



Solidarity!

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MTI-Voters Interviews BOE Candidates and Recommends Endorsements

Last week, MTI Voters (MTI's political action committee) interviewed candidates for MMSD Board of Education. Following the interviews, the MTI-Voters Committee concluded to recommend endorsements for BOE races for Seats 3 and 5, and delay endorsement in Seat 4 until January 23. **All members of MTI-Voters will be sent an e-mail ballot asking for their vote on the BOE endorsement recommendations.** *Endorsement decisions are not finalized until that balloting is concluded.*

- **BOE Seat 3:** MTI-Voters recommends the endorsement of **Cris Carusi**.
- **BOE Seat 5:** MTI-Voters recommends a **dual endorsement** of both **TJ Mertz** and **Ananda Mirilli**.

The MTI-Voters Committee concluded to delay an endorsement recommendation for **BOE Seat 4** until the next MTI-Voters Committee meeting scheduled for **January 23**.

MTI-Voters recommendations for endorsement are not finalized until voted on by the MTI members who participate in the MTI-Voters political action committee. Members are encouraged to review the completed candidate questionnaires and candidate websites available at the Elections-Spring 2019 tab on MTI's website (www.madisonteachers.org), and complete the endorsement ballot that will be sent you.

Election for MTI Release-Time President January 28

At the January 15 meeting of the MTI Faculty Representative Council, nominations were finalized for MTI Release-Time President. Current President **Andy Waity** was nominated and is seeking reelection to a second two-year term to serve as Release-Time President. The term of office is for two years (2019-21).

According to the MTI Bylaws, the election is held the fourth Monday of January (this year January 28) and installation held at the May Council meeting. Election materials have been sent to MTI Faculty Representatives.

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 2019-20 school year. **Thus, MTI members can be assured that TERP benefits will be available at least through the 2019-20 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 discussions for the 2019-20 MMSD Employee Handbook in assuring the continuance of RIA through the 2019-20 school year. **Thus, MTI members can be assured that RIA benefits will be available at least through the 2019-20 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.

See the reverse of this newsletter for **ESEA-MTI** benefits & deadlines.



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 2019-20 school year. ESEA-MTI members can 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.

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 2019-20 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.**

Staff Only Day February 8

There is no school for students on the February 8 "**Staff Only**" day (formerly known as PD days). The Employee Handbook, Section 4.06, provides that there will be one (1) full staff only day per quarter. "**The structure of the day is to be determined collaboratively at the building level by the principal and SBLT.** Such time shall include collaborative learning that supports and enhances the quality of teaching and is aligned to each school's SIP goals and strategies." **Educational Assistants and School Security Assistants have a mandatory workday on February 8.** Various professional development opportunities are available to specific groups within these bargaining units.

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.

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. Sign-up is available on the MTI website (www.madisonteachers.org).

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MTI National Board Certification Training Workshops for 2018-19. MTI members pursuing National Board Certification are invited to participate in monthly NBC support workshops. The next session is **February 13**, at 5:30 p.m., at 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

MTI Voters Political Action Committee
January 23, 4:30 p.m., MTI

Board of Education—Regular Meeting
January 28, 6:00 p.m., Doyle

MTI Bargaining/Handbook Committee
January 30, 4:30 p.m., MTI

Staff Only Day—February 8

MTI Board of Directors
February 12, 4:30 p.m., MTI

Primary Election—February 19—VOTE!

USO-MTI General Membership
February 21, 4:15 p.m., MTI

Save the Dates! February 4-8, 2019
Black Lives Matter at School
Week of Action

Our Union Makes Us Strong!

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MTI's web page - www.madisonteachers.org

MTI's e-mail - MTI@madisonteachers.org