



# 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, they have protection under the **JUST CAUSE STANDARDS**. These protections 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 MTI’s Collective Bargaining Agreements.



## Matthews Reflects on Service to MTI

Thanks for the opportunity. Many have asked why in the world one would stay in a job for 48 years. My answer is quite simple. My work for MTI was a labor of love, it was working with MTI members - virtually 24/7. It was working for a great group of people in search of social justice. MTI members standing in solidarity and moving forward - willing to take risks when necessary in the mutual interest of all. My days were filled working with individuals who were in search of solutions to work, family, and personal issues - and my effort helped produce solutions and advance rights. Those solutions made careers more enjoyable, more productive, and made member’s personal life, family life and work life better.

MTI has grown into a fantastic union. It is a member-driven union that is among the best in the United States. Whether negotiating to provide better working and living conditions, or engaging in social or political action in search of change which enabled improvements in education or society in general, MTI has been at forefront of such causes. So, in the scheme of things, my 48 year career went by like the blink of an eye.

I can’t imagine working anywhere else where my

career could have been more productive, more enjoyable, or more satisfying.

My thanks to each and every MTI member 1968-2016. MTI has a great staff and it will continue moving forward in service to its members.

## Keillor Takes the Reins

With John Matthews retiring from MTI, the Cabinet on Personnel, which is made up of the leadership of all five MTI bargaining units, has tapped Doug Keillor to succeed Matthews. Keillor has worked with Matthews for the past 25 years, and is well-known by MTI members. He has worked with Matthews in member service and in negotiations. In recommending that Keillor replace him, Matthews told the Cabinet on Personnel that Keillor has the skill, knowledge, and philosophy to continue the Union’s excellent service to MTI members.

Keillor is eager to continue his work for MTI in his new capacity, working with MTI staff, elected leaders and membership to carry the Union forward.

## School Safety Protocols and Updated MMSD Emergency Procedures

The MTI-MMSD Joint Safety/BEP Committee met on **January 12** to discuss BEP concerns from various schools and to also discuss safety preparedness in the event of a code red lockdown. MMSD Security Director Luis Yudice shared a copy of the recently revised “**Emergency Procedures**” flip-chart dated September, 2015, which has been distributed to all staff. *If you have not received the updated “Revised September, 2015” Emergency Procedures flip-charts, contact Luis Yudice ([lyudice@madison.k12.wi.us](mailto:lyudice@madison.k12.wi.us)).*

Yudice also shared information relative to the **Final Report of the Sandy Hook Advisory Commission**, which produced a blue-ribbon report with recommendations for school districts and law enforcement in hopes of avoiding similar tragedies. The number-one recommendation for schools was that “all classrooms in K-12 schools should be equipped with locked doors that can be locked from the inside by the classroom teacher or substitute.” This is a major concern in the MMSD since not all classrooms meet this standard and substitute teachers are not uniformly provided the means to lock a classroom door. The Advisory Commission also advanced numerous other recommendations that school districts should implement. The MTI appointees to the Safety Committee will advocate for these recommendations to be followed by MMSD. MTI has requested that **Luis Yudice and MMSD Building Services Director Chad Wiese review the Sandy Hook Commission recommendations and provide an inventory of MMSD schools and classrooms that meet the safety recommendations outlined in the report.**

The next meeting of the MTI-MMSD Safety Committee is scheduled for **February 25**. If you have safety concerns that you believe are not being addressed at the building level and would like to share those concerns with the representatives on the Joint Safety/Behavior Committee, send them to Doug Keillor ([keillord@madisonteachers.org](mailto:keillord@madisonteachers.org)) with the notation “SAFETY COMMITTEE.”

## Sabbatical Leave Deadline Extended to February 15

**Sabbatical Leave applications** for either the first semester of the 2016-17 school year or for the entire 2016-17 school year are due in the MTI office by 5:00 p.m., **February 15**. *This deadline has been extended from February 1 to February 15 due to changes in the application form.* See MTI’s website [www.madisonteachers.org](http://www.madisonteachers.org) for the sabbatical leave procedures and forms.

## 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 2016-17 school year**. *Reducing one’s contract without doing so by using this provision has major negative implications. Members considering this are urged to contact MTI Headquarters (257-0491).*



## Spring Election Dates Voter ID in Effect

**Mark your calendars now!** Make a commitment to **BE A VOTER in EVERY ELECTION!** The spring 2016 elections kick-off with a state-wide primary election for the Wisconsin State

Supreme Court on **February 16<sup>th</sup>**. MTI VOTERS Political Action Committee members voted unanimously to endorse 4<sup>th</sup> Circuit Court of Appeals Judge **JoAnne Kloppenburg** in this three way, non-partisan primary. The top two candidates will move on to the general election on **April 5, 2016**. Although this election is technically non-partisan, one of two challengers will likely be facing newly installed Justice Rebecca Bradley who has been appointed to three judgeships in three years by Governor Walker. This seat was vacated with the passing of Justice Crooks who frequently voted with the Court’s more progressive judges. *It is critical to win this seat back to ensure a Supreme Court who is not beholden to the moneyed special interest groups that continue to dominate Wisconsin’s political scene.* Early, in-person voting begins **Tuesday, February 2 through Friday, February 12** at your municipal clerk’s office. This is the first election in which voters will be **required to show an approved form of identification in order to receive a ballot**. Information on these elections, absentee and early voting, and VOTER ID requirements can be found on MTI’s website under **Elections and Political Action 2016**.

Although the Supreme Court election may be the only election on your ballot, voting in this election is extremely important.

## February Calendar

- Wednesday, February 3, 4:30 p.m., MTI SEE-MTI Board of Directors
- Friday, February 5, Professional Development Day
  - Monday, February 8, 4:30 p.m., MTI MTI Board of Directors
- Wednesday, February 10, 4:00 p.m., MTI MTI Cares Board of Directors
- Tuesday, February 16 PRIMARY ELECTION DAY
  - Wednesday, February 17, MTI EA-MTI Board of Directors (4:15 p.m.) EA-MTI Building Representatives (4:30 p.m.)

## 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)