



Solidarity!

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Workers' Compensation and the Benefits of MTI Membership

Workers' compensation is a statutory benefit intended to provide compensation for workers who suffer a work-related injury or illness. However, the process does not always work as intended and claims are often delayed and/or denied. Fortunately, in such instances, MTI members can turn to their Union for assistance.

Slips, trips, and falls are some of the most common causes of work-related injuries to District employees. Student-caused injuries are also not uncommon. If an employee is injured at work, they need to complete an **Employee First Report of Injury or Illness** form as soon as possible and, if necessary, see a doctor to have the **Work Status/Medical Service** form completed, and determine what, if any, work restrictions are recommended. See the Employee Handbook on-line for a link to these forms. **MTI Member Advantage #1: members injured on the job can contact MTI staff for assistance with the process. MTI has also produced a workers' compensation fact sheet for members advising of the process and of their rights.**

Once approved, workers' compensation is supposed to compensate the employee at two-thirds (2/3) of the em-

ployee's wage rate up to certain maximum during a period of temporary disability. **MTI Member Advantage #2:** Through MTI's collaborative work with the District on the Employee Handbook, ***injured employees eligible for workers' compensation receive 100% of wages for the first 180 days of injury.***

If a claim is denied, the injured worker can appeal the denial by requesting a hearing before an Administrative Law Judge at the Department of Workforce Development. At such a hearing, the workers' compensation insurer will be represented by an attorney. Therefore, the injured employee will most likely want an attorney of their own. Attorneys who practice workers' compensation law typically are compensated by retaining a third of any award or settlement. **MTI Member Advantage #3: MTI members have highly-qualified MTI staff available to assist with workers' compensation claims. MTI will also provide members with legal representation when necessary, at no additional cost to the injured employee. Therefore, the member receives high-quality representation and 100% of any award or settlement.**



Join Our Movement

When you join your colleagues as an MTI member, you are making a decision to ***stand together in solidarity on important issues that impact your profession, our schools, and our students.*** MTI provides you with a voice in the workplace, with the School Board, and at the State Capitol. Click on the "JOIN" icon/link on the MTI webpage (www.madisonteachers.org) for step-by-step directions.

Teacher Salary Schedule Update

The MTI-MMSD Teacher Salary Schedule work group met **September 13** to continue discussions about potential changes to the teacher salary schedule. Members will recall that these discussions started last school year before being suspended in March in order to focus on base-wage bargaining. The District hopes to have any draft recommendations for teacher salary schedule changes ready to share with the Board of Education in November, so that they can be considered at the front-end of the 2019-20 MMSD budget development process. The concepts being explored include narrowing the number of salary tracks/lanes (while maintaining differential between BA and MA degrees); allowing for annual movement (i.e., currently teachers at level 15 and beyond move every other year); replacing indefinite movement with longevity pay; modifying Improvement Levels to encourage PD; adjusting the "curve" of the schedule to provide for professional salaries earlier in one's career; and continuing the discussion of potential salary incentives for hard-to-fill positions. The District is particularly interested in considering changes that would make the salary schedule more "sustainable," given the current fiscal environment. MTI is particularly interested in considering changes that teachers value and which would assist in recruiting and retaining the high-quality teaching staff our students deserve. The MTI-MMSD Salary Schedule work group is scheduled to continue to meet throughout the months of October and November. All MTI members will be provided e-mail updates on the progress of that work and opportunities to provide your voice and input.

November's state-wide elections will be critical in determining what resources will be available to fund our public schools, including the pay and benefits necessary to attract and retain a high-quality workforce.

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. Either academic credits earned at an accredited university or professional advancement credits (PAC) can be used to pass an Improvement or Incentive Level. 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 result in any wage increases occurring on the first payroll check. **However, if credits are submitted to Human Resources 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.

Health Insurance Annual Choice/Open Enrollment October 15-November 15

Between October 15 and November 15 each year, there is a choice to switch health insurance providers - GHC and Dean Health Plan.

ANNUAL CHOICE is the period during which MTI- represented employees who are already covered under a District health insurance plan **may choose, without having to prove insurability, an alternate plan between those available.** Implementation of coverage is effective **January 1, 2019.**

OPEN ENROLLMENT is available as a result of gains made during MTI's 1999 negotiations. Enrollment in health insurance is available to any employee who is benefit eligible (*an assignment of 19 hours per week or a teacher contract of at least 50%*). Those with health insurance who have an **eligible dependent, who is not now covered, may enroll that dependent during this period.** The effective date of coverage is **January 1, 2019.**

Attend the 2018 WEAC Professional Issues Conference October 26-28, at the KI Convention Center in Green Bay

This conference brings together hundreds of aspiring educator members, educational support professionals, and teachers for a weekend of learning and professional networking, as well as the opportunity to think, dialogue, and learn more about the professional issues you face daily. We invite you to join us for a weekend that puts your learning at the forefront! Sign up at:

<http://weac.org/calendar/professional-issues-conference/>

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 opportunities to enhance the financial well-being of MTI members. Check the MTI website (www.madisonteachers.org) to sign-up for seminars. Invitations will also be sent via e-mail to MTI members only.

In addition, **Steve Pike** (retired teacher and current WEA Member Benefits Consultant) is available for a **free 60-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.

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MTI Faculty Representative Council monthly meeting,
Tuesday, September 25, 4:30 p.m., MTI.

**ESEA-MTI (Educational Support Employees Association)
Building Representatives Meeting,** Wednesday, September 26, 4:15 p.m., MTI.

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 26, 5:30-6:30p.m. (invitation e-mailed to all MTI teacher members).

USO-MTI (Substitute Teachers) General Membership Meeting, Thursday, September 27, 4:15 p.m., MTI.

MTI members in need of assistance: See your MTI Faculty Representative or contact MTI staff (608-257-0491 or mti@madisonteachers.org) should you have a question or need assistance with **any work-related matter.**

Calendar of Events

BOE Regular Meeting
September 24, 6:00 p.m., Doyle Auditorium

MTI Faculty Representative Council
September 25, 4:30 p.m., MTI

ESEA-MTI Building Reps
September 26, 4:30 p.m., MTI

National Board Certification Workshop
September 26, 5:30 p.m., MTI

USO-MTI General Membership
September 27, 4:15 p.m., MTI

MTI/MMSD Safety Committee
October 1, 4:30 p.m., Doyle

Our Union Makes Us Strong! Volume 53, #4, September 24, 2018

MTI's web page - www.madisonteachers.org
MTI's e-mail - MTI@madisonteachers.org