



Solidarity!

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Make Sure Your Vote Counts; Take Advantage of Early Bird and Absentee Voting



This spring's general election will be held on April 6, the day after spring break. *MTI recommends that members request an absentee ballot now to ease voting and assure their vote is counted.* An application for an absentee ballot (City of Madison) is available on MTI's website. In 2004, *Wisconsin made changes in the law to enable any registered voter to vote by absentee ballot.* **Vote now to assure that MTI members have the greatest possible impact in this important election.**

Early Bird Voting enables individuals to vote "early" by going to the Madison City Clerk's office, in the City/County Building on Martin Luther King Jr. Blvd., or the city/town hall in the jurisdiction of your residence.

Voter registration information and an absentee ballot application can be found on the Madison City Clerk's webpage at <http://www.cityofmadison.com/clerk/> and <http://www.co.dane.wi.us/election/absentee.aspx>.

The Madison City Clerk's office is open Monday through Friday from 8:00 a.m. - 4:30 p.m. However, the **Madison City Clerk will extend their hours for absentee voting** in the City Clerk's office on Saturday, April 3, from 9:00 a.m. - 12:00 p.m.

MTI Links: Find links to websites and forms listed above on MTI's website at www.madisonteachers.org, then click on "Spring Election 2010."

EA-MTI General Membership Meeting March 3

Members of MTI's educational assistants' bargaining unit (EA-MTI) will meet on **Wednesday, March 3, at MTI Headquarters**, commencing at 4:00 p.m. The purpose of the meeting is to receive nominations for a number of positions which expire on the EA-MTI Board of Directors, and to conduct general business for the organization. Although nomination forms have been mailed to EA-MTI members, nominations can also be made at the meeting on March 3. Nominations will close at the meeting.

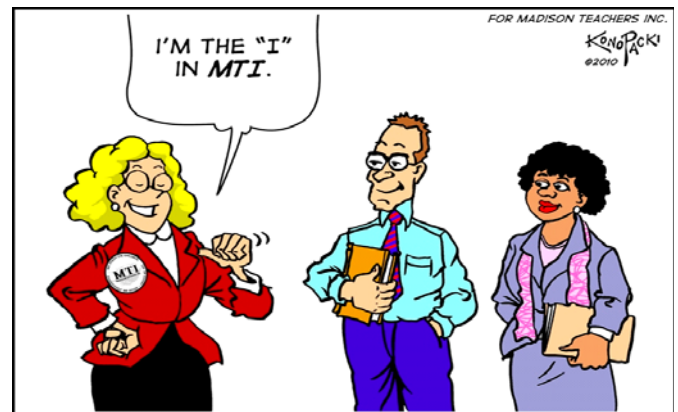
Salary Schedule Advancement Results from Completion of Professional Development Plan

In Contract negotiations last fall, **MTI achieved a new provision which enables one, in many cases, to advance on the salary schedule by completing their DPI required professional development plan.** Such is the case for either the *Initial* or *Professional Educator License*.

A teacher who completes the Initial Educator Program or the Professional Educator Program receives six (6) professional advancement credits. Those credits can be applied to movement either vertically or horizontally (*higher track*) on the salary schedule. (See Contract Sections III-A, III-G-1, and III-H-4 on MTI's website www.madisonteachers.org).

Your WRS Benefits

Be sure your desired beneficiaries are up-to-date. Whoever one lists as a beneficiary (*all too frequently is not updated after one begins work for a public employer*) receives the payout, should one die prior to retirement. That could mean one's benefits go to their parents or to an ex-spouse.



Our Union Makes Us Strong!

Volume 44, Number 25, March 1, 2010
MTI's web page - www.madisonteachers.org
MTI's email - MTI@madisonteachers.org

EA-MTI: Know Your Rights: Assignment to and Transfer from the Surplus Pool; Layoff

As nearly every school year has ended for the last several years, the District has declared as surplus at least one educational assistant in nearly every school. The MTI-MMSD Collective Bargaining Agreement governing educational assistants at Section IV-I-4 provides that any EA who has had part or all of their hours reduced at their school are placed in the EA surplus pool. Said EAs are then reassigned, in order of seniority and in accordance with their preference to vacant positions for which they are qualified and/or certified.

In accordance with a Union victory in a grievance arbitration case, *the District is also obligated to make every reasonable effort to reassign EAs to positions of at least the same number of hours they currently work; however, they are not obligated to create hours in the school from which the EA was surplused.* Therefore, EAs need to assert their right to their same number of hours, even if it results in their being moved to a different school. *All too often, EAs give up their hard-earned right to their same hours when they accept an assignment for fewer hours in order to remain in their current school.*

Educational Assistants also have transfer rights. When transfer opportunities become available, the District is obligated to consult the list of EAs declared surplus, such that a more senior EA in the surplus pool has rights to a posted position over a less senior EA who has not been declared surplus, but has also applied for the same position, so long as the EA in surplus is qualified and/or certified for the position.

Finally, if a reduction in staff (layoff) is determined by the District to be necessary, EAs are laid off in inverse order of seniority, pursuant to Section IV-K of the Collective Bargaining Agreement. A layoff could include EAs who were not previously declared surplus from their schools, as layoffs are done District-wide, rather than on a school-by-school basis. If layoffs occur, MTI will provide assistance to EAs regarding their unemployment insurance benefits rights.

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.

Nominations & Election for MTI Delegates to the WEAC & NEA Representative Assemblies

Nominations for those interested in attending the WEAC Representative Assembly will be received at the March 16 meeting of the MTI Faculty Representative Council. Nominations will also be received for MTI delegates to the NEA Representative Assembly. The WEAC Representative Assembly will be held April 23-25, in Green Bay, and the NEA Representative Assembly will be held July 1-6, in New Orleans. MTI does not fund delegates to the NEA RA. *By virtue of the MTI Bylaws, the MTI Board of Directors serve as delegates to the WEAC RA.* Nominations and the election will be held at the March 16 Council meeting.

Harassment Inservices

Among the few MTI/MMSD mutually agreed upon obligatory inservices in which all District employees must participate is a one hour inservice on harassment. One need only attend the inservice once. For those who have not yet attended the course, it will be offered during the 2009-10 school year on the following dates from 4:15-5:15 p.m.

March 11	Memorial High School, Auditorium
April 26	La Follette High School, C17



Calendar of Events

- **Monday, March 1, 4:15 p.m., Harmony Grill**
Special Education Sub-Committee
- **Tuesday, March 2, 4:15 p.m., MTI**
USO-MTI Negotiations
- **Wednesday, March 3, 4:00 p.m., MTI**
EA-MTI General Membership Meeting
- **Thursday, March 4, 4:00 p.m., MTI**
MTI Finance Committee
- **Monday, March 8, 4:30 p.m. MTI**
MTI Board of Directors
- **Tuesday, March 9, 4:15 p.m., MTI**
MTI VOTERS Political Action Committee