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Solidarity!

MTI's Successful Recertification Speaks Volumes

The Act 10-mandated recertification results **speak loudly about how highly MTI members value their Union**. While totals are still being gathered and analyzed, preliminary results reveal 6 work sites where 100% of those assigned voted; another 27 work sites where over 80% voted; with 17 over 90%.

Tremendous Union support was illustrated not only by the high number of votes cast, but the **almost NON-EXISTENT** negative showing. Votes against recertification, among those voting, were only .015 in the teacher bargaining unit; .01 in the educational assistant (EA-MTI) unit; .055 in the clerical/technical (SEE-MTI) unit; and .02 in the substitute teacher (USO-MTI) unit. There were ZERO negative votes in the security assistant (SSA-MTI) bargaining unit.

The high turnout is not only a credit to the Union's credibility among its members, but also of the hard work of Member Organizers in carrying the message to members of the importance of voting.

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 negotiations for the 2014-15 and 2015-16 Contracts in negotiating a guaranteed continuance of TERP. **Thus, MTI members can be assured that TERP runs through 2016 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.

FMPS: Funding Educators' Dreams to Reality

The Foundation for Madison's Public Schools (FMPS) and the William T. Evjue Foundation are offering grants up to \$25,000 to help educators turn their ideas into a reality. The 2015-2016 *Foundation for the Future Grants* has two categories: Collaborative and Staff. Collaborative grants will range from \$10,000-\$25,000 each and ideally involve an entire school, multiple schools, multiple departments/grade levels within a school, or community partners. Staff grants will not exceed \$10,000 and do not need to demonstrate collaboration with other schools, departments, grades or community partners.

The *Foundation for the Future Grants* allow educators to implement creative programs they feel are in their students' best interest, giving them the tools they need for success. Applications for 2015-16 are available on the Foundations website (www.fmeps.org) and are due January 13.

Educational Assistants (EA-MTI) and Personal Leave

Educational assistants may receive up to **two unpaid personal leave days per school year** in at least one-half (½) day increments. Requests are submitted to the school principal for approval. Educational assistants are advised to request any unpaid time off sufficiently in advance so that the principal is able to plan for the absence. Pursuant to Section VI-E of the EA-MTI Contract, EAs may also request longer term leaves of absence with 30 days advanced notice. Absences are for the remainder of the semester unless mutually agreed otherwise. Anyone with questions regarding personal leave days should contact **Eve Degen** (degene@madisonteachers.org) at MTI Headquarters.

January Paycheck

MTI's Teacher and Substitute Teacher Collective Bargaining Agreements provide that the **January 1 paycheck is to be deposited on the first banking day in January. This year that will be January 2, given that January 1 is a Federal Reserve Bank Holiday.** A deposit on December 31 would cause one to have to pay taxes on those funds for 2014, i.e. one would pay income tax on 13 months' wages in 2014. Confirmation of the deposit for teachers will be distributed at each person's work location on January 5, the day school resumes. For substitute teachers, verification will be on or about January 5.

Members of MTI's Clerical/Technical (SEE-MTI), Educational Assistants (EA-MTI) and Security Assistants (SSA-MTI) bargaining units' paychecks will be **directly deposited on December 26.** Confirmation of the deposit will be distributed at each person's work location on January 5.

MTI Cares: Looking for Committee Members & Outreach Activists

MTI Cares, the outreach committee created to help bring a united front of MTI members to causes benefitting Madison's children and families, is seeking MTI members to work on projects to support.

MTI members who have an idea for a project and would be willing to shepherd it with the committee, are asked to join the **MTI Cares Team**. The Committee meets about once a month, with additional meetings as necessary to plan events. More members will increase the likelihood that **MTI Cares** can continue to accomplish its good work for the community.

Campaigns that **MTI Cares** has supported over the past year include:

- **MTI Bowl-A-Thon** – Raised over \$11,000 for the *Briarpatch Youth Services* (Teen Homelessness);
- *Boy's and Girls Club Bike Fundraiser* – Raised over \$2,000 in pledges;
- *MTI/MMSD Second Harvest Food Drive* – Raised the 3rd most of all drives in Dane County;
- *Santas Without Chimneys* – Autonomous Solidarity Organization Holiday Toy/Clothing Drive;
- *Backpacks for Success 100 Black Men of Madison* – MTI member volunteers;
- **Solidarity Event** at the *Willy Street Fair* to benefit the *Wil-Mar Community Center*.

To join or to find out how to participate in **MTI Cares**, contact MTI staff representative Jeff Knight (knightj@madisonteachers.org / 257-0491) or **MTI Cares** Chair Kerry Motoviloff (motoviloff@att.net).

December *Calendar of Events*



- **Monday, December 8, 5:00 p.m., Doyle Room 103**
BOE Operations Work Group
- **Tuesday, December 9, 4:15 p.m., MTI**
MTI VOTERS Political Action Committee
- **Wednesday, December 10**
EA-MTI Building Reps - *CANCELLED*
- **Thursday, December 11, 4:15 p.m., MTI**
MTI Special Education Sub-Committee
- **December 22 - January 2: WINTER BREAK**



Wear **MTI RED** on Mondays, **MTI LANYARDS** everyday, and sport your "**I VOTED MTI**" pin!

Our Union Makes Us Strong!

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