



Solidarity!

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Employee Health Insurance Contributions, Bio-Screens, and HRAs

All MMSD employees will begin to pay an employee premium contribution towards health insurance this fall. MTI-represented teachers and clerical-technical employees will pay a 3% premium contribution with their first deduction on their 9/30/16 check. MTI-represented educational assistants and security assistants will pay a 1.25% premium contribution and will see their deduction split evenly between their two monthly checks with the first deduction occurring last week on their 9/16/16 check.

Many MTI-represented employees will receive an annual “step” increase, which will more than offset the amount of the premium contribution. These “step increases” were previously negotiated by MTI in the various Collective Bargaining Agreements and continue to be provided in the Employee Handbook. To mitigate the financial impact of the premium contribution on those employees not scheduled to receive a step increase this year, the BOE agreed to provide those employees with a one-time “no-harm” stipend payment. MTI is meeting with District Administration to discuss exactly how the stipend will work and will communicate more information once it becomes available.

MTI worked with District administration and the health insurance carriers to: 1) minimize the premium increase; 2) minimize the employee contribution; and 3) ensure that those employees who make the most, pay the most (e.g., Administrators pay a 10% contribution, EAs pay 1.25%). While the contributions are new to MTI-represented employees, they have become common practice elsewhere, with most public employees in Wisconsin being forced to pay 12 to 14% of premiums as public employers have used the Governor’s Act 10 “tools” to transfer increased costs onto the backs of their employees. So far, working with the District administration and the BOE, we have avoided such extremes in the MMSD. MTI will continue to work with the District this school year to continue to identify ways of minimizing increases in health care costs while maintaining comprehensive health care plans.

Wellness Incentive: Bio-screens and HRAs. In addition to the premium contributions referenced above, employees who elect **not** to participate in biometric screenings *and* Health Risk Assessments (HRA) this fall will face **an additional 5% premium contribution** effective January 1 (making the total contribution **8% for teachers/clerical-technical employees, and 6.25% for EAs and SSAs**). **Employees can avoid that additional contribution by electing to complete both the bio-screen and HRA.** All affected employees should have received an e-mail from the District announcing another round of biometric screenings *and* Health Risk Assessments (HRA) this fall for those who carry District health insurance in their name. **Substitute teachers** who qualify for the District health insurance effective January, 2017, will also need to participate in the biometric screening and HRA or **face a 5% premium increase.**

Biometric Screenings and HRAs will start September 27th and must be completed by December 14th in order to avoid the additional premium contribution. More information on the screenings and HRAs can be found at the **MMSD Employee Wellness web page at: www.mmsd.org/employee-wellness**. The screenings are encouraged by the District’s three health insurance carriers as a means to lower premium increases, the rationale being that periodic screenings can help identify medical conditions early and, with advice from a physician, lead to appropriate treatment or healthier lifestyle choices. MTI also encourages participation as a means to avoid the additional premium contribution.

Results of one’s biometric screening can be obtained through your personal medical provider’s office, as long as they were obtained **after June 30, 2016**. The District will also be hosting on-site clinics for the biometric screening. To sign up for a biometric screening, to obtain the HRA form, or the bio-screen forms to take to your physician, visit the Interra Dashboard accessible via the **MMSD Employee Wellness web page: www.mmsd.org/employee-wellness**.

The MTI-MMSD Joint Wellness Committee will continue meeting to discuss the benefits of annual screenings, as well as initiatives to help address employee wellness. To provide feedback to this Committee via MTI, please reply to mti@madisonteachers.org with "Wellness Committee Feedback" in the subject line. The Joint Committee consists of members appointed by administration and the various employee Unions. MTI has five members on the Wellness Committee and is interested in bringing your feedback into the Wellness discussion.

SEE-MTI General Membership Meeting Wednesday, September 28

Members of MTI’s Supportive Educational Employees bargaining unit (SEE-MTI) are urged to attend the General Membership Meeting on **Wednesday, September 28, at 4:30 p.m.**, at the **Labor Temple** (1602 S. Park St). This is an important meeting to discuss the Employee Handbook, the pending recertification election, and the future of your Union. Parking is plentiful, snacks will be provided, and strength comes in numbers.

Teachers: Give Yourself a Raise Credits for Salary Advancement October 1 Deadline

The Employee Handbook (Addendum A, Section 1.04, Movement on the Salary Schedule) requires that teachers earn 6 credits to cross from salary level 8 to 9, and 12 to 13. These are termed "Improvement Levels." Credits are granted upon hire if one is initially placed near one of these Improvement Levels. After level 15, the requirement becomes 3 credits each 2 years to move to the next level which continues for the remainder of one's career. These are termed "Incentive Levels." Each year, the number of credits needed to move to the next Improvement or Incentive Level is provided on the individual teaching contract issued by the District.

Those who have not earned enough credits to move are considered "frozen." This means that you are no longer advancing for years of experience and that you are likely forgoing wages. MTI gained a provision in the Collective Bargaining Agreement, now in the Handbook, that allows a teacher whose salary had been "frozen" to advance to their proper placement upon the submission of required credits. If a member's salary has been frozen in error and/or in violation of the Handbook, MTI can seek retroactive payment. **Teachers can BANK credits** which are in excess of those needed to cross improvement and incentive levels. **Members are advised to check payroll deposit receipts to confirm salary schedule movement and proper compensation.**

Either academic credits earned at an accredited university or professional advancement credits (PAC) can be used to pass an Improvement or Incentive Level. **Professional Advancement Credits, under the Handbook, are granted by the District and/or the joint MTI-MMSD PAC Committee for in-service courses, independent study, committee work, conference/convention attendance, and professional writing/research, pursuant to Addendum A, Section 1.06 (Professional Advancement Credits) of the Handbook.**

PAC credits can also be used to move *horizontally* from one track on the salary schedule to another, except for tracks 4, 7 and 8, which require all academic credit. **Track movement increases one's salary an additional 2.5%.**

Credits submitted to the Department of Human Resources by July 1 will result in any wage increases occurring on the first payroll check. **However, if credits are submitted to HR by October 1st,** wage increases, including any retroactive compensation due, will occur **beginning November 1.** Credits submitted by **February 1** will cause a retroactive wage adjustment effective with the beginning of the second semester. MTI recommends delivering transcripts or professional advancement credits to the Department of Human Resources in person, and that you request a "stamped received" copy for your records to ensure proof of receipt, in the case of lost or misplaced documents.

"Your Union is like the safety belt on your car, you don't appreciate it until you need it."

Don Schultz

(Don is a retiree who taught many years at Lincoln when it was a middle school and at West High School. He is a strong Union activist.)

MTI Membership Corner

The following meetings, seminars, and workshops are available to MTI members *only*:

MTI National Board Certification Workshop for Teachers. Learn about the benefits of National Board Certification and the supports available for you to achieve it. Wednesday, September 28, 4:30 p.m. (invitation emailed to all MTI teacher members).

SEE-MTI (Clerical and Technical Employees) General Membership Meeting and Employee Handbook Update, Wednesday, September 28, 4:30 p.m., Madison Labor Temple.

MTI/WEA Member Financial Planning Seminar: 7 Mistakes Members Make with their Money, Thursday, September 29, 4:30 p.m. (invitation emailed to all MTI members).

EA-MTI (Educational Assistants) General Membership Meeting and Employee Handbook Update, Wednesday, October 19, 4:15 p.m., MTI Headquarters.

MTI/WEA Member Benefits New Professionals Night. Information on Employee Handbook highlights, how to read your paycheck, benefits and salary schedule overview, 403(b) and Wisconsin Retirement System info. Thursday, October 27, 4:00 p.m. (invitation emailed to MTI members in their first five years with the MMSD).

Calendar of Events

- Monday, September 26, 6:00 p.m., Doyle McDaniels
BOE Regular Meeting
- Tuesday, September 27, 4:15 p.m., MTI
MTI VOTERS Political Action Committee
- Wednesday, September 28, 4:30 p.m., SCFL
SEE-MTI General Membership
- Monday, October 10, 5:00 p.m., Doyle Room 103
BOE Instruction Work Group
- Tuesday, October 11, 4:30 p.m., MTI
MTI Board of Directors
- Monday, October 17, 5:00 p.m., Doyle Room 103
BOE Operations Work Group
- Tuesday, October 18, 4:15 p.m., SCFL
MTI Faculty Representative Council
- Wednesday, October 19, 4:15 p.m., MTI
EA-MTI General Membership Meeting
- Monday, October 24, 6:00 p.m., Doyle McDaniels
BOE Regular Meeting

Our Union Makes Us Strong!

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

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