



Solidarity!

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TERP & RIA Continue; Teacher Retirement Deadline February 15

Teacher 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.

The **Teacher Emeritus Retirement Program (TERP)** is a benefit originally negotiated by MTI that provides eligible retiring teachers with a supplemental retirement benefit valued between **\$30,000** and **\$50,000** (depending on salary). These funds can be taken as a monthly cash benefit or, as is typically the case, used for the payment of post-retirement insurance benefits. MTI was successful in discussions for the MMSD Employee Handbook in assuring the continuance of TERP through the 2018-19 school year. **Thus, MTI members can be assured that TERP benefits will be available at least through the 2018-19 school year.** The value of this one benefit alone can be greater than the total amount of Union dues a teacher pays over the course of their career.

In order to be eligible for TERP, a teacher must be working full-time, be at least **55 years old** (as of August 30 in one's retirement year), with a combined age and years of service in MMSD totaling at least **75**. (For example, a teacher who is 57 and has eighteen (18) years of service in MMSD would be eligible: $57 + 18 = 75$.) Teachers who are younger than age 55 are eligible if they have worked for 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.

The **Retirement Insurance Account (RIA)** is another benefit originally negotiated by MTI that provides eligible retiring MTI-represented teachers access at the time of their retirement to accrued sick leave for the payment of post-retirement insurance benefits. Teachers receive the full value of their first 200 days of sick leave and 50% value for any sick leave accrued beyond 200 days. The RIA often provides eligible MTI-represented retirees with a benefit valued between **\$20,000** and **\$70,000** (depending on the number of sick days accrued and salary at time of retirement), which can cover a number of years of post-retirement insurance premium costs. MTI was successful in dis-

cussions for the 2017-18 MMSD Employee Handbook in assuring the continuance of RIA through the 2018-19 school year. **Thus, MTI members can be assured that RIA benefits will be available at least through the 2018-19 school year.**

TERP and RIA benefits are two innovative retirement benefits that were originally negotiated by MTI, and have continued to be available to MTI-represented employees due to MTI's continued advocacy in the MMSD Employee Handbook review process. MTI members can learn more about these benefits by attending scheduled MTI retirement seminars, or by scheduling an individual retirement consultation with WEA Member Benefits consultant **Steve Pike**. Steve is a retired MMSD teacher and former MTI president, who now works for WEA Member Benefits, providing financial and retirement consultations to MTI-represented employees. Call MTI (257-0491) to schedule an appointment.



ESEA-MTI Retirement Benefits and Deadlines

Employees represented by MTI's **Educational Support Employees Association (ESEA)** bargaining unit who are considering retirement are encouraged to contact District's Benefits Manager, **Rachelle Hady** (663-1795) **at least four weeks** prior to retirement. Clerical and Technical employees are required to provide four (4) weeks notice; EA and SSA employees are required to provide two (2) weeks notice during the school year or by July 1 for a summer retirement. Eligible ESEA-MTI-represented employees are also entitled to **Retirement Sick Leave Payments** for the payment of post-retirement insurance benefits. This benefit was originally negotiated by MTI, and provides eligible retiring ESEA-MTI represented employees the full value of their first 200 days (1600 hours) of sick leave and 50% value for any sick leave accrued beyond 200 days. MTI was successful in discussions for the MMSD Employee Handbook in assuring the continuance of this benefit through the 2018-19 school year. ESEA-MTI members can also learn more about their retirement benefits at regularly-scheduled MTI retirement seminars, or by scheduling an individual retirement consultation with WEA Member Benefits Consultant **Steve Pike** Call MTI (257-0491) to schedule an appointment.

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. All Madison schools will be closed and all MTI-represented employees will receive a paid holiday on Monday, January 15. This coming weekend, Madison will host multiple events to recognize, honor, and renew the struggle for racial equality and economic justice that was Dr. King's life. MTI encourages members to participate in these community-building opportunities.

- **Friday, January 12**, 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 p.m. There is NO COST to attend. Info at King Coalition Facebook page.
- **Sunday, January 14**, 7:30-10:00 a.m.: **34th Annual Urban League Outstanding Young Person Breakfast**, Edgewood High School. Middle and high school students are nominated by schools from across Dane County based on their academic performance, community service, and extra-curricular participation. Tickets are \$10 and available on line at www.ulgm.org/mlkevents.
- **Monday, January 15**, 5:00 p.m.: **33rd annual Madison & Dane County King Holiday Observance**, Overture Center in downtown Madison. Freedom songs in the Overture rotunda at 5:00 pm. Program begins at 6:00 pm. NO COST to attend. More info available on King Coalition Facebook page.

Important February Deadlines

- **Salary Advancement Credit for passage over a salary barrier or for salary track advancement**, effective at the beginning of the second semester, are due in the office of Human Resources by 5:00 p.m., **February 1**.
- **Sabbatical Leave applications** for either the first semester of the 2017-18 school year or for the entire school year, are due in the MTI office by 5:00 p.m., **February 1**.
- **Teacher Retirement and Teacher Emeritus Retirement Program (TERP)** enrollment applications are due in the office of Human Resources by 5:00 p.m., **February 15**.

Temporary Reduction of Contract with Right to Return to Full-Time

Addendum A, Section 3.09 of the Employee Handbook provides that full-time teachers who wish to work part-time may request to do so for a period of one (1) year, and shall have the right to return to a full-time regular contract at the end of such period. Requests for part-time contracts must be made in writing to the Department of Human Resources on or before **March 1** of the preceding school year. To be eligible to apply for contract reduction under this Section, a teacher must have completed five (5) years of service with the District as a teacher by the time the contract reduction will become effective.

Express Your Ideas at MMSD Strategic Framework Listening Sessions

One way to help shape MMSD priorities for the next five years is to participate in one of the Superintendent's **Strategic Framework listening sessions** scheduled at schools around the MMSD over the next couple of months. With the Strategic Framework being reviewed and updated, this is an important opportunity to express your thoughts about what priorities the MMSD should focus on for the next 5 years. The Superintendent has sessions tentatively scheduled this month at **Glendale** (1/10); **Shabazz** (1/12); **Wright** (1/16); **Elvehjem** (1/25); **Chavez** (1/26), and **LaFollette** (1/31). See your school secretary or principal for specific times and locations.

MTI at the Overture—April 8

Over 70 members and guests will attend the April 8th performance of *Les Miserable* at the Overture Center. MTI procured great seats at a great price. The tickets are all now reserved. They went fast! With such enthusiasm, we will be sure to plan another Overture event in the future. Members who have reserved tickets can drop off checks made out to MTI at the MTI office or mail them to MTI, 33 Nob Hill Rd., Madison WI 53713. Participants will be notified by e-mail at the end of February to come to MTI and pick up tickets. Seats have been assigned in order to ensure parties are seated together. Questions? E-mail kmotoviloff@madisonteachers.org



MTI Membership Opportunities

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

MTI & WEA Member Benefits: Financial Services for MTI Members

MTI and WEA Member Benefits will be providing more opportunities to enhance the financial well-being of MTI members. Sign-up links and information for the seminars will be posted on the MTI website (www.madisonteachers.org).

In addition, **Steve Pike** (retired teacher and current WEA Member Benefits Consultant) is available for a **free 30-minute financial consultation**. This is ideal if you are just getting started, have specific questions, or would like a quick check-in. It's a convenient way to meet with someone face-to-face to get some general help or guidance. Consultations are held at MTI Headquarters. Sign-up is also available on MTI's website (www.madisonteachers.org).

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MTI National Board Certification Training Workshops for 2017-18. MTI members pursuing National Board Certification are invited to participate in monthly NBC support workshops. The next session is January 17. Contact MTI to register.

MTI members in need of assistance: See your MTI Faculty Rep or contact MTI staff (257-0491 or mti@madisonteachers.org) should you have a question or need *assistance with any work-related matter*.

New Professional Support Night January 10

Seven Mistakes Members Make With Their Money & Budgeting Basics—January 10, 4:15-6:00 p.m., MTI Headquarters (WEAC Bldg., 33 Nob Hill Rd). Making wise financial choices early in your career can have a significant impact on your future financial security and give you peace of mind. A budget empowers you to set and reach financial goals, helps you manage day-to-day finances, and prepare for the unexpected. Dinner provided. RSVP to kmotoviloff@madisonteachers.org.

Calendar of Events

- Monday, January 8, 5:00 p.m., Doyle (Rm. 103)
BOE Instruction Work Group
- Tuesday, January 9, 4:30 p.m., MTI
MTI Board of Directors

January 15, Martin Luther King Jr. Day

- Monday, January 22, 5:00 p.m., Doyle (Rm. 103)
BOE Operations Work Group
- Wednesday, January 24, 4:15 p.m., MTI
MTI VOTERS Political Action Committee
- Thursday, January 25, 4:15 p.m., MTI
USO-MTI General Membership

Save the Date! April 15, 2018
MTI Cares Bowl-A-Thon for
Food for Thought Initiative (F4TI)

Our Union Makes Us Strong!

Volume 52, #18, January 8, 2018

MTI's web page - www.madisonteachers.org

MTI's email - MTI@madisonteachers.org