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Solidarity!

Use It or Lose It - Class Covering Pay

Section III-R of MTI's Teacher Collective Bargaining Agreement ensures that teachers are compensated for covering another teacher's class, when a substitute is unavailable. **Nearly all members of MTI's teacher collective bargaining unit are entitled to class coverage pay whether one volunteers or are assigned by a building administrator. This is also true whether one loses planning or not.** The *only exceptions* are the following positions: *learning coordinator, instructional resource teacher, PBS coaches, literacy coaches or dean of students, team teachers when the co-teacher is absent* (unless coverage results in lost planning time). Follow up with the building administrator or administrative clerk to verify that this additional time is recorded for compensation purposes. Class coverage pay is \$22 per hour. Contact MTI for additional details.

Temporary Reduction of Contract Deadline March 1

MTI's Contract setting forth the terms and conditions of employment for teachers, enables **Temporary Reduction of Contract to Part-Time with the Right to Return to Full-Time** (see Contract Section IV-W). Full-time teachers who wish to work part-time may do so for one year and have the Contract right to return to full-time regular employment commencing with the subsequent school year. Requests for participation must be made in writing to the District Office of Human Resources on or before **March 1 for the 2014-15 school year**. *Reducing one's contract without doing so by using this contract provision has major negative implications. Members considering this are urged to contact MTI.*

Deadlines for Leave of Absence

Section VI-B (Leaves of Absences) of MTI's **Teacher Collective Bargaining Agreement** provides that 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 (academic or childrearing). **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 2014-15, or to extend a leave of absence, must be made in writing through the principal/supervisor to Human Resources by **March 1, 2014**. A request for an *academic* leave or for an extension of same must be made to the Department of Human Resources by **May 1, 2014** for the first semester or the ensuing school year.

One remains a member of MTI's bargaining unit while on leave and has benefits available during the time on leave. Given this, partial dues while one is on leave can be paid during the leave or upon return.

Wearing MTI Red for Solidarity!

MTI now offers various new styles of **Solidarity!** shirts: a long-sleeved cotton/poly blend button-down shirt and a short-sleeved soft/poly polo shirt. Both items are in MTI red with a white embroidered MTI emblem on the front upper left side. The shirts are full-cut and suitable for men and women. Price: polo - \$25 and button-down - \$40. Members can stop by the MTI office any time to purchase. The traditional MTI t-shirt (\$10) with logo front and back, and the MTI sweatshirt (\$35) are also available.

And now all MTI members have MTI lanyards to wear every day. See your MTI Faculty Representatives or EA-MTI Building Representative if you have not received your MTI lanyard. **Union members only!** *Wear MTI lanyards and MTI buttons every day.*

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



**Wisconsin Grassroots Network
Festival March 22**

The **Wisconsin Grassroots Network** will be holding its annual Festival on Saturday, March 22, from 8:15 - 4:15 p.m., at Wisconsin Heights High School, Mazomanie. This year's keynote will be given by best-selling author **George Lakoff**. Lakoff is the country's leading expert on message framing, the art of conveying one's message to connect with the listener's values. His books on politics include the best selling "*Don't Think of an Elephant!*", "*The Political Mind*", and "*Moral Politics, Thinking Points, and Whose Freedom?*"

One of the world's most renowned linguists, Lakoff is Richard and Rhoda Goldman Distinguished Professor of Cognitive Science and Linguistics at the University of California at Berkeley, where he has taught since 1972. Previously, he taught at Harvard and the University of Michigan, and was a Fellow at the Center for Advanced Study in the Behavioral Sciences at Stanford. **Professor Lakoff helps progressive citizens' groups, activists, and policymakers think through their values and general principles, strategically formulate their policies, and effectively frame the full gamut of issues to express their deepest beliefs more effectively.** Just what we need to convey the negative impact of Act 10 on education and educators!

Recently, MTI has had the opportunity to work with Professor Lakoff as part of the Wisconsin Freedom Messaging Campaign. Anyone wishing to be a part of Lakoff's first visit to Wisconsin can register at <http://www.wisconsingrassroots.net>. **Lakoff will also be presenting a lecture/workshop entitled "Reframing and Reclaiming the three 'E's - Economics, Education, Environment"** from 1:30-4:00 p.m., Sunday, March 23, and a Lecture hosted by the Haven Center, UW- Madison, Monday, March 24, at 7:00 p.m. The latter two events are free, but registration is required. Contact MTI (257-0491 or mti@madisonteachers.org) if you would like to register for either of these events.

MTI Bowl-A-Thon: Get Signed Up!

Planning and sponsor recruitment for the MTI Bowl-A-Thon to support Youth Services of Southern Wisconsin's Briarpatch Youth Shelter is ongoing. If you know a small business owner that can donate door prizes or cash for the event, contact Jeff Knight at MTI. Sponsorship information is also available at MTI's website (www.madisonteachers.org/bowl-a-thon).

Individual and Team registration forms are also available online. Recruit a team in your building or within your circle of friends and family and come out to Dream Lanes on April 6, from 12-3:00 p.m., to have some fun and

raise money for an important cause. You can also sign up as an individual to be placed on a random team on the day of the event. It's a great way to meet your colleagues from around the District. Don't bowl or don't want to bowl? The PR Committee is also seeking volunteers on the day of the event or to help promote and organize the Bowl-A-Thon. If you're interested in helping out, contact Jeff Knight (knightj@madisonteachers.org / (608) 257-0491).

**Attention EA-MTI:
Attend Your General Membership
Meeting on March 12!**

Members of MTI's Educational Assistants' bargaining unit (EA-MTI) will meet on **Wednesday, March 12**, commencing at **4:15 p.m.** There are many issues of importance for EAs, NAs and SEAs to discuss, including the *future of the EA bargaining unit*. **Attend this meeting! Make your voice heard!** Nominations for positions on the EA-MTI Board of Directors will also be taken at the March 12 meeting. EAs may also make nominations via the nomination form that has been sent out to all EA-MTI bargaining unit members. **GET INVOLVED IN YOUR UNION.** (*Note: the meeting location has been changed to the Labor Temple, 1602 S. Park Street.*)

Calendar & Events

- **Monday, February 24, 4:15 p.m., MTI**
MTI VOTERS Political Action Committee
- **Monday, February 24, 6:00 p.m., Doyle, Room 103**
BOE Regular Meeting
- **Tuesday, February 25, 5:30 p.m., Doyle, Room 103**
BOE Ad Hoc Student Conduct & Discipline Plan
- **Thursday, March 6, 4:15 p.m., MTI**
MTI VOTERS Political Action Committee
- **Monday, March 10, 4:30 p.m., MTI**
MTI Board of Directors
- **Wednesday, March 12, 4:15 p.m., Labor Temple**
EA-MTI General Membership
- **Thursday, March 13, 4:15 p.m., MTI**
MTI Special Education Sub-Committee
- **Thursday, March 20, 4:15 p.m., MTI**
SEE-MTI Organizing Workshop

Our Union Makes Us Strong!

MTI's web page - www.madisonteachers.org
MTI's email - MTI@madisonteachers.org