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Solidarity!

Martin Luther King, Jr. Holiday January 20

As a result of MTI's successful negotiations several years ago, all District employees now have a paid holiday, a day off, in recognition of the accomplished civil rights leader Martin Luther King, Jr. Given the terms of MTI's various Contracts with the District, members of MTI's teacher, educational assistant, clerical/technical, and school security assistant bargaining units will be paid for the day. MTI encourages members' observance of this important holiday which signifies the importance of Dr. King's legacy.

"The labor movement was the principal force that transformed misery and despair into hope and progress. Out of its bold struggles, economic and social reform gave birth to unemployment insurance, old age pensions, government relief to the destitute, and above all new wage levels that meant not mere survival, but a tolerable life."

Dr. Martin Luther King, Jr.

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 negotiating a guaranteed continuance of TERP for the 2013-14 and 2014-15 Contracts. Thus, MTI members can be assured that TERP runs through 2015 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.

Important February 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 1.

Sabbatical Leave applications for either the first semester of the 2014-15 school year or for the entire school year are due in the MTI Office by 5:00 p.m., February 1.

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

(Note: Contract deadlines which occur on weekends will be extended to the following Monday.)

Show **SOLIDARITY**
with your **MTI**
Sisters & Brothers.
Wear **MTI RED** on **MONDAYS!**

Our Union Makes Us Strong!

MTI's web page - www.madisonteachers.org

MTI's email - MTI@madisonteachers.org

MTI Membership is Growing

MTI represents nearly 3,000 teachers in the Madison Metropolitan School District. Of that number, over 96% are members of their **Union**. **That number has been rising since Governor Walker, as he described it, “dropped the bomb” on public employees and collective bargaining almost three years ago.**

However, there are currently several hundred MMSD employees in the teacher bargaining unit who are not members of MTI. They choose to be “fair share” contributors - that is, *they pay a maintenance fee to the Union for all of the rights and benefits MTI has negotiated for them and provides to them, even though they are not members of their Union.* These individuals have no voice in what issues MTI pursues; how MTI is governed; and can't vote on MTI contracts, or in the election of MTI officers.

Faculty Representatives in each school and work location receive, on a monthly basis, updated lists of members and fair share contributors. **What can you do?** Share this article with fair share teachers at your work location, and have a *discussion about the many rights and benefits MTI has negotiated on their behalf over the last 45 years, e.g., a never-ending salary schedule, health, dental and life insurance, due process, retirement, TERP, leaves of absence, paid sick leave, paid holidays and FMLA integration, to name a few.*

SEE-MTI Monthly Organizing Workshop January 16

The next monthly SEE-MTI Organizing Workshop will take place on **Thursday, January 16, at 4:30 p.m., in Room 109 of the Madison Labor Temple** (1602 S. Park Street). The meeting will continue the discussion on “*what a clerical career ladder could look like.*” We'll also review various Sections of the SEE-MTI Collective Bargaining Agreement to help members gain a better understanding of their negotiated rights and benefits. And, as always, the workshops provide a great opportunity for co-workers to gather together pro-actively to discuss their work and how to make it work better.

All members are invited to attend these monthly meetings on the third Thursday of the month. Parking is plentiful, snacks will be provided, and strength comes in numbers. We hope to see you there. **Solidarity!**

DPI Licensing Updates – Check your License Expiration

Beginning January 15, 2014, DPI will accept license applications **online only**. The first phase will be open to new applicants only and license renewal applications will not begin until March. During the month of December, DPI stopped accepting paper applications. **It is important for you to review the expiration date of your license and prepare for renewal.** If your license expires, you are in jeopardy of losing your teaching contract or you may be restricted from substitute teaching in Wisconsin Public Schools. It is your responsibility to know your license expiration date and prepare any materials for renewal. **Licenses typically expire at the end of June.**

The DPI Licensing website also provides a License look-up Tool that will allow you to review your current license(s) and their expiration date(s). Additional information regarding the new license renewal process can be found at: <http://tepd.dpi.wi.gov/licensing/elo>.

Calendar & Events

- **Monday, January 6, 5:00 p.m., Doyle, Room 103**
BOE Instruction Work Group
- **Thursday, January 9, 5:00 p.m., Doyle, Room 103**
BOE Student Conduct & Discipline Plan
- **Monday, January 13, 4:30 p.m., MTI**
MTI Board of Directors
- **Monday, January 13, 5:00 p.m., Doyle, Room 103**
BOE Operations Work Group
- **Thursday, January 16, 4:30 p.m., SCFL**
SEE-MTI Organizing Workshop
- **Monday, January 20, Martin Luther King, Jr. Day**
- **Tuesday, January 21, 4:15 p.m., MTI**
MTI VOTERS Political Action Committee
- **Wednesday, January 22, 4:15 p.m., MTI**
USO-MTI Board of Directors