



Solidarity!

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Teacher Retirement and TERP Deadline February 15

In order for one to be eligible for the **Teacher Emeritus Retirement Program (TERP)**, a teacher must be **full-time and at least 55 years old, with a combined age (as of August 30 in one's retirement year) and years of service in the District totaling at least 75.** (For example, a teacher who is 57 and has eighteen (18) years of service to the MMSD would be eligible: $57 + 18 = 75$.) Teachers who are younger than age 55 are eligible if they have worked for the MMSD at least 30 years. Up to ten (10) *part-time teachers* may participate in TERP each year *provided* they have worked full-time within the last ten (10) years and meet the eligibility criteria described above.

Retirement notifications, including completed TERP agreements, are due in the District's Department of Human Resources no later than **February 15**. Appointments can be made to complete the TERP agreement and discuss insurance options at retirement by calling the District's Benefits Manager, **Rachelle Hady**, at 663-1795.

MTI was successful in discussions for the 2017-18 MMSD Employee Handbook in gaining the continuance of TERP. *Thus, MTI members can be assured that TERP runs through the 2017-18 school year and not feel pressured into retirement before they are ready.*

WEA Member Benefits Consultant **Steve Pike** is available to provide guidance and/or to provide estimated benefits to MTI members for TERP, insurance continuation, application of one's Retirement Insurance Account, WRS, and Social Security. Call MTI Headquarters (257-0491) to schedule an appointment.

The Next Employee Wellness Campaign, 'My One Thing' begins January 16!

The next wellness campaign titled, "My One Thing," will begin on January 16 and is geared toward stress management. The goal for the challenge is to identify "one thing" that will help participants reduce stress in their life or help them better manage stress. Participants will set a SMART goal and work to achieve their goal over the eight week challenge.

To sign up and obtain the materials for the campaign, visit: <https://hr.madison.k12.wi.us/my-one-thing>

Dr. Martin Luther King, Jr. Holiday Events and Organizing Opportunities

In 2001, MTI became one of the first unions in Wisconsin to negotiate a holiday to honor the birth and life of Dr. Martin Luther King, Jr. This coming weekend, Madison will host multiple events to recognize, honor, and renew the struggle for racial equality and economic justice that defined Dr. King's life.

Friday, January 13, 4:30-7:00 p.m. MLK Free Community Dinner, Gordon Commons, 770 W. Dayton Street in downtown Madison. Dinner served buffet style from 4:30 to 7:00 PM. There is NO COST to attend.

Sunday, January 15, 7:30 a.m. 33rd Annual Urban League Outstanding Young Person Breakfast, Edgewood High School. Middle and high school students are nominated by schools from all across Dane County based on their academic performance, community service, and extra-curricular participation. Tickets are \$10 and available online at www.ulgm.org/mlkevents.

Monday, January 16, 8:30 a.m. to 3:00 p.m. MLK Youth Service Day 2017: Wisconsin Institute of Discovery, 330 N. Orchard Street. Each year, Americans across the country come together on the King holiday for "a day ON, not a day OFF". Registration is limited. Open to any Dane County middle or high school students. There is no cost to participate. Info at www.ulgm.org.

32nd annual Madison & Dane County King Holiday Observance, Overture Center in downtown Madison. Dr. Mary Frances Berry will be the keynote speaker. For over four decades, Dr. Berry has been a leader in social justice movements and served four Presidential administrations as chairperson of the U.S. Civil Rights Commission. Her most recent book, *Power in Words: The Stories behind Barack Obama's Speeches, from the State House to the White House*, offers a deeper understanding of President Obama's speeches. Currently, she acts as professor of American Social Thought at the University of Pennsylvania. Freedom Songs in the Overture Rotunda at **5:00 p.m.** Program begins at **6:00 p.m.** NO COST to attend.

Wednesday, January 18, 4:15 p.m. EA-MTI Living Wage Organizing Committee, MTI Headquarters. In the spirit of Dr. King's call for economic justice, join your EA-MTI sisters and brothers to build a campaign to provide all MMSD employees with a living wage.



MTI Membership Page

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

MTI & WEA Member Benefits: More Opportunities for Financial Services for MTI Members

MTI and WEA Member Benefits have scheduled more opportunities to enhance the financial well-being of MTI members. Throughout the year, MTI members *only* will be invited to attend various group financial educational offerings which will be noticed in the *MTI Solidarity!* newsletter and via e-mail invitation. See MTI's website (www.madisonteachers.org) to sign-up for these seminars:

January 12 & March 15 - Saving for Your Future: Why Saving Early and Often is Important

Most Wisconsin public school employees can expect their retirement income to come from three sources: WRS (the Wisconsin Retirement System pension), Social Security, and personal savings. Even though your pension benefit provides an excellent head start, today's employees need to consider personal savings to fill their retirement savings gap. Here's what we will cover in this not-to-be missed session:

- Why you need more than WRS and Social Security
- The importance of personal savings
- The difference between a 403(b) and an IRA
- Pretax versus Roth options
- Investment choices
- Contribution limits
- Fees
- Easy steps to start saving for your future

Whether you are just beginning your career or are nearing the end of it, there is something for you. Join us for this crash course and get a better idea of how your pension and personal savings work to fill your retirement savings gap.

February 2 - Understanding WRS 101: Your State Pension Plan

WRS, the state pension plan, will be a source of retirement income for most Wisconsin public school employees. How much do you know about this important benefit? Whether you just started your career or are nearing the end of it, there is something in this seminar for you.

- Read/interpret your pension statement
- Calculate your WRS pension benefit
- Choose an appropriate annuity option
- Purchase forfeited service
- Determine whether you will have a retirement income gap

Labor History Essay Contest

The Wisconsin Labor History Society has announced that its annual High School Essay Contest is now open to all Wisconsin high school students (grades 9-12). Students are invited to write 750 words on the following theme: "Unions have been important to my family and community because...." Submissions must be postmarked on or before **February 15, 2017**. Cash prizes range from \$100 to \$500. For more information, go to the WLHS website: www.wisconsinlaborhistory.org.

MTI Members: National Board Certification Support Workshops Continuing

MTI members currently working on National Board Certification are invited to attend monthly NBC Support Workshops provided at no cost by MTI and WEAC Region 6. Sessions are currently scheduled January 11, February 8, March 8, April 12, and May 10. Please contact MTI if you are interested in attending or would like additional information at 608-257-0491 or at mti@madisonteachers.org.

30-Minute Free Financial Consultations

MTI/WEA Member Benefits Individual MTI Member Financial Consultations. See MTI's website: www.madisonteachers.org to sign up for a free 30-minute financial consultation. Consultations are held at MTI headquarters.

Calendar of Events

- Monday, January 9, 5:00 p.m., Doyle (Rm. 103)
BOE Instruction Work Group
- Tuesday, January 10, 4:15 p.m., MTI
MTI Board of Directors
- Thursday, January 12, 4:15 p.m., MTI
MTI Constitution Committee

January 16, Martin Luther King Jr. Day

- Tuesday, January 17, 4:15 p.m., SCFL
MTI Faculty Representative Council
- Wednesday, January 18, 4:15 p.m., MTI
EA-MTI Building Representatives
- Monday, January 23, 5:00 p.m., Doyle (Rm. 103)
BOE Operations Work Group
- Tuesday, January 24, 4:15 p.m., MTI
MTI VOTERS Spring Candidate Interviews
- Thursday, January 26, 4:15 p.m., MTI
USO-MTI General Membership

**Show solidarity with your
MTI sisters & brothers.
Wear MTI red on Mondays and
MTI lanyards & buttons everyday!**

Our Union Makes Us Strong!

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

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