



USO-MTI News

You have a voice, make it heard!

February 2017

USO-MTI Board of Directors

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Vacant

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Vice President; 7-12

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Secretary

Jeff Knight, MTI Staff

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Update Your Contact Info.

To ensure that you receive information from MTI when necessary, please call 257-0491 or visit MTI's website to update your contact information.

On MTI's website, there is a link to update your name, address, phone number, and personal e-mail address to receive updates and event information electronically.

Did you know? *The MTI Solidarity Newsletter is posted each week on the MTI website with a complete searchable archive for the full school year!*

www.madisonteachers.org

Remember to check your MMSD issued e-mail address regularly to ensure that you receive important announcements and updates sent electronically by MMSD Administration. If you do not know how to access this e-mail system, contact the Department of Human Resources.

The USO-MTI News is intended to provide information specific to Substitute and Off-Campus Program Teachers in the Madison Metropolitan School District. If you would like to see a topic addressed, please let us know! USO stands for United Substitutes Organization!

USO-MTI Monthly Membership Meeting:

Thursday, February 23

4:30 PM

Madison Labor Temple, Rm. 201B

The USO-MTI Board of Directors and MTI Staff have been holding monthly membership meetings during the 2016-17 school year to provide an opportunity for substitute teachers to meet and discuss issues that are of concern to the unit. This meeting on the 23rd will be in preparation for a visit to the MMSD Board of Education meeting on Monday, February 27. At this meeting a representative for the USO-MTI Board of Directors will be speaking to the board to elevate a few concerns and request that a board member be appointed to be a liaison for substitute teachers. Issues of concern continue to be a lack of district-wide, purposeful training for substitute teachers on classroom technology and the behavior education plan, changes to the way assignments are made and changes to the eligibility standards for health insurance. If you have an issue you'd like to speak to, join us and get organized!

Board of Education Meeting 2/27/17

Support your fellow USO-MTI Members and the Board of Directors at the BOE Meeting

- Monday, February 27, 6:00 PM at the Doyle Administration Building.

Health Insurance Information

Health Insurance eligibility standards for substitute teachers changed with the implementation of the Employee Handbook during the 2016-17 school year. Instead of eligibility being set at working 90 days per school year, a substitute teacher must now work an average of 30 hours per week between October 5 through October 4 of the following year. This is known as the measurement or eligibility period. Under the Affordable Care Act (a.k.a. Obamacare) the coverage period must be equal to the measurement period. Therefore qualifying substitute teachers will be covered for the complete calendar year from Jan. 1 through December 31 under this new plan, provided they remain employed by the District.

Only days when students are in school and work is available are included in this new eligibility standard. ***To understand how to qualify and how to track your progress, see the link under the [USO-MTI Webpage](#).***

The insurance premium is paid by the District at 97% of the cost of a single plan under GHC. To view those rates for 2017, view the information available at this link on the MMSD Website: [Insurance Premium Costs \(1/17-6/17\)](#).

Checking your Work History / Payroll Report

You can check your payroll report online at the MMSD website. The link to **this query can be found here:** <https://hr.madison.k12.wi.us/checkdetail>. To log-in, use your MMSD Login information. Your username is your Employee ID (or B#) and by default, your password is your 6 digit birth date *preceded* by the letter "x" ("x011675"). You will need to enter a date range for this query and the report is returned in spreadsheet format. If you need assistance with this query or interpreting the results, contact Jeff Knight at MTI to walk you through it.

Let's Bowl! MTI Cares Bowl-A-Thon—April 30, 2017

MTI Cares, the community outreach committee for MTI, is hosting its 4th Annual Bowl-A-Thon on Sunday April 30 from 12-3 PM at Dream Lanes in Madison. This year we are helping to raise funds and awareness for [Safe Harbor Child Advocacy Center](#). This is a fun, family friendly event. **We are seeking substitute teachers for a USO-MTI Team!** A team consists of 4-6 members. Bowling costs \$9 for the event and MTI Cares asks that each bowler work to raise \$20 for Safe Harbor. Full details are available at the [MTI Cares Bowl-a-Thon website!](#) Contact [Jeff Knight](#) / 608.257.0491 if you'd like join the USO-MTI team!

USO-MTI and The Employee Handbook

The [Employee Handbook](#), which replaced MTI's Collective Bargaining Agreements last July, contains information regarding your employment, including pay, benefits and other working conditions. Sections 1-19 cover all employees of the Madison Metropolitan School District and Addendum H covers conditions related specifically to Substitute and Off-Campus Program Teachers. It is worth reviewing this information on occasion to ensure that you are aware of the conditions of your employment with MMSD. The USO-MTI Board of Directors consists of a President, 3 Vice Presidents (K-6, 7-12 and At-Large), and a Secretary. These positions are elected for two year terms with elections being held each October at a General Membership Meeting. The Board of Directors, along with MTI Professional Staff, is responsible for working with the District on language in the Handbook. If you are interested in getting involved, we welcome your input. Review the [USO-MTI By-Laws](#) available on the [USO-MTI Website](#) or contact MTI to learn more!

Membership in USO-MTI

Although substitute teachers do not work frequently with other substitute teachers, if you do meet a fellow substitute teacher, discuss joining USO-MTI as a dues paying member. USO-MTI continues to advocate for issues of importance to substitute teachers under the Employee Handbook and remains the certified bargaining agent for wages. Since Act 10, membership is entirely voluntary and the strength of the union relies on having a strong membership. Dues are only \$16.10 monthly. One can join at the [USO-MTI Website](#) or by contacting the MTI Office at 608.257.0491. Members will receive representation and access to MTI Staff assistance regarding any issue related to employment with MMSD. Thanks to a dedicated core of members, we have successfully [recertified](#) each year since the implementation of Act 10. USO-MTI is the only substitute bargaining unit remaining in the state of Wisconsin. **United we stand!**



USO-MTI General Membership Meeting

Thursday, February 23, 2017

4:30 PM

Madison Labor Temple

1602 S. Park Street

light snacks and refreshments provided

