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Solidarity!

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.** (See MTI's Teacher Collective Bargaining Agreement, Section III-G & H.)

Sabbatical Leave applications for either the first semester of the 2015-16 school year or for the entire school year are due in the MTI Office by 5:00 p.m., **February 1.** (See MTI's Teacher Collective Bargaining Agreement, Section VI-E.)

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.** (See MTI-negotiated Memorandum of Understanding.)

MTI Contracts and Memoranda are also available at www.madisonteachers.org.

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

Professional Development Days February 6 & March 13

The days formerly designated in MTI's 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 **February 6** and **March 13.** **Elementary teachers** shall attend one-half day of PD and shall receive individual planning time for the other one-half of the day. **High school and middle school teachers** will participate in whatever PD activities have been planned for their respective schools on such days.

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-MTI 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 must notify** the Security Coordinator no later than four (4) weeks prior to the PD whether she/he will be attending.

Opportunity for Involvement: The University League Invites You to Become a Member

For nearly 115 years, *The University League* of University of Wisconsin-Madison has provided opportunities for people with similar interests to get together to learn, to share information, and to form lasting friendships through interest groups, volunteer groups, social gatherings and scholarship benefits. They give more than \$100,000 annually for UW-Madison student scholarships via their 501(c)(3) non-profit organization. The current president, **Kay Jarvis-Sladky**, is a retired MTI member.

The University League welcomes those interested. One does not need to be a graduate of, or a faculty member of, the UW or any of its university systems. For more information about *The University League*, its activities, and membership see www.univleague.wisc.edu.

Our Union Makes Us Strong!

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

Dues and Taxes

When calculating one's income tax, a Union member may use Union dues as a deduction, subject to the 2% IRS code reduction. If one itemizes deductions, dues, with the exception of that which is used to support the Union's political action program, are deductible. The amount of each bargaining unit's political action contribution, which can be found below, should be subtracted from the annual amount of dues. Those in the MTI, EA-MTI, SEE-MTI and SSA-MTI bargaining units who elect not to become members are required to make fair share contributions because of MTI's obligation to represent them in employment matters and because they receive all of the rights and benefits of the Collective Bargaining Agreement. Such individuals do not pay into MTI's political action committee. Premiums paid for health/dental insurance and Union dues for 2014 are listed on each employee's last payroll check stub in 2014.

MTI - Teachers who worked full-time in the Madison Metropolitan School District for the entire calendar year in 2014 (January through December) paid dues/fair share in the amount of \$1,092.96. Of that amount, \$285 was for WEAC, \$182.30 for NEA, \$595.90 for MTI, and \$29.76 for MTI VOTERS (MTI's political action committee). Because of wide variances, teachers employed under part-time contracts should check their last payroll check stub in 2014 for the correct amount to use in calculating their taxes.

Addenda B & H - Employees who worked full-time in the Madison Metropolitan School District for the entire calendar year in 2014 (January through December) paid dues/fair share in the amount of \$867.61. Of that amount, \$142.14 was for WEAC, \$102.69 for NEA, \$593.15 for MTI, and \$29.63 for MTI VOTERS (MTI's political action committee). Because of wide variances, employees under part-time contracts should check their last payroll check stub in 2014 for the correct amount to use in calculating their taxes.

EA-MTI - Members of MTI's educational assistant collective bargaining unit (EA-MTI) who worked full-time paid dues/fair share in the amount of \$180.86, of which \$8.60 was for MTI VOTERS. Those working part-time (i.e. one working less than 19 hours per week) paid dues/fair share in the amount of \$90.43, of which \$4.30 was for MTI VOTERS.

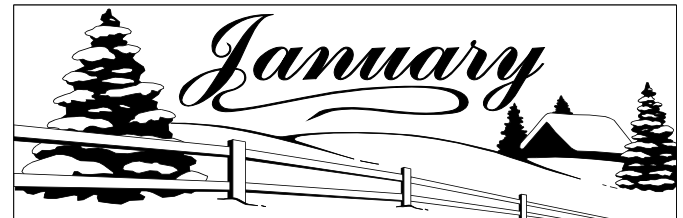
SEE-MTI - Members of MTI's clerical/technical bargaining unit (SEE-MTI) who worked full-time paid dues/fair share in the amount of \$308.42, of which \$14.72 was for MTI VOTERS. Those working part-time (i.e. one working less than 19 hours per week) paid dues/fair share in the amount of \$154.18, of which \$7.30 was for MTI VOTERS.

SSA-MTI - Members of MTI's school security assistants bargaining unit (SSA-MTI) who worked full-time paid dues/fair share in the amount of \$303.72, of which \$14.47 was for MTI VOTERS. Those working part-time (i.e. one working less than 19 hours per week) paid dues/fair share in the amount of \$151.85, of which \$7.21 was for MTI VOTERS.

USO-MTI - Members of MTI's substitute bargaining unit (USO-MTI) paid dues/fair share in the amount of \$173.60, although substitutes pay dues only in the months in which they work. Substitute teachers who wish to know what they paid in dues/fair share should check their last payroll check stub in 2014.

Retiree Health Insurance

In MTI's 2009-11 Contract negotiations, **a significant gain was made for retirees, including future retirees.** It was agreed that one's MTI-negotiated Retirement Insurance Account can be used to pay the premiums for group health insurance plans other than the group health insurance plans which are part of the MTI/MMSD Collective Bargaining Agreement. This means that one can use their RIA to pay for coverage they have under their spouse's/partner's employer or other group or Medicare supplement plans. *Caution: HMOs only provide emergency coverage outside their service area.* See Contract Section VII-G-6-f for details.



Calendar of Events

- **Monday, January 12, 4:30 p.m., MTI**
MTI Board of Directors
- **Monday, January 12, Doyle, Room 103**
BOE Special Meeting, 5:00 p.m.
BOE Operations Work Group, 6:30 p.m.
- **Tuesday, January 13, 4:15 p.m., MTI**
MTI VOTERS Political Action Committee
- **Wednesday, January 14, 4:15 p.m., MTI**
EA-MTI Building Representatives
- **Monday, January 19, Martin Luther King Jr. Day**
- **Tuesday, January 20, 4:15 p.m., MTI**
MTI Special Education Sub-Committee
- **Wednesday, January 21, 4:15 p.m., MTI**
USO-MTI Board of Directors
- **Friday, January 23, Semester Ends**
- **Monday, January 26, Doyle, McDaniels Auditorium**
BOE Regular Meeting, 6:00 p.m.

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

