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Solidarity!

Timelines moved up for Teacher Surplus Declarations

The timeline for teacher surplus determinations is being moved up this year by the Department of Human Resources. While surplus notices can be issued up to July 1, principals are *currently* working with budgeted allocations to determine whether there is surplus staff at each school. **Surplus declarations at schools are expected to be made during the week of February 22-26 for school-based staff, and for Central Office staff during the first week of March.**

A “surplus” occurs within a school when there are more teachers or other teaching staff than there are allocated positions available at the school. A surplus notice indicates that a teacher’s position at the school is no longer available, but that *there will be a position elsewhere in the District.*

Issuing declarations of surplus is a two-step process which, in accordance with the terms and conditions of the Contract, must begin with the **principal first requesting volunteers.** *The principal is not required to accept a volunteer for surplus.* If there are no volunteers, or if there are an insufficient number of volunteers, then the principal must declare the teacher(s) surplus using the procedure set forth in Section IV-F of the Collective Bargaining Agreement as follows:

- **Elementary and Middle Schools: Inverse order of seniority among those teachers in the school,** except “where the instructional requirements of the school are disrupted.” *An example of disruption to the instructional program would be where declaring the least senior teacher surplus would leave the remaining staff uncertified to teach the remaining assignments.* After declaring surplus in the elementary or middle school, a principal may need to make necessary adjustments in assignments within the school. The principal may do this, provided he or she “duly considers” the prior experience and certification of the remaining school staff.
- **High Schools:** Based on certification and the **inverse order of seniority** among those teachers **within a department.**

Seniority is defined as **how long one has been employed as a teacher in the MMSD, commencing with the first day worked** under contract followed by continuous service. There is no such thing as “building-based

seniority.” One’s seniority in the District is used to compare to others as regards surplus. See Contract Section IV-O for additional criteria.

Teachers who have been declared surplus are asked to provide their preference(s) for reassignment to position(s) for which they are certified with as much specificity as the teacher desires, i.e., instructional level, attendance area, school, grade or grade combination, subject area. The District then reviews the available vacancies and the surplus teachers’ preferences, and seeks input from the appropriate hiring authorities in order to place all surplus teachers. *The District is obligated to attempt to assign surplus teachers to vacant positions in accordance with their preference(s).*

This year, reassignment from surplus is expected to be substantially completed before April 15. After that date, ***vacancies known by July 15 will be posted for internal transfer.***

Educational assistant (EA-MTI) and clerical/technical (SEE-MTI) unit surplus, if any, will occur later this spring.

Additional information about surplus, layoff and reassignment procedures can be found at MTI’s website (www.madisonteachers.org) or by contacting MTI Staff (608-257-0491).

Contract Reduction Deadline March 1

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 be allowed to 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 using this provision has major negative implications. Members considering this are urged to contact MTI Headquarters (257-0491).*

Membership Steering Committee Meeting Tuesday, February 23

As previously reported, an enthusiastic contingent of MTI member organizers and retirees have stepped up to serve on **MTI's Membership Steering Committee** to help design and implement MTI's upcoming membership campaign, as we transition from payroll deduction of dues to direct dues payments. The Steering Committee will meet again to continue its planning on **Tuesday, February 23, 4:30-6:00 p.m.**, at the **WEA Member Benefits building** (660 John Nolan Drive, 2nd floor). MTI members from all bargaining units are invited and encouraged to participate in the Steering Committee's efforts to design the new membership campaign. If you have questions or would like to join the Steering Committee, please contact MTI at 257-0491.

MTI's Contracts Provide Mileage Reimbursement

MTI's various Collective Bargaining Agreements with the District assure that MTI-represented employees will not be subsidizing the District, when they are required to travel between locations for work. *Whether one is assigned to more than one work location, travel to another location because of work, or travel to a meeting or conference, MTI's Contracts mandate reimbursement at the "rate recognized by the IRS as non-taxable reimbursement for business travel."* The 2016 reimbursement rate is **54¢ per mile**. Work-related travel, other than for one whose assignment requires regular travel, must be approved in advance by one's supervisor.

Aldo Leopold Writing Contest

The Aldo Leopold Nature Center and the Aldo Leopold Foundation are sponsoring a writing contest for high school students. The goal of the contest is to build on Aldo Leopold's legacy by inspiring the next generation of students to participate in the evolution of the land ethic through the written word. All essays must be 500 words or less and monetary prizes will be awarded to the top three essayists in grades 9-10 and grades 11-12. The deadline for online submission is **March 11, 2016**.

For more information, visit: www.aldoleopold.org or email writingcontest@aldoleopold.org.

Special Education Plan

On January 20, MTI Assistant Director Peg Coyne and MMSD Director of Student Services John Harper hosted a Q & A session attended by over 20 SEAs and CC teachers. Harper shared key findings from a survey related to Special Education programming in the MMSD. He announced that the March 7th Board of Education Meeting would focus on the developing Special Education Plan. The remaining time was spent answering questions related to how to retain special education staff, serving bi-lingual students with IEPs, and addressing students with significant behavior and mental health needs. If there is interest, future Q & A sessions could become a quarterly event.

Hike and Heal Teacher Rejuvenation Retreat

Join Breathe for Change Wellness Champions and MMSD teachers Beth Kiser and Moira Farrell for a weekend of self-care in the Northwoods. Nurture your wellness with mindfulness, yoga and winter hikes at Nicolet National Forest in Three Lakes, WI. Enjoy time for self-reflection, art making and stress-reduction. Organic meals, workshops and cabin lodging is provided at cost. MTI members who register before Feb. 24 receive a 10% discount. For more information or to register visit hikeandheal.com/retreats.

MTI Bowl-A-Thon April 24, 2016 Save the Date!

MTI Cares is planning its 3rd **Annual MTI Bowl-A-Thon** to benefit Briarpatch Youth Services' Teen Homeless Shelter, which formally opened last year, thanks in part to the donations provided by the funds raised in previous MTI Cares' bowl-a-thons. This year's event will take place on **Sunday, April 24, from Noon-3:00 p.m., at Dream Lanes in Madison**.

February Calendar

- **Tuesday, February 23, 4:30 p.m.**
MTI Membership Steering Committee
(WEA Member Benefits, 660 John Nolan Dr.)
- **Monday, February 29, 6:00 p.m., Doyle Auditorium**
BOE Regular Meeting
- **Monday, March 7, 5:00 p.m., Doyle Room 103**
BOE Instruction Work Group
 - **Tuesday, March 8, 4:15 p.m., MTI**
MTI Voters Political Action Committee
 - **Monday, March 14, 4:30 p.m., MTI**
MTI Board of Directors
- **Monday, March 14, 5:00 p.m., Doyle Room 103**
BOE Operations Work Group
 - **Tuesday, March 15, 4:15 p.m., SCFL**
MTI Faculty Representative Council
 - **Wednesday, March 16, 4:15 p.m., SCFL**
EA-MTI General Membership

Important - Save the Date

- John Matthews' Retirement Party - March 12
 - MTI Cares Bowl-a-thon - April 24
 - MTI 50th /Strike 40th /EA Walk-out 20th /
2011 Protest 5th - May 7

Our Union Makes Us Strong!

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