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# Solidarity!

## EA-MTI Contract Ratification Scheduled for February 4

Ratification of the 2008-10 EA-MTI Collective Bargaining Agreement was to have taken place on January 21. *By agreement between John Matthews and Supt. Dan Nerad that vote was postponed to give the parties time to resolve a disagreement over implementation of new Contract terms enabling members of MTI's Educational Assistants' bargaining unit to receive compensation for days on which school is closed due to inclement weather.* This Contract provision, coupled with the dates of the pay period and the end of the tax (calendar) year, presented some problems.

In a meeting last Monday, *these issues were resolved and an agreement reached to enable Educational Assistants to receive compensation for the newly negotiated December 31 holiday and for all days for which school was closed due to inclement weather.*

**The EA-MTI Contract ratification meeting will be held Wednesday, February 4, at the Labor Temple (1602 S. Park Street), commencing at 4:15 p.m.**

## Important 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 2.**

**Sabbatical Leave** applications for either the first semester of the 2009-10 school year or for the entire school year are due in the MTI Office by 5:00 p.m., **February 2.**

**Teacher Retirement and Teacher Emeritus Retirement Program** enrollment applications are due in the office of Human Resources by 5:00 p.m., **February 15.**

Due to the uncertainties regarding the impact of recent stock market declines on the estimated retirement annuities for those teachers considering retiring at the end of the current school year, MTI and the MMSD have negotiated a memorandum of understanding which **extends the retirement notification deadline** from February 15 to **March 15, 2009, for those teachers who have a portion of their WRS funds in the Variable Fund.** WRS has indicated that they are unable to project the impact of 2008 investment performance until late-February or early-March.

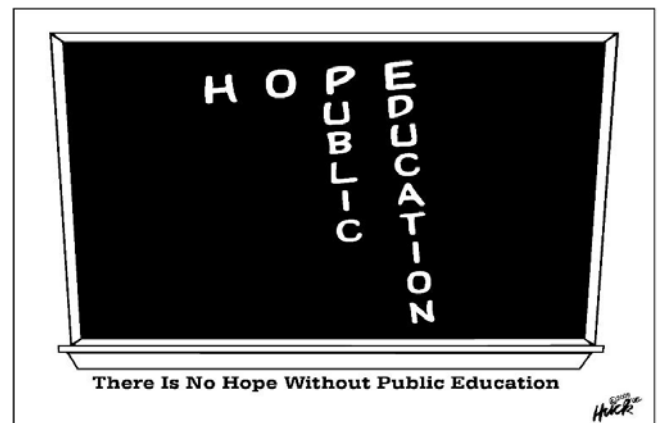
**Part-time Contract Reduction** enables *full-time* teachers who wish to work part-time to do so for a period of one year and have the right to return to full-time regular employment commencing with the subsequent school year. Requests for part-time contracts must be made in writing to Human Resources on or before **March 1** for the 2009-10 school year.

Note: *Contractual deadlines which occur on a weekend are extended to the following Monday.*

## Adequate School Finance Plan Key

Beginning in 1993 when the **State of Wisconsin usurped local control, school boards have been unable to adequately fund Wisconsin's public schools.** This has not only caused the buildings to crumble and be dirty, but has caused course offerings to deteriorate and compensation to not keep up with that of other professions.

The State-imposed revenue controls on school boards have had a dramatic impact over 15 years. While six years ago, *Governor Doyle pledged to end the war on teachers, with the current legislative leadership he should be able to deliver.* Indeed, as the Legislature begins to address the needs of education in Wisconsin, the new legislative leadership brings **HOPE.**



## Our Union Makes Us Strong!

Volume 43, Number 21, February 2, 2009  
MTI's web page - [www.madisonteachers.org](http://www.madisonteachers.org)  
MTI's email - [MTI@madisonteachers.org](mailto:MTI@madisonteachers.org)

## **Snow Days: Minutes Needed**

MTI's Collective Bargaining Agreement, Section V-K-4 (p. 73), establishes the circumstances under which make-up time or make-up days are established, *if such becomes necessary*. Wisconsin Statutes require local school districts to schedule at least 180 days annually. The 180 days' schedule is to include 437 hours of direct instruction to kindergarten pupils; 1,050 hours for grades 1-6; and 1,137 for grades 7-12.

A joint review by MTI Staff John Matthews and Doug Keillor, in concert with District management, reveals that make-up time is necessary, days are not. While the number of minutes necessary to be made up could more easily be made up by converting a day(s) on which no school is held to a school day, MTI has taken the position that: 1) SWEIO is a worthwhile day and a good day for staff to revitalize; and 2) many have plans for Easter Monday which cannot be changed. Thus, MTI has asserted that these days may not be used to make-up time. MTI expects this matter to be concluded next week.

## **Deadlines for Leave of Absence**

Pursuant to Section VI-B (Leaves of Absences) of MTI's "Teacher" Collective Bargaining Agreement, 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. 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. **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 2009-10, or to extend a leave of absence, must be made in writing through the principal/supervisor to Human Resources by **March 1, 2009**. A request for an academic leave or for an extension of same must be made to the Department of Human Resources by **May 1, 2009** for the first semester or the ensuing school year.

Given that one remains represented by MTI and has benefits available while on leave, partial dues for the period one is on leave can be paid either during the leave or upon return.

## **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 March 1, if they are considering non-renewal**. Under Wisconsin Law, such a notice must be delivered to the teacher on or before March 15. *Such notice could also be on one's February 15 evaluation.*

**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 of your MTI membership card.*

A request for a hearing before the Board of Education must be submitted within five days of the teacher's receipt of the notice that the Board of Education is considering non-renewal of the teacher's contract. **It is extremely important for any teacher receiving such a notice to immediately contact MTI.**

## **MTI Delegates to SCFL**

Nominations are being sought for any member interested in serving as an MTI Delegate to the South Central Federation of Labor. Terms expire in March for: **David Evans** (Toki), **Jeremiah Cremin-Bringman** (O'Keeffe), **Amy Covey** (Falk) and **Bob Arnold** (Lowell). Terms are for two years. Members should contact MTI Executive Director John Matthews ([matthewsj@madisonteachers.org](mailto:matthewsj@madisonteachers.org)). Nominations will be received at the February 17 meeting of the MTI Faculty Representative Council, and the election at the March meeting. Each of these individuals is seeking re-election.

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## ***Calendar of Events***

- **Tuesday, February 3, 4:15 p.m., MTI**  
MTI Special Education Sub-Committee
- **Monday, February 9, 4:15 p.m., MTI**  
MTI Board of Directors & Bargaining Committee
- **Monday, February 9, 5:15 p.m., MTI**  
MTI Board of Directors
- **Tuesday, February 10, 4:15 p.m., MTI**  
MTI VOTERS
- **Wednesday, February 11, 4:30 p.m., MTI**  
SEE-MTI Board of Directors
- **Tuesday, February 17, 4:15 p.m., SCFL**  
MTI Faculty Representative Council