questions on leave of absence options, MTI staff are available to assist at 257-0491.

**Keep MTI Updated on Changes**

Please call, write or email MTI if you have a change in name, home address, home email address, telephone number, work location, certification, or hours of work. Having this information allows MTI to serve you better, both personally and contractually.

***March Calendar***

- **Monday, March 14, 4:30 p.m., MTI**  
MTI Board of Directors
- **Monday, March 14, 5:00 p.m., Doyle Room 103**  
BOE Operations Work Group
- **Tuesday, March 15, 4:15 p.m., SCFL**  
MTI Faculty Representative Council  
All MTI Members Invited
- **Wednesday, March 16, 4:15 p.m., SCFL**  
EA-MTI General Membership
- **Monday, March 28, 6:00 p.m., Doyle Auditorium**  
BOE Regular Meeting

▪ **March 21-28 Spring Break**

**Important - Save the Date**

- MTI Cares Bowl-a-thon - April 24
- MTI 50<sup>th</sup> /Strike 40<sup>th</sup> /EA Walk-out 20<sup>th</sup> / 2011 Protest 5<sup>th</sup> - May 7