



821 Williamson St. * Madison, Wisconsin 53703-4503 * Phone (608) 257-0491 * Fax (608) 257-1168

Solidarity!

Election Day Your VOTE is Needed!

BE A VOTER TODAY! Turnout is typically low in Spring elections, *making each vote critical*. In Madison, there is a contested race for Mayor. Statewide, there is a contested race for Supreme Court. And, there are two important referenda. *The best way to be a responsible voter is to vote in every election*. On MTI's web page, you can find resources about *registering to vote, finding your polling location and reviewing a sample ballot based on your voter registration profile*. **MTI recommends:**



- **Paul Soglin** for Mayor
- **Ann Walsh Bradley** for Supreme Court
- **YES** on MMSD referendum
- **NO** on referendum to change how the Chief Justice is selected.
- **VOTE, your future depends on it!**

MTI Budget for 2015-16

MTI's Finance Committee, consisting of representatives from all five MTI bargaining units, has developed a no-dues increase budget, the 4th year in a row. There was even a dues decrease for the 2014-15 Budget.

The 2015-16 Budget was introduced at the March meeting of the MTI Faculty Representative Council. It will be acted upon at the April meeting of the MTI Joint Fiscal Group. The latter consists of MTI Faculty Representatives and proportionate representatives of the other four bargaining units. Members with questions may contact Executive Director John Matthews (matthewsj@madisonteachers.org).

TERP Deadline Extended to April 13

The District has announced that the Teacher Emeritus Retirement Program notification **deadline has been extended to Monday, April 13**. For those *considering retirement* at the end of the current (2014-15) school year, MTI strongly encourages contact with MMSD Benefits Manager, Sharon Hennessy (663-1795), to schedule an appointment to discuss that potential. One should also **contact WRS (266-3285)** to request a benefit estimate. **Teachers who plan to retire at the end of the school year must meet with Ms. Hennessy on or before April 13.**

Wellness Plan

The implementation of a Wellness Plan is being driven by declining school revenues and the increasing cost of health insurance. *Rather than forcing all employees to pay a health insurance premium contribution during the current school year, MTI worked with the District to create the Wellness Plan which resulted in no employee premium contributions for 2015 in exchange for the Wellness Plan*. See the MTI web page for information on the plan. The first step in the plan is conducting screenings and health risk assessments. The second step will be to design Wellness Programs. A joint MTI/MMSD Committee is in the process of accomplishing this.

Individual results from the screenings are shared only with you and your doctor. The Joint MTI/MMSD Wellness Committee will only receive aggregate data (e.g. % of district employees with high blood pressure, etc.). Your personal medical info is protected by HIPAA, a federal law.

Individual results are shared with the individual to provide information they may, or may not, be aware of with the intention of providing them and their doctor an opportunity to address any health concerns that may be present.

As noted above, **only aggregate data is shared with the Joint MTI/MMSD Wellness Committee**. Such can be used to identify wellness activities to help District employees to achieve improved health, if they so desire. *Better health should help control healthcare costs and, therefore, control increases in health insurance premiums*. No employees are required to participate in wellness activities.

If you have had recent screenings performed by your doctor, you can authorize your doctor to share the results with Interra. In such cases, no biometric tests are required. That, and the completion of the health risk assessment, would suffice to relieve you of the 3% employee health contribution scheduled to begin in January, 2016.

Unfortunately, the District's roll-out of this initiative has suffered from poor planning and poor communication which has resulted in anxiety for many. The Union appointees to the Joint MTI/MMSD Wellness Committee are aware of that, and will continue to advocate for a program that will be beneficial for District employees.

Our Union Makes Us Strong!

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

MTI Faculty Representative Elections

Representation. It is time, once again, to elect MTI teacher unit Faculty Representatives (FR) for each school or work location. MTI's Teacher Bylaws, Article X, provides that faculty members in each school who are MTI members in good standing shall elect one Faculty Representative for each 15 members or major fraction thereof. Terms are for two years. Where more than one Representative is elected, one shall serve as the Senior Faculty Representative.

Duties. The duties of the FR include not only representing his or her own unit at Faculty Representative Council (FRC) meetings, overseeing the enrollment of members and maintaining communications between that school's/work site's faculty and the Council, but also organizing and overseeing each year's FR election.

Election. This year's Faculty Representative *election* will take place **April 27 - May 1**. MTI teacher unit members in each building/work location vote by secret ballot. Within each school/work location, any member may nominate another member; members may also self-nominate. The Senior FR posts a nomination sheet on the MTI bulletin board in the staff lounge for individuals to nominate, or a name can be given to the Senior FR. Balloting, if needed, will be conducted by the Senior FR, who sends the results of the election to the Executive Director of MTI no later than **May 4**.

MTI members may vote for representative(s) at their work site according to the ratio above among the members who were nominated during the nomination period, per the above. Voting shall be by each member printing the name of their choice of the nominated member on a piece of paper and deposit it in the ballot box which the Senior FR places in the staff lounge or other announced location. The Senior FR will secure the ballot box after work hours during the election. If any election is contested, all ballots must be retained and turned over to the MTI Nominations and Elections Committee, who will determine the next steps.

Newly-elected Faculty Representatives will be installed at the **May 19** meeting of the Faculty Representative Council.

EA-MTI Building Rep Elections

Representation. Article VI of the EA-MTI Bylaws provides that members in each work site elect a Building Representative (BR) and an alternate Building Representative for a term of one year.

Duties. Besides distributing all MTI publications and other communications to the members of the EA bargaining unit in their respective schools/work locations and communicating the concerns of their EA colleagues to the appropriate personnel at MTI, BRs are also responsible for conducting the yearly election of a BR at their work sites.

Election. This year's Building Representative *election* will take place **April 27-May 1**. EA members in each building vote by secret ballot. Within each school or work location, any member may nominate another member; members may also self-nominate. The BR shall post a nomination sheet for this purpose on the MTI bulletin board in the staff lounge. Balloting, if any, shall also be conducted by the BR, who will send the results of the election to the Executive Director of MTI no later than **May 4**.

EA-MTI members may vote for one EA (or SEA or NA) at their work site to be their BR, among the members who were nominated during the nomination period, per the above. Voting shall be accomplished by each member printing the name of their choice of the so-nominated EA on a small piece of paper before depositing it in the ballot box, which shall be labeled and in plain sight in the staff lounge. The BR shall secure the ballot box after work hours each day during the election. If any election is contested, all ballots must be retained and turned over to the EA-MTI Elections Committee, who will determine next steps.

Newly-elected Building Representatives will be installed at the **May 13** EA-MTI Board of Directors and Building Representatives meeting.

Sign Up Now for MTI Milwaukee Brewer Outing - July 8

Believe it or not, spring is coming and shortly thereafter summer and the annual MTI outing to Miller Park. This year's **MTI Day at Miller Park** will take place on **Wednesday, July 8**, with the Milwaukee Brewers taking on the Atlanta Braves at 1:10 pm. Cost is \$55 per person and includes charter bus, pre-game tailgate party and game ticket. Space is limited. Call MTI (257-0491) to reserve your spot.

Academic Leave of Absence Deadline May 1

Section VI-B (Leaves of Absences) of **MTI's Teacher Collective Bargaining Agreement** provides that all *non-medical leaves except academic, adoption and childrearing leaves, must be for a minimum of one full school year* and must commence at the beginning of the first semester. Academic or childrearing leaves must be for a minimum of one semester. A request for an *academic* leave or for an extension of same must be made to the Department of Human Resources by **May 1, 2015** for the first semester or the entirety of the 2015-16 school year.

Calendar of Events

- Thursday, April 9, 4:15 p.m., MTI Special Education Sub-Committee
- Wednesday, April 15, 4:15 p.m., MTI EA-MTI Building Representatives
- Monday, April 20, 4:30 p.m., MTI MTI Board of Directors
- Tuesday, April 21, 4:15 p.m., SCFL MTI Faculty Representative Council
- Tuesday, April 21, 4:45 p.m., SCFL MTI Joint Fiscal Group
- Wednesday, April 22, 4:15 p.m., MTI USO-MTI Board of Directors
- Wednesday, April 29, 4:15 p.m., MTI SSA-MTI Board of Directors

