



# Solidarity!

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## What Does Your MTI Contract Do for You? *Just Cause*

**JUST CAUSE** does not mean “*just because.*” It establishes standards and procedures that must be met before an employee can be disciplined or discharged. Fortunately for members of MTI’s bargaining units, all have protection under the **JUST CAUSE STANDARDS**. They were negotiated by MTI to protect union members.

There are *seven just cause tests*, and *an employer must meet all seven in order to sustain the discipline or discharge of an employee*. They are: *notice; reasonableness of the rule; a thorough and fair investigation; proof; equal treatment; and whether the penalty reasonably meets the alleged offense by the employee.*

MTI’s various Contracts enable a review and binding decision by a neutral arbitrator, as to whether such an action by a District administrator/principal is justified. The burden of proof is on the District in such cases.

The provisions of just cause are steps every employer should be obligated to follow. Unfortunately, all administrators do not have a conscience that leads them to follow these principles. However, an MMSD administrator must follow them, because of the rights MTI members have under the Union’s Collective Bargaining Agreements.



## MTI Endorsements for Spring Election

The Spring primary election will be held **February 17** and the general election April 7. MTI endorsements are:

- Paul Soglin - Mayor
- Anna Moffit - Board of Education (Seat 1)
- Mary Burke - Board of Education (Seat 2)
- Josann Reynolds - Circuit Court Branch 2
- Shelly Gaylord - Circuit Court Branch 6
- Juan Colas - Circuit Court Branch 10
- Julie Genovese - Circuit Court Branch 13
- Ann Walsh Bradley - Supreme Court.

Mark your calendar to ensure you vote in this important election. **Each of the referenced positions are important in protecting quality education and employee rights.**

## February & March Deadlines

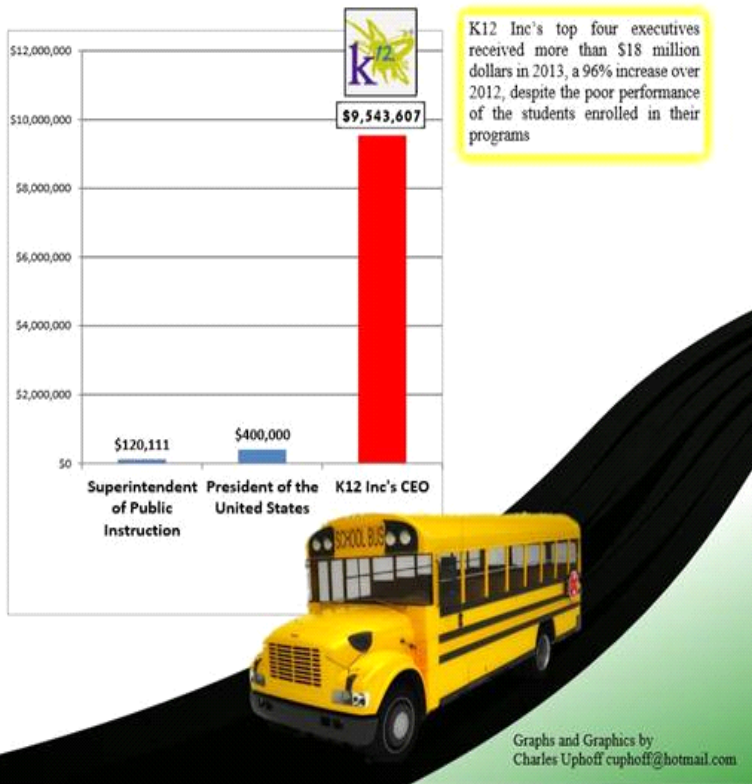
**Teacher Retirement and Teacher Emeritus Retirement Program (TERP)** enrollment applications are due in the office of Human Resources by 5:00 p.m., **February 15.**

**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 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’s office of Human Resources on or before **March 1 for the 2015-16 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 Headquarters (257-0491).*

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

## Who's profiting from Privatization?

When the CEO of a private for-profit corporation, that is receiving tax dollars to provide a "virtual" education for our kids, makes nearly 24 times as much as the President of the United States and 79 times more than the Superintendent of Schools, even though their students don't perform as well as the students in our public schools, **Something is very, very wrong.**



## MTI Delegate to SCFL

Nominations are being sought for members interested in serving as an MTI Delegate to the South Central Federation of Labor. A term expires in March for **David Fawcett** (Allis). Fawcett is seeking re-election. The terms is for two years.

Other nominations can be called into MTI (608-257-0491), emailed to MTI Executive Director John Matthews ([matthewsj@madisonteachers.org](mailto:matthewsj@madisonteachers.org)), or made at the February 17 meeting of the MTI Faculty Representative Council. The election will be held at the March 17 meeting of the Council.

## Seeking Volunteers for the National Speed Skating Race in March

The Madison Speed Skating Club is hosting the *Short Track Age Class National Race* in Verona, March 13-15. This is a national speed skating race and at least one Madison skater, a student at Memorial, is hoping to compete in this national event. The Madison Speed Skating Club is relatively small and most of its members are area kids. The club is **seeking volunteers** to help take tickets, take skate guards from the start location to the finish location, post scores and other tasks associated with this type of national event. If you are interested in helping, please contact MTI Member and Secretary of the Madison Speed Skating Club, **Gretchen Forbes**, at [svea@starlake.org](mailto:svea@starlake.org).

## Calendar of Events

- Monday, Feb. 9, 4:15 p.m., SCFL Room 201B  
MTI Board of Directors
- Monday, Feb. 9, 4:45 p.m., SCFL Room 201B  
All MTI Boards & Bargaining Teams
- Monday, February 9, Doyle, Room 103  
BOE Special Meeting, 5:00 p.m.  
BOE Operations Work Group, 6:00 p.m.
- Thursday, February 12, 4:15 p.m., MTI  
EA-MTI Board & Building Representatives

- Thursday, February 12, 4:15 p.m., MTI  
MTI Special Education Sub-Committee
- Monday, February 16, TERP Deadline
- Tuesday, February 17, **PRIMARY ELECTION-VOTE**
- Tuesday, February 17, 4:15 p.m., SCFL Room 201C  
MTI Faculty Representative Council

## Our Union Makes Us Strong!

MTI's web page - [www.madisonteachers.org](http://www.madisonteachers.org)  
MTI's email - [MTI@madisonteachers.org](mailto:MTI@madisonteachers.org)

