



USO-MTI Newsletter

You have a voice, make it heard!

February 2015

USO-MTI Board of Directors

David Mandehr

President

Rita Pieroni

Vice President; K-6

Joyce Weise

Vice President; 7-12

Karen Peterson

Vice President; At Large

Betty Downs

Secretary

Upcoming Events

USO-MTI Organizing Workshops

Thursday, Feb. 26

Thursday, March 26

Thursday, April 23

Thursday, May 28

MTI Cares Bowl-A-Thon

Sunday, April 12

Dream Lanes, Madison

Update your Contact Information with MTI

To ensure that you receive information from MTI when necessary, please call 257-0491 or visit MTI's web page to update your contact information.

MTI, like many organizations, often communicates information in both written and e-mail format. On MTI's website, there is a link to update your personal e-mail address to receive updates and event information electronically.

www.madisonteachers.org

USOundoff is intended to provide information specific to Substitute and Off-Campus Program Teachers in the Madison Metropolitan School District.

Recertification a Success—What's Next?

Congratulations to USO-MTI Members on voting by a huge margin to recertify MTI as their Union. MTI has represented Madison substitutes since 1995. 21 Member Organizers from MTI's substitute bargaining unit (USO-MTI) signed on to make personal contact with each member of the bargaining unit to remind folks to vote to recertify USO-MTI as the collective bargaining agent. **At the end of the recertification period, 75% of all eligible bargaining unit members voted; with 98% voting Yes!** This vote ensures that substitute teachers, nurses, psychologists and other substitute support staff continue to be represented by MTI in their employment with the District. Your Collective Bargaining Agreement remains in effect through June 2016. USO-MTI is the only substitute teacher unit covered by a collective bargaining agreement in the state of Wisconsin. Congrats to all who helped and voted for this historic achievement! Alas, there is more to be done in the coming years to ensure that USO-MTI continues to represent the interests of substitute and off-campus program teachers.

Attend an Organizing Workshop / Union Meeting

The USO-MTI Board of Directors have scheduled monthly "Organizing Workshops" to occur on the fourth Thursday of each month, for the remainder of the school year. These meetings will address issues of concern to members, both current and future proposals to improve the wages and working conditions for substitute teachers in Madison. The first meeting is scheduled for **Thursday, February 26 at 4:30 at MTI**. Additional meetings will be held on the following dates: **March 26, April 23 and May 28**. At least one of these future dates will be a social event combined. Contact Jeff Knight with any questions about these meetings.

The MTI / MMSD Joint Handbook Committee Beginning Work

Governor Walker's Act 10 mandates that public employers develop an employee handbook to replace the various collective bargaining agreements that have been in place for decades. Under Act 10, the only mandatory subject of bargaining is base wages. Therefore, The Union is advocating that the language in MTI's various Collective Bargaining Agreements covering any other condition of employment be included in the District's employee handbook. MTI, AFSCME, the Building Trades and the MMSD have developed a joint committee that will be working to accomplish this. MTI Executive Director, John Matthews, has been working with Mayor Soglin and others in this regard. There are currently eight different bargaining units (5 MTI, 2 AFSCME and the Building Trades) representing employees of the District. Stay tuned to MTI Solidarity, MTI's Website or attend one of the Organizing Workshops to follow the process.

How to Get Involved in YOUR Union?

Elections for the USO-MTI Board of Directors are held every two years in the fall with the next one occurring in 2015. All Board positions are open to active members of the USO-MTI Bargaining Unit. Nominations for officer elections must be made between August 25 and October 15 with elections to take place at the USO-MTI Membership meeting on or before October 20 of each year. Get involved and help set the priorities and future direction of your Union! It's easy and you get to meet some great folks who care about the future of public education in Madison. Contact Jeff Knight with any questions about the process.

Questions?

Jeff Knight, MTI Executive Assistant for Labor Relations, assists substitutes in their employment with MMSD or interpretations of the Collective Bargaining Agreement.

Phone:
(608) 257-0491

Email:
knightj@madisonteachers.org

Are You a Member of USO-MTI?

When you begin work as a substitute teacher you do not automatically join the Union. Membership forms and copies of the collective bargaining agreement are online or you can contact Jen Nichols at MTI to check your membership status or receive membership forms.

Refer to the MTI Website (www.madisonteachers.org) for a copy of the USO-MTI Collective Bargaining Agreement and other information pertinent to USO-MTI Members. See [Bargaining Units > USO-MTI](#)

Tracking your Work History

The MMSD provides an "Employee Check Detail Query" on the District's website. This report details the date, location, time worked, rate of pay, earnings and check date for each assignment. **The link to this query can be found at the MMSD Staff Login site.**

Please contact MTI if you have problems checking your work history.

Join in the MTI Cares Bowl-A-Thon April 12!

The 2nd Annual MTI Cares Bowl-A-Thon will take place at Dream Lanes in Madison on Sunday April 12 from 12-3 PM. Bowl in teams of 5 or 6 to raise money for the Briarpatch Youth Services' Homeless Teen Shelter. Last year MTI Cares raised over \$11,000 from business sponsors and individual donors. This year, there will also be a Silent Auction of items donated by businesses, local artists and MTI Members.

MTI Cares is still in search of small business sponsors, volunteers and Silent Auction donors. Sign-up for the event today at www.madisonteachers.org/bowl-a-thon2015

Check your Assignment Schedule

The most common disciplinary issue associated with substitute teachers is missing a scheduled job. Often these are completely innocent mistakes or misdials in response to a subfinder call. **One recommendation that comes up in each of these situations is that substitute teachers routinely check the subfinder system to review scheduled jobs.** If you make a mistake and find that you've inadvertently accepted an assignment that you cannot work, contact the substitute placement office immediately.

DPI Licensing Updates – Check for License Expiration

In December 2013, DPI stopped accepting paper applications for both new and renewal licenses. **DPI only accepts license applications online.**

It is important for you to review the expiration date of your license and prepare for renewal. If your license expires, you may be restricted from substitute teaching in Wisconsin Public Schools. It is your responsibility to know your license expiration date and prepare any materials for renewal. **Licenses typically expire at the end of June.** The DPI Licensing website also provides a License look-up Tool that will allow you to review your current licenses and the expiration date. <http://tepd.dpi.wi.gov/licensing/elo>

Substitute Health Insurance

Under the MTI– USO Collective Bargaining Agreement, Substitute teachers can qualify for a \$400 premium stipend toward District offered health insurance by working at least 90 days in the previous school year. Those who qualify annually have precedence as long as they continue to meet eligibility requirements. New applicants are selected based on the number of days worked in the previous school year, until the 60 applicant maximum is reached. See Section VII-A of your USO-MTI Collective Bargaining Agreement or contact MTI for additional details.

This provision also describes the minimum work requirement for maintaining health insurance eligibility. **Please take close note of these criteria: Substitute teachers who receive the School Board contribution toward health insurance are required to work at least five (5) days each calendar month between September and May. Substitutes who pay the full amount of the health insurance premium must work at least (1) day per month.**

If you are unable to work due to a medical condition, contact MTI to request a medical leave of absence.

Participating in MMSD Offered Staff Development

Substitute teachers are eligible to attend Professional Development offered by the MMSD. The only stipulations are that attendance is voluntary and that there must be open slots. To sign up for a Professional Development opportunity, visit the MMSD Website Professional Development Portal!