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# Solidarity!

## TERP Deadline Today, April 13

As was announced in *MTI Solidarity!* newsletter last week, the District reopened the Teacher Emeritus Retirement Program for members of MTI's teacher bargaining unit who wish to retire at the end of the current (2014-15) school year. **The deadline for applying is 5:00 p.m., today, April 13.** Those *considering retirement* must immediately contact MMSD Benefits Manager, Sharon Hennessy (663-1795).

## Changes in the Teacher Transfer Process

Attention is called to **two significant changes regarding the transfer process** for members of MTI's teacher bargaining unit. While surplus can be declared up to July 1, this year the District acted early. Thus, reassignment from surplus is expected to be substantially completed before May 1. After that date, ***vacancies will be posted for internal transfer through July 15.*** New this year is a modification enabled by Governor Walker's Act 10, i.e. **all applicants for a vacant position will be considered equally, whether the applicant is internal or a new hire.**

Positions will be filled on the *basis of qualifications as determined by the District.* Given that internal and external applicants will be considered at the same time, the District will require internal applicants ***to complete a pre-screening application in order to be considered for transfer.*** One must complete an online form and participate in a phone interview with a Human Resources Analyst before he/she can be referred to an interview for a specific vacancy. The pre-screening application ***only needs to be completed once per school year for any subsequent transfer opportunity.***

The pre-screening process is focused on a set of eight "competencies" that have been developed ***by the District.*** Information about this process, including the list of "competencies," has been sent to all members of MTI's teacher bargaining unit and can be found on the MMSD website: <https://hr.madison.k12.wi.us/files/hr/TEACHMadison.pdf>.

The District Human Resources staff ***encourages those considering transfer to complete the pre-screening process prior to May 1.*** The results of this process are

confidential to Human Resources and ***principals will not be made aware of those who have pre-screened.*** Failure to complete the process early will not disqualify one from applying for a transfer; however, it is required prior to an interview.

## SSA-MTI General Membership Meeting Wednesday, April 29

MTI's School Security Assistants (SSA-MTI) will hold its general membership meeting on **Wednesday, April 29,** at MTI Headquarters, beginning at **4:30 p.m.** Join your colleagues to find out what your Union is doing to meet current challenges, and to help chart its course for the future. **Nominations for positions on the SSA-MTI Board of Directors will also be received at the April 29 meeting.** SSAs may also make nominations via the nomination form which has been sent out to all SSA-MTI bargaining unit members. ***Get involved in your Union!***

## Over 75% Have Completed Wellness Screenings; Still Time for You

Over 75% of District employees have completed the biometric screening and health risk assessment (HRA) components of the MMSD Wellness Program. ***Additional screening slots have been added through April 30, to accommodate those who have yet to complete the screening/HRA.*** The purpose of the screening/HRA is: 1) to provide individuals with information on their potential health risks (e.g., *high blood pressure*), and 2) to collect aggregate data for the Wellness Committee to use in designing voluntary wellness activities for District employees.

The Wellness Committee is a joint MTI/MMSD committee. ***While participation in the screenings/HRA are voluntary, those who elect not to participate will commence paying 3% of their monthly health insurance premium beginning January, 2016*** (i.e. those who complete the screening/HRA avoid the 3% premium contribution). MTI encourages all members to participate. A schedule of available screening slots, as well as additional information on the Wellness Program, is available via the "Wellness" link on the MTI webpage [www.madisonteachers.org](http://www.madisonteachers.org).

## The Fight for \$15

The fight to achieve \$15/hour as the minimum wage continues this **Wednesday, April 15, when *Fast Food Workers at several locations throughout Madison and Milwaukee will go on strike to protest against low wages and poor working conditions.*** Activities include a rally in support of these courageous workers. Encourage those who can attend to do so. The rally will begin at 11:30 a.m., at the McDonald's on the corner of East Washington and Oak Street. Details are available on MTI's website.

## EA-MTI: Know Your Rights: Assignment to and Transfer from the Surplus Pool; Layoff

For the last several years, the District has declared as surplus at least one educational assistant in most schools. Section IV-I-4 of the EA-MTI Collective Bargaining Agreement provides that *EAs who have had part or all of their hours reduced at their school are placed in the EA surplus pool.* Such EAs are then reassigned, in order of seniority and in accordance with their preference, to vacant positions for which they are qualified and/or certified.

**A Union victory in a grievance arbitration case mandates that the District is obligated to make every reasonable effort to reassign EAs to positions of at least the same number of hours they currently work. The District is not obligated to create hours in the school from which the EA was surplused. Given this, EAs need to assert their right to retain their same number of hours, even if it results in their being moved to a different school. All too often, EAs give up their hard-earned right to the economic security when they accept an assignment for fewer hours in order to remain at their current school.**

MTI's Contract also provides transfer rights for EAs. When transfer opportunities become available, the District is obligated to consult the list of EAs who have been declared surplus. This provides that a more senior EA in the surplus pool has rights to a posted position over a less senior EA who has also applied for the same position, so long as the EA in surplus is qualified and/or certified for the position. ***Vacancies are exempt from posting and transfer from August 1 through the first four weeks of school.***

Finally, if a layoff is enacted by the District, Contract Section IV-K mandates that EAs are laid off in inverse order of seniority. A layoff could include EAs who were not previously declared surplus from their school, as

layoffs are based on District-wide seniority, rather than on a school basis. If layoffs occur, MTI will provide assistance to EAs regarding unemployment insurance benefits.

Contact Eve Degen ([degene@madisonteachers.org](mailto:degene@madisonteachers.org)) at MTI for clarification of your rights, or for assistance.

## Financial Seminars

April is National Financial Literacy Month. It was established in 2003 to bring awareness to financial literacy and to encourage learning to assist in making better financial decisions for you and your family. WEA Member Benefits will be hosting seminars for MTI members as noted below. Seminars will be held at WEA Member Benefits, 660 John Nolen Drive, Madison. For complete seminar descriptions and registration go to [www.weabenefits.com](http://www.weabenefits.com).

- **April 14, 4:30p.m. - Finances 101:** Seven common financial mistakes and how to avoid them.
- **April 16, 4:30p.m. - Understanding WRS:** Your State Pension.
- **April 23, 5-7:00p.m. - Don't Be Jack!**  
An interactive financial learning game. Pizza and sodas will be served. Minimum of 16 participants required.

## Calendar of Events

- Monday, April 13, 5:00 p.m., Doyle  
BOE Operations Work Group
- 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 General Membership



## 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)