



# USOundoff Newsletter

## *You have a voice, make it heard!*

---

October 15, 2007

### USO-MTI Negotiation Team

**Dave Mandehr**  
*President*

**Rita Pieroni**  
*Vice President (K-6)*

**Michael Stanley**  
*Vice President (7-12)*

**Bonnie Thomas**  
*Vice President At Large*

**Jack Hagopian**  
*Secretary*

**Paula Benton**  
*Bargaining Team Appointee*

**Helene Georgalan**  
*Bargaining Team Appointee*

### Have You Moved Recently?

*If you have changed your address, name, &/or phone number recently, take a moment to contact us with this information so we can update our records and ensure mailings are sent to you. Please contact Carolyn at MTI by e-mail at [sheltonc@madisonteachers.org](mailto:sheltonc@madisonteachers.org) or by phone at 257-0491.*

### E-Mail Address

*Please send your e-mail address to David Mandehr. The addresses will be used to provide members with pertinent information in a more direct and personal manner.*

### Dave's Email:

[DNMandehr@att.net](mailto:DNMandehr@att.net)

### USO-MTI Negotiations Commence; Union Advances Member Interests While Board Proposes Take Backs

The USO-MTI Negotiation Team met with MMSD negotiators on August 20, 2007 and again on August 29, 2007, to begin negotiations for the 2007-09 USO-MTI Collective Bargaining Agreement. While the Union advanced proposals requested by its members, the School Board proposal contained a multitude of take backs which included, in part: the elimination of the WPS health insurance option; the elimination of the personal illness benefit; a reduction in summer school pay; an increase in the amount of assignment days to qualify for a long-term assignment; and a proposed increase in the minimum amount of work days required to maintain health insurance.

The Union's proposal seeks to strengthen the evaluation language; eliminate the cap for substitute teachers eligible for health insurance (currently 80); and proposes limitations on the duration of time a substitute may be restricted from a specific school (currently permanent). USO-MTI also proposes: greater contribution towards health insurance benefits for eligible substitutes; snow day pay; jury-duty pay; new terms and conditions of employment for BRS substitutes; and the addition of a long-term pay rate for those with a Masters degree.

Please note that an extensive "USO-MTI Negotiation Update" is enclosed. The USO-MTI Negotiation Team will send out periodic negotiation updates following this publication. The next publication will be after the next negotiation session of October 22, 2007.

### Permit Substitutes - Working for MMSD

As you may know, the School District contacted MTI late last spring and advised that they may not be able to renew permit substitute teacher licenses. Recently, the School District confirmed their "inability" to declare an emergency substitute teacher situation in Madison as regulated by the Wisconsin Department of Public Instruction (DPI). Since then MTI has written to all affected permit holding substitutes (25 members in all) to advise them of the following in sum: (1) Renewing License in Another School District: There are other school districts in the area which may have such approval from DPI to declare an emergency situation to hire permit-holding substitute teachers and that in renewing their license this way will maintain their status in the MMSD; (2) Accepting Substitute SEA Assignments in MMSD: A recent offer by MMSD to the affected permit substitutes was to accept Sub SEA positions in the MMSD. MTI advised that it is not a requirement for permit substitutes to accept said offer and also to advise that while working in a Sub SEA assignment said member is represented by the EA-MTI bargaining unit, not the USO-MTI bargaining unit and each have distinct contractual rights. (3) Health Insurance: MTI has proposed to the School District that they waive the number of days worked needed for health insurance eligibility for September and October 2007 for those permit substitute teachers affected due to the School District's "inability" to declare an emergency situation. The School District ultimately agreed to a revised proposal which maintained health insurance eligibility if a substitute teacher (without current licensure) accepts one (1) Sub SEA assignment monthly.

## Questions?

*Ken Volante at MTI assists substitutes in their employment with MMSD.*

**Phone:**  
257-0491

**Email:**  
[volantek@madisonteachers.org](mailto:volantek@madisonteachers.org)

**Web:**  
[www.madisonteachers.org](http://www.madisonteachers.org)

## Upcoming Dates

**USO-MTI General Membership**  
*Wed., Oct. 24 (4:15pm @ MTI)*

**WEAC Convention**  
*Thurs & Fri., Oct 25 & 26*

**Daylight Saving Ends**  
*Sun., November 4*

**End of First Quarter**  
*Wed., November 7*

**Parent Teacher Conferences**  
*Thurs & Fri., Nov. 15 & 16*

**Thanksgiving Holiday**  
*Thurs & Fri., Nov. 22 & 23*

**Winter Break**  
*Mon. Dec 24 - Fri. Jan. 4*

**Staff Development (Middle/High)**  
*Mon., January 14*

**USO-MTI Board**  
*Wed., Jan. 16 (4:15pm @ MTI)*

**Martin Luther King**  
*Mon., January 21 (no school)*

**End of First Semester**  
*Fri., January 25 (early release)*

**Parent Teacher Conferences**  
*Fri., Feb. 8 (middle schools closed)*

**SWEIO Convention**  
*Fri., Feb. 22 (schools closed)*

## Leaves of Absence

Pursuant to Section IV-F of the USO-MTI Collective Bargaining Agreement, substitute teachers, who have been in the substitute pool for at least one year, may request and be granted an unpaid leave of absence for one (1) school year. It is a contractual requirement to request this leave **at least five (5) days prior to its commencement**. *This is an important contractual right. If you need any assistance with a leave request, contact Ken Volante.*

## Health Insurance-Work Requirement

Section VII-A of the USO-MTI Collective Bargaining Agreement delineates the minimum work requirement for health insurance eligibility. Please take close note of these criteria: for substitutes who “pay in” the full amount to their health insurance there is a work requirement of at least one (1) day per month. While those substitute teachers with the School Board contribution to health insurance are required to work five (5) days per month.

Too many substitute teachers lose their insurance eligibility by failing to meet this requirement. If you need assistance in this regard or have concerns about the amount of assignments available to meet this requirement, please contact Ken Volante.

## Keeping Tabs on your Pay Stubs

With the day-to-day possibility of substitute teacher payroll discrepancies, MTI suggests close scrutiny of your paycheck especially in the area of personal illness (PI) accrual, unpaid percentages of assignments, and federal/state tax withholdings. *To report a paycheck issue, contact Ken Volante (info to right). Also, be sure to fax any attendant documentation (such as your paystub) to Ken’s attention at 257-1168.*

## Becoming a USO-MTI Member

Would you like to become a USO-MTI member along with your substitute peers? Because all substitutes receive the salary, benefits and other employment rights which are negotiated by MTI, a substitute may be a fair share employee. (Fair share employees have equivalent dues, but do not have the rights which members of the Union have.) State law enables a fair share contribution to be collected from non-members because of the benefits they receive from the Union negotiations and because of the Union’s obligation to represent them.

To become a member of the Union, one must complete an application. All new substitutes receive a Union packet when they begin their employment with the School District. If you are unsure if you are a member, please contact Carolyn Shelton at 257-0491 or [sheltonc@madisonteachers.org](mailto:sheltonc@madisonteachers.org) to confirm your membership and/or request a USO-MTI Membership Application today!

## USO-MTI General Membership Meeting

The USO-MTI General Membership Meeting will be held on **October 24, 2007 at 4:15pm at Madison Teachers Headquarters (821 Williamson Street)**. Important issues to be addressed at the meeting will be the status of 2007-09 contract negotiations and the election of union officers.

