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Solidarity!

Reminder - January Paycheck

MTI's Teacher and Substitute Teacher Collective Bargaining Agreements provide that the **January 1 paycheck is to be deposited on the first banking day in January. This year that will be January 2, given that January 1 is a Federal Reserve Bank Holiday. Depositing December 31 would cause one to have to pay taxes on those funds for 2012, i.e. one would pay income tax on 13 months' wages in 2012.** Confirmation of the deposit will be distributed at each person's work location on January 7, the day school resumes for teachers, and mailed to substitute teachers on or about January 7.

Members of MTI's Clerical/Technical (SEE-MTI), Educational Assistants (EA-MTI) and Security Assistants (SSA-MTI) bargaining units' paychecks will be **directly deposited on December 28.** Confirmation of the deposit will be distributed at each person's work location on January 7.

Important: Note also that the *required WRS contribution is increasing on January 1 to 13.3% of gross pay*, resulting in the **employee contribution increasing from 5.9% to 6.65%** starting with the first payroll period in January (*which should be reflected on the first payroll check following the January 1 check*). This will result in employee take-home pay being reduced further by 0.75%. ***This is due to Governor Walker's Act 10 changes and the Board of Education's decision against increasing wages to offset this reduction.***

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 on or about December 15. Ballots were mailed out to SEE-MTI members last week.

Nominated for the **SEE-MTI Board of Directors** were: President - **Kris Schiltz** (Information Services); Vice President (Schools) - incumbent **Larry Palm** (Innovative & Alternative Programs/Lapham); Vice President (Central Admin) - **Chris Burch** (Information Services); Secretary - incumbent **Jane Ninmann** (Leopold); Unit Representative/Elementary School - incumbent **Ann Jesse-Schwabe** (Thoreau); Unit Representative/Middle School - **Richerra Zimmerman** (Sennett); and Unit Representative/Central Admin - incumbent **Jeannine Retelle** (Information Services).

Nominated for the **SEE-MTI Negotiation Team** were: Elementary School Representative - incumbent **Dena Jenks** (Stephens); and Central Admin Representative - **Travis Grover** (Information Services). There is currently a vacancy for Middle School Representative on the SEE-MTI Negotiation Team.

Retiree Health Insurance

In MTI's 2009-11 Contract negotiations, **a significant gain was made for retirees, including future retirees.** It was agreed that one's MTI-negotiated Retirement Insurance Account can be used to pay the premiums for group health insurance plans other than the group health insurance plans which are part of the MTI/MMSD Collective Bargaining Agreement. This means that one can use their RIA to pay for coverage they have under their spouse's/partner's employer or other group or Medicare supplement plans. *Caution: HMOs do not provide other than emergency coverage outside their service area.* See Contract Section VII-G-6-f for details.

MTI Members Eligible for Historic Home Refinancing Benefits

Once again, MTI has negotiated a significant arrangement with WPS Community Bank for home mortgage refinancing applications between **January 2 and January 14, 2013.** Reducing your mortgage payment will help offset the loss in take-home pay caused by Governor Walker's budget repair bill. This will enable MTI members to refinance home mortgages at historically low interest rates, **with little or no closing costs.** It is available to you even if you have already recently refinanced a home loan. All MTI, EA-MTI, SEE-MTI, USO-MTI, SSA-MTI and Middleton-MTI members are eligible. Details of the program will be mailed to members' homes over winter break.

Visit WPS Community Bank online at www.bankwps.com/mti or call 608-224-5500.



As a show of
SOLIDARITY,
wear **MTI RED** every
MONDAY!

Teacher Retirement and TERP Deadline February 15

In order for one to be eligible for the *MTI-negotiated Teacher Emeritus Retirement Program (TERP)*, he/she must be a full-time teacher, at least 55 years old, with a combined age (as of August 30 in one's retirement year) and years of service in the District totaling at least 75. (For example, a teacher who is 57 and has eighteen (18) years of service to the MMSD would be eligible: $57 + 18 = 75$.) Teachers who are younger than age 55 are eligible if they have worked for the MMSD at least 30 years. Up to ten (10) part-time teachers may participate in TERP each year provided they have worked full-time within the last ten (10) years and meet the eligibility criteria described above.

Retirement notifications, including completed TERP agreements, are due in the District's Department of Human Resources no later than February 15. Appointments can be made to complete the TERP agreement and discuss insurance options at retirement by calling the District's Benefits Manager, **Sharon Hennessy** at 663-1795.

MTI was successful in negotiations for the 2009-13 and 2013-14 Contracts in negotiating a guaranteed continuance of TERP. **Thus, MTI members can be assured that TERP runs through 2014 and not feel pressured into retirement before they are ready.**

MTI Assistant Director **Doug Keillor** is available to provide guidance and/or to provide estimated benefits for TERP, insurance continuation, application of one's Retirement Insurance Account, WRS and Social Security. Call MTI Headquarters (257-0491) to schedule an appointment.

Substitute Teacher Requests

Any teacher who has not been granted a request for a specific substitute teacher should contact MTI. In doing so, please detail the date of the assignment, the date and time of the request, and the substitute teacher requested. MTI's Collective Bargaining Agreement for the United Substitute Teachers bargaining unit guarantees that such requests be granted. They are given priority for all assignments of six (6) days or less. Following from this, *substitute teachers who hold like certification to the vacant position shall next be called for assignments in seniority order.* Contact MTI Assistant Director **Jeff Knight** (knightj@madisonteachers.org) with questions or concerns about this contract provision.

The Foundation for Madison's Public Schools - Evjue Combined Grants Competition

Thanks once again to the *generosity of the Foundation for Madison's Public Schools and the Evjue Foundation*, MMSD teachers and certified staff have the opportunity to apply for up to \$10,000 to support innovative and creative projects for their classroom, school, or for joint projects in partnership with other schools and community organizations. **Applications are due Monday, January 14th, 2013.**

The updated and simplified materials are available on the Grants and Fund Development Office website (www.madison.k12.wi.us/grants).

Winter Break/MTI Office Closed

This will be the last *MTI Solidarity* for 2012. MTI wishes everyone a safe, enjoyable and relaxing winter break. **When you wonder "who cares", rest assured that your Union cares.** The MTI Office will be closed on December 24, 25, 26, 31 and January 1.



- **Monday, December 17, Doyle McDaniels Aud.**
BOE Special Open Meeting (5:00 p.m.)
BOE Regular Meeting (6:00 p.m.)
- **December 24 - January 4 Winter Break**
- **Tuesday, January 8, 4:15 p.m., MTI**
MTI VOTERS' Candidate Interviews
- **Wednesday, January 9, 4:00 p.m., MTI**
EA-MTI Board of Directors
- **Thursday, January 10, 4:15 p.m., MTI**
Special Education Subcommittee
- **Monday, January 14, 4:30 p.m., MTI**
MTI Board of Directors

Our Union Makes Us Strong!

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