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# Solidarity!

## Appreciation for A Job Well Done



As the 2015-16 school year comes to an end, **MTI wishes to extend our appreciation to all MTI-represented employees for your countless contributions to Madison's children:** To the SEAs who care for and support our most vulnerable students; to the classroom teachers and substitute teachers who stand and deliver every day; to the school secretaries and administrative support staff who keep the school operation running; to the school security assistants who build critical relationships while providing safety; to the student support and health services staff who treat emotional and physical wounds; to the central office support staff who provide technical support, instructional support, and administrative support to 4,000 employees across 50+ work sites; to our brothers and sisters in Local 60 who clean and maintain our buildings and feed our students; to our brothers and sisters in the Building Trades who construct and paint and plumb and repair. *It truly takes a village to educate a child and you are all a part of that village.*

While much will be made of the end-of-year data analysis and the various metrics of student growth and performance, the most significant contributions are largely immeasurable: the compassion shown to a distressed student; the encouragement provided to an emerging learner; the sympathetic ear for a struggling parent; the support and reassurance offered to a colleague in need. Some of you will find a much-needed respite this summer to re-engage with family, pursue professional development, or simply breathe. Some of you will continue your work this summer for the District or a second (or third) job. Others still will be retiring or resigning and moving on to other chapters in life. *Thanks to each and every one of you for the difference you have made every day.*

**Summer Solidarity:** While this is the last print edition of *MTI Solidarity!* for the school year, MTI members who have provided their personal e-mail address to MTI will continue to receive e-mail updates throughout the summer as developments occur on the employee premium contribution, the Employee Handbook review process, and other important activities your Union will be engaged in.

And if you have not renewed your MTI membership, please do so now at [www.madisonteachers.org](http://www.madisonteachers.org).

## 3,489 Years of Service

*Combined service of 3,439 years are departing the District, as 148 employees retire.* Their pending June retirement was cause for celebration at the annual joint MTI-MMSD reception at Promega on May 10. Topping the list of MTI-represented employees in years of service to Madison's children are:

**Teachers (MTI):** Nancy Shinnars (42); Delon Underbakke (41); Catherine A. Lyman (40); Kim M. Henze (39); Carol E. McQuade (37); Scott Schieldt (36); Lauren W. Mikol (36); and Deborah H. Kroll (35).

**Educational Assistants (EA-MTI):** Ann F. Stassi (37); Carleen Jorgensen (33); Ann M. Krueger (27); Judith Leibbrandt (27); Theresa M. Busby (26); and Kathryn Wells (26).

**Supportive Educational Employees (SEE-MTI):** Peggi A. Dahmen (31); Carol A. Georgeson (29); Ann M. Wersal (26); Jean L. Antoine (22); and Sherry Carpenter (22).

**Security Assistant (SSA-MTI):** Kevin McGuire (16).

**Substitute Teacher (USO-MTI):** Gary Matthiesen (22).

## Important Reminder!

## Teacher Contract Deadline June 15

Teacher contracts for the 2016-17 school year for all returning teachers must be signed and received in the District's HR office no later than **June 15**. *Failure to return a signed contract by June 15 may result in the District accepting such as one's resignation.*

## Summer School Positions Still Available

The District has advised MTI that they are still working to fill summer school teaching positions in the area of K-5 literacy and math (including bilingual spots), enrichment, and some high school positions. If you are interested, please contact the HR office: <https://hr.madison.k12.wi.us/summerschool>.

**Teachers Must Register by July 31 to Receive 12 Paychecks in 2016-17  
Act 10 Requires the Default to be 10 paychecks**

The District’s current default payroll option for members of the teacher bargaining unit is to receive 12 paychecks per school year. However, with the expiration of the Collective Bargaining Agreement, the District *can no longer legally distribute a teacher’s pay over 12 paychecks “unless the teacher voluntarily requests this frequency of payment.”* Beginning with the 2016-2017 school year, the default pay option will be 10 paychecks per school year.

This information, and a link to a form to register this option was included in the April 13 issue of *MMSD Connect* (also at: <https://hr.madison.k12.wi.us/teacherpaychecks>). The information will continue to appear in *MMSD Connect* through the end of the school year, as a memo in teachers’ contracts for 2016-2017, and as a message on the gmail sign-in screen. **The deadline to sign up to receive 12 paychecks in 2016-17 is July 31, and will need to be renewed annually.**

Questions can be directed to MMSD Payroll staff Kim Callies Bleiler (663-5380) or any payroll department member.

**Insurance Changes During Summer**

MTI-represented District employees are advised to call the District’s Benefits office (663-1795) regarding insurance benefits that are available via MTI’s various Collective Bargaining Agreements, if any of the following events occur during the summer: **one gets married, changes address, changes name, retires, resigns, takes a leave of absence, has or adopts a child, and/or if one’s dependent and/or spouse becomes ineligible/eligible for health or dental insurance coverage.** (See the health or dental insurance provision in the appropriate *MTI Collective Bargaining Agreement*; call *MTI with questions*.) One must add a new eligible person (e.g., child, including a newborn, or spouse) **within 30 days of eligibility.**

**Dependents:** Under the revised state law regarding dependent coverage, adult children are eligible to remain on a parent’s health and dental plan until the end of the year in which the child turns 26.

**Spouse/DFP:** A spouse becomes eligible upon marriage, termination of his/her employment, or loss of insurance with his/her employer; and becomes ineligible due to divorce. If one gets married, his/her spouse is not automatically covered by health or dental insurance; one must contact the District’s Benefits Office to enroll his/her spouse or domestic family partner.

Remember the above-referenced **30-day rule**. Waiting until fall to act may render one’s spouse, DFP, or other dependents ineligible. **Acting promptly assures your right to MTI-negotiated insurance.**

**Bike Ride for Boys and Girls Club – Join Team MTI Cares, July 16**

MTI Cares has hosted a team in the Bike Ride for the Boys and Girls Club for the past two years. The event takes place on **Saturday, July 16, and is being led by Captain Amy Noble. Amy needs some company! Won’t you join her this year?** Riders can select route distances of 8, 25 or 50 miles. The Ride kicks off at McKee Farms Park and takes bikers through the lovely rolling hills to the southwest of Madison, with plenty of rest stops and well stocked refreshments along the way. You can ride at whatever pace suits you. There is a party at the end with food, music, and cold beverages to celebrate. Over the past two years, MTI Cares has helped raise nearly \$5,000 for the Boys and Girls Club through this event. Donations are made on-line. Signing up is quick and easy. To join or donate, visit [www.madisonteachers.org/mti\\_cares](http://www.madisonteachers.org/mti_cares).

**Renew Your License**

MTI reminds those in its teacher bargaining unit that **Wisconsin Statutes require one to have a current license to teach. Not having a current license could invalidate one’s individual contract.** Each teacher receives a notice from the District’s HR office regarding the timeline for license renewal. A teacher licensed before 2004 may renew the license by successfully completing 6 university credits during the previous 5-year license period. However, a teacher who received a license after 2004 must develop and complete a Professional Development Plan over at least a 3-year period. (*Teachers who were licensed before 2004 can also complete a PDP rather than taking university credits – and it’s a free alternative to taking academic credits.*) **Important: the license renewal process is now on-line only.** Have the necessary documentation (employment verification form and documentation of completion of university classes or your PDP) and budget sufficient time to navigate the system. Contact Peg Coyne at MTI ([coynep@madisonteachers.org](mailto:coynep@madisonteachers.org)) with questions.

**MTI Office Summer Hours**

MTI staff wish all Union members a safe and enjoyable summer. MTI’s office remains open during the summer to serve its members. Summer hours are 7:30 a.m. - 5:00 p.m., Monday through Thursday, and 7:30 a.m. - noon on Fridays. **Note:** The MTI office will be closed July 4 & 5 for the July 4 holiday.



**Calendar of Events**

- **Monday, June 6, 5:00 p.m., Doyle Room 103**  
BOE Special Meeting
- **Monday, June 6, 6:00 p.m., Doyle 103**  
BOE Instruction Work Group
- **Thursday, June 9, Last Day of School for Students**
  - **Friday, June 10, Staff Only Day**
  - **Monday, June 13, Doyle Room 103**  
BOE Special Meetings - 5:00 & 5:30 p.m.  
BOE Operations Work Group - 6:15 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)