



Solidarity!

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What's at Risk Without MTI?

Over the past few weeks, discussions have been occurring throughout the District about MTI's upcoming MTI Recertification Elections. One of the most frequently asked questions by newer staff, those who are not aware of MTI's many accomplishments over the years is, "*what is at risk if we lose the Union?*" To answer that question, one only needs to look around the State of Wisconsin to see what has happened in other school districts where employees no longer have a collective voice in the workplace.

- In many school districts, *employers have increased employee health insurance premium contributions to 12%*. Such an increase would decrease an employee's pay between \$61 and \$212 per month, depending on the plan the individual has selected. **Your Union is currently working with the District to collaboratively identify potential sources for health insurance savings rather than implementing a premium co-pay.** The five Contracts for MTI represented employees do not now mandate any employee contribution toward health insurance.
- For teachers who are new parents, MTI's Contract provides paid time off during maternity leave via a combination of personal sick leave and Sick Leave Bank benefits. Non-probationary teachers also have the Contract right to take unpaid child rearing leaves of absence for a semester, a full school year, or up to two school years should they need or desire to stay home with their child(ren) for a period of time regardless of the child's age. Those rights could disappear or erode without a Union to advocate for them.
- For longtime teachers, educational assistants, clerical-technical staff and security assistants approaching retirement, MTI's Contracts provide retiring employees with 100% of the value of their accumulated sick leave for the payment of post-retirement insurances. *Many school districts have capped or reduced such benefits, forcing longtime employees to work longer in order to afford post-retirement insurance premiums.*
- **Other school districts have added classes to the workday (without additional pay); extended the work year (without additional pay); required mandatory evening obligations (without additional pay); reduced benefits for disabled employees; eliminated planning time; pro-rated insurance benefits based on part-time status; eliminated just cause and due process protections against unfair discipline or dismissal; and destroyed salary schedules.**

MTI encourages all represented employees to spend a few moments to page through their Collective Bargaining Agreement to see the entirety of the issues that the Union has negotiated for them over the past decades. Any or all of those negotiated items would be subject to employer discretion or whim without a Union as your collective voice. Standing together, we can continue to advocate for working conditions/learning conditions that educational employees and students need. Voting to recertify is the first step towards maintaining your collective voice at work.



Be a Voter on November 4, Not a Drop-off Statistic

Mid-term elections are often decided by those who don't vote. The drop off in voters is a significant problem in our political process. Drop-off voters are those who vote only in presidential election years. This is particularly true among Democratic-leaning voters. Statewide, there is a nearly **30% "drop-off"** effect between presidential and mid-term elections for democratic candidates; that is over 400,000 votes, *more than enough to change the outcome of an election. If Wisconsin voters exercise their rights, Scott Walker's reign will end, MARY BURKE will become Wisconsin's governor, and we can start to put our state back together.* Talk to your network of friends and family about voting, but most importantly, don't be a drop-off. **Be a voter. Make your voice heard.**

16 Days until Election Day!

We Know Giving: 2014 Combined Campaign Begins

The MMSD-MTI Combined Campaign starts today and will run through November 21. The umbrella agencies—United Way of Dane County, Community Shares, Community Health Charities, Access to Community Services, Earth Share, Global Impact and America's Charities—all bring together people, resources and organizations to solve problems in Dane County and beyond. Under MTI's various Collective Bargaining Agreements, one can make a contribution, at any level, through payroll deduction. This year, donations can also be made online. Through the Combined Campaign, we all have the opportunity to make a positive impact by helping those who are less fortunate than ourselves.

MTI members make a difference every day. By giving through the Combined Campaign, we can also work together to make our local, national and global community a better place in which to live.

Unfilled Substitute Assignments & Class Covering Compensation

The District is again experiencing a shortage of substitute teachers, which has led to a high number of unfilled assignments for teacher and SEA absences. As a result of the ongoing shortage, many principals are asking teachers and other professional staff to cover for an absent teacher. When this happens, members of the teacher bargaining unit may be entitled to receive “class coverage compensation” pursuant to the Collective Bargaining Agreement. **Class coverage pay is \$22 for each hour of covering another teacher’s students.**

In the event of a unfilled substitute assignment, volunteers must first be solicited to cover the class(es). If no volunteers come forward, the building administrator can assign other certified staff to cover the class(es). Class coverage compensation is covered under **Section III-R** of the Collective Bargaining Agreement and is paid under the following conditions:

- Special Education teachers can be assigned to cover students when an SEA assignment is unfilled. If this coverage results in the Special Education teacher losing planning time, he/she is entitled to class coverage compensation.
- For teacher absences, class coverage pay is due for each hour of class coverage regardless of whether the teacher loses planning time.
- If the District splits up a teacher’s class and assigns students to two or three teachers, Contract class coverage pay is prorated and each teacher is paid one-half or one-third of the class coverage rate respectively. However, if the District splits up a teacher’s class and assigns those students to four or more teachers, no additional compensation is provided.
- Class coverage compensation *is not* provided when students remain in their regular class with other students rather than leaving class to attend instruction elsewhere (e.g. reading recovery, TAG, speech and language, OT/PT).
- Finally, no additional compensation is paid when a teacher teaches his/her regular class and the team teacher is absent, ***unless the teacher loses planning time.***

All “teachers” as defined in Section I-B of the Collective Bargaining Agreement are eligible for class coverage pay when covering the class of another teacher as set forth herein ***except individuals in the following positions: learning coordinator, instructional resource teacher, PBS coaches, literacy coaches or dean of students.***

The District’s Human Resources staff are working to hire additional substitute teachers to fill the gap; however, during the interim it is important that you claim class coverage pay if you provide this additional service. If you have difficulty obtaining this pay, contact MTI for assistance.

Professional Development Days November 14, February 6 & March 13

The days formerly designated in the MTI **Collective Bargaining Agreement as WEAC and SWEIO Convention Days are now District Professional Development (PD) Days**, thanks to Governor Walker’s Act 10. The District’s plans for professional development on these days vary depending upon which MTI bargaining unit one is in and whether one works at the elementary or secondary level.

There is no school for District students on November 14, February 6 and March 13. **All teachers are required to attend PD in the morning** on these days, *unless approved by District management to attend license-related conferences. Elementary teachers will then have the remainder of each of those days for individual planning time. High school and middle school teachers will participate in whatever PD activities have been planned for their respective schools in the afternoon.*

Secondary teachers who want to attend conferences in their area of licensure on any of these three days should submit requests to their principals in writing, as soon as possible, while elementary teachers should submit the request to **Brad Kose**, the District’s director of PD.

Educational Assistants are required to attend PD only if the District provides notice at least three (3) weeks prior to *each PD day*. If the PD is not mandatory, the EA Contract provides that an Educational Assistant may: 1) with the approval of his/her principal, work; 2) with the approval of his/her principal, attend staff training; or 3) take the day off without pay.

School Security Assistants are required to attend PD days only if the Security Coordinator provides notice no later than five (5) weeks prior to the PD day. If the PD is not mandatory, each SSA needs to notify the Security Coordinator no later than four (4) weeks prior to the PD whether she/he will be attending.

Calendar of Events

- **Monday, October 20, 5:00 p.m., Doyle Room 103**
BOE Special Meeting
- **Tuesday, October 21, 4:15 p.m., SCFL**
MTI Faculty Representative Council
- **Tuesday, October 21, 6:00 p.m., SCFL**
Member Organizers (all bargaining units)
- **Monday, October 27, Doyle Room 103**
BOE Special Meeting (5:00 p.m.)
BOE Regular Meeting (6:00 p.m.)
- **Wednesday, November 5, 4:30 p.m., MTI**
SEE-MTI Board of Directors
- **Monday, November 17, 4:30 p.m., MTI**
MTI Board of Directors

Our Union Makes Us Strong!

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