



Solidarity!

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**MTI General
Membership &
Contract Ratification
Meeting**
October 14, 7:00 p.m.
**Exhibition Hall - Alliant
Energy Center**



Be Sure to Attend this Important Meeting.

Kent Teachers Battle for Their Profession

On August 26, the 1,800+ members of the Kent Education Association, a community 14 miles south of downtown Seattle, made a strong statement regarding the teaching profession. 86.4% of members in attendance at a general meeting voted to strike, until the Kent School District got realistic regarding class sizes and principal controlled meetings. Similar to Madison, Kent is a rapidly changing community with high levels of ELL students, including one classroom with at least 13 different primary languages spoken. In a time of financial hardship, the teachers did not go on strike for higher wages; instead they went on strike **to demand that their profession be respected and that their workload be brought into line with that of their peers.**

For 4 weeks, MTI Assistant Director **Jesse Reschke helped organize the strike buildup and the strike effort.** His efforts included overseeing the picket activities of nine school buildings, creating strategy to increase pressure on the school board and administration and helping to create messaging for the community.

Reschke noted that the hours were long with days often starting before 6:30 a.m. and ending after 11:00 p.m. *“This amazing group of people were willing to walk the picket line for 18 days, 10 of those days in defiance of a court order to return to work, because they knew that their cause was just and the strike was for the betterment of students”*, Reschke said. In doing so, Kent teachers received support from local unions, including teamsters, electrical workers, machinists, and teachers across the nation.

The KEA strike led directly to class size caps for elementary schools, and total student load caps for middle and high schools. Principal controlled meetings have also been capped, and teachers are regaining control of their professional lives. In reaction to the school board’s failure to deal with issues, parents and community members are circulating petitions to recall board members.

Voluntary Meetings? Just Say No!

Teachers ask, *“Do I have to attend a meeting after my Contract day ends?”* Teachers have *no obligation* to attend meetings after the end of the workday as is set forth in the Collective Bargaining Agreement (see Section V-I, page 69). **A new tactic by some principals is to tell staff that the after-hours meeting is voluntary, but “if you care for kids, you’ll come”;** or management will tell teachers that such a meeting is the only time the information will be presented. **MTI’s advice. Just say no!** *The more games like these that force overtime, the more one’s Contract rights will be eroded if teachers give in.* Management must present information during the Contract day if they want to assure attendance.

Thinking Retirement? Plan Ahead: Attend a Retirement Planning Session

This fall provides a number of opportunities for employees to gather information to enable planning and preparation for retirement. MTI represented employees have retirement benefits available through multiple sources. **Understanding these benefits is essential to successfully plan for retirement.** For that reason, MTI encourages those considering retirement in the next few years to attend one of the sessions noted below. Due to high demand, reservations should be made by October 19 by calling the District’s Benefits Department at 663-1697 or email chills@madison.k12.wi.us.

Retirement Planning Meetings
October 21 & November 12
7:00 -9:15 p.m.
McDaniels Auditorium, Doyle Building

Sabbatical Leave

MTI's Teacher Collective Bargaining Agreement mandates that the District budget \$45,000 per year for sabbatical leaves. Proposals are selected by a Joint MTI/MMSD Committee. **Not awarding a Sabbatical Leave is rare, but the Committee did not select any of the proposals for second semester Sabbatical Leaves.** Proposals for the current semester were awarded last February.

Applications for next school year or for the first semester of next school year are due February 1.

Clerical Support Available for IEP Meetings

During Contract negotiations for MTI's 2009-2011 Teacher Collective Bargaining Agreement, MTI clarified language in Section III-P as regards clerical support for IEP meetings. Section III-P-6-d of the Contract now states "*clerical support may be requested by contacting the Educational Services Department.*" Support may be granted at the discretion of the Department, but will only be granted if the IEP team consists of more than five (5) participants. If one requests clerical support, she/he should request same well in advance of the IEP meeting. MTI negotiated clarification in the language in response to numerous calls relative to the issue. Anyone with questions should contact MTI Assistant Director Jesse Reschke (reschkej@madisonteachers.org).

When a District Employee Is Hired into Another Bargaining Unit

Section III-I of MTI's Educational Assistants Collective Bargaining Agreement and Section III-J of MTI's Supportive Educational Employees Collective Bargaining Agreement grant the following rights to an employee who transfers from one MTI bargaining unit to another. In each of the referenced Contracts, it provides "*The employee shall be given credit for total years of service from the date of original hire for provisions relating to wages and longevity. Sick leave is to be converted based on dollar value of earned days/hours from the old position to the new position.*"

Section IV-K of the USO-MTI Collective Bargaining Agreement provides *substitute teachers hired under regular contract up to five years of experience credit on the salary schedule for years in which they have worked at least 100 days as a substitute teacher.*

Life Insurance: Beneficiaries Up-To-Date?

Whether one has life insurance via one of MTI's Collective Bargaining Agreements, on a personal basis, or both, one must frequently be sure that their beneficiaries are up to date. The beneficiary is the person or persons you designate to receive your life insurance proceeds in the event of your death.

Usually, one designates a number of beneficiaries and the proceeds from their life insurance are divided equally among those individuals. One can indicate otherwise and specify a different percentage or amount to specific individuals. For instance, if one names his/her spouse as beneficiary and he or she dies before the insured and the insured has not named a new beneficiary, his/her life insurance benefits are paid to the children. If one has no children, the benefits are paid to his/her parents. If one's parents are deceased, the benefits go to siblings, and so on. **Remember that if your spouse is designated as your beneficiary and you get divorced, your ex-spouse will receive the payment unless you change your beneficiary.** These illustrations are presented to remind members of the need to keep their beneficiaries current.

Children under 18 can be beneficiaries, but some rules apply. The proceeds will be paid only to a Court-appointed guardian of the child's estate or to a trust that has been established in the child's name. A guardian must be someone designated by the courts to oversee the child's finances. The guardian is not the same as someone who has custody of the child. If there is no court-appointed guardian or trust, the proceeds may be held in an interest-bearing account until the child turns 18.

Calendar of Events/Deadlines

- **Tuesday, October 13, 4:15 p.m., MTI**
MTI VOTERS Political Action Committee Meeting
- **Wednesday, October 14, 4:30 p.m., MTI**
SEE-MTI General Membership Meeting
- **Wednesday, October 14, 7:00 p.m., Alliant Center**
MTI General Membership & Contract Ratification Meeting
- **Tuesday, October 20, 4:15 p.m., SCFL**
MTI Faculty Representative Council Meeting
- **Wednesday, October 21, 4:15 p.m., MTI**
USO-MTI General Membership Meeting

Our Union Makes Us Strong!

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MTI's web page - www.madisonteachers.org

MTI's email - MTI@madisonteachers.org