



Solidarity!

33 Nob Hill Road • Madison, Wisconsin 53713-2195 • Phone: (608) 257-0491

Annual Employee Handbook Review Underway

MTI and MMSD have now scheduled some dates to commence the annual review of the Employee Handbook. The annual review process is set forth in Section 18 of the Employee Handbook and provides for a collaborative model involving MMSD and MTI representatives to review and recommend changes to the Handbook. Consensus recommendations are then forwarded by the Superintendent to the Board of Education for final approval. This year's review will involve various work groups charged with discussing the following: **Teacher Planning Time and High School Scheduling** (February 13); **Educational Support Employee (ESEA)** concerns (February 12); **Substitute Teacher issues** (to be scheduled); **Special Education issues** (to be scheduled); and **School Security Assistants** concerns (to be scheduled). In addition, the MTI-MMSD Handbook Review Committee will be meeting February 26 to review other proposed modifications to the Handbook that do not necessitate work groups. All MTI members will receive updates on these discussions as the work gets underway.

Join MTI-CENTRS Saturdays for Racial Justice Series

MTI-CENTRS is partnering with NEA's Human and Civil Rights Department to offer a series of racial justice-focused sessions. The next session, **Why Restorative Justice?**, is **February 22**, from 8:30-3:30 p.m., at the Urban League of Greater Madison. Breakfast and lunch are provided. Sessions are led by national trainers and are **free to members**. Professional advancement credit is available. MTI Members attending 3 or more qualify for a stipend. MTI-CENTRS is an NEA GPS-funded grant. Questions? Contact Kerry Motoviloff at: kmotoviloff@madisonteachers.org. Signup at: <http://www.madisonteachers.org/mti-centrs/>. **Future topics include:** March 7: *Understanding White Privilege and White Fragility*; and May 16: *Racial Equity Tools and Activism*.

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 more 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 2020-21 school year.** *The value of this one benefit alone can be greater than the total amount of MTI 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 of age** (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, which 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 2020-21 school year. **Thus, MTI members can be assured that RIA benefits will be available at least through the 2020-21 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 or visit the MTI webpage (www.madisonteachers.org) at the WEA Member Benefits tab.

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 the 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 2020-21 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***.

***Note:** Employee Handbook deadlines that occur on weekends are extended to the following Monday.

Staff Only Day February 7

There is no school for students on the February 7 "**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 7.** Various professional development opportunities are available to specific groups within these bargaining units.

MTI Cares' Bowl-A-Thon
Sunday, April 19, 2020
from 12-3 p.m., at
Village Lanes in Monona
(208 Owen Road)
Sign up on the MTI website.



MTI Membership Opportunities

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

MTI & WEA Member Benefits: Financial Services for all MTI Members

MTI and WEA Member Benefits will be providing more opportunities to enhance the financial well-being of all *MTI members and non-members*. Check the MTI website (www.madisonteachers.org) to sign-up for seminars.

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In addition, *for members only*, **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 Headquarters.

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MTI National Board Certification Training Workshops for Teachers. MTI members pursuing National Board Certification are invited to participate in monthly NBC support workshops. The next session is **February 12**, 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 Faculty Representative Council

January 21, 4:45 p.m., MTI

MTI Voters Spring Candidate Interviews

January 22, 4:45 p.m., MTI

MTI Cabinet on Personnel

January 29, 4:30 p.m., MTI

Black Lives Matters at School Week of Action

February 3-7, 2020

MTI Communications Committee

February 4, 4:30 p.m., MTI

MTI Voters Political Action Committee

February 5, 4:45 p.m., MTI

MTI Special Education Sub-Committee

February 10, 4:00 p.m., MTI

MTI Board of Directors

February 11, 4:30 p.m., MTI

Our Union Makes Us Strong!

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MTI's web page - www.madisonteachers.org

MTI's email - MTI@madisonteachers.org