

## MAT Employee Group

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- District wide organization
- Management/Administrative/Technological
  - Managers & Administrators, Grades 13-21, exempt
  - Technical – computer, financial & educational

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## MAT

- **Purpose** of this organization is to represent MAT employees
  - encourage an open, positive, and fear-free work environment
  - improve the process of collaborative for MAT policies, salaries, and benefits
  - ensure due process is followed regarding MAT policies
  - promote MAT representation on District and College decision making bodies
  - enhance Professional Growth, Sabbaticals and renewal opportunities

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## MAT Sub-Committees

- **Activity Planning**
- **Collaborative Policy Development**
- **Grievance/Collaborative Resolution**
- **Nominating/Awards**
- **Professional Growth: Activities and Tuition**
- **Professional Growth: Sabbaticals**
- **Professional Growth: Certification**
- **Resources/By-Laws**
- **Scholarship Endowment Committee (Ad-Hoc)**

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## Benefits

- Professional Growth
  - sabbaticals, tuition reimbursement, conference and seminar expenses
- Sick Leave accumulates on the basis of 4 hours per pay period (104 PY)
- Personal leave, 32 hours for regular employees
  - out of sick bank
- Vacation accrued at 6.16 hours per pay period
  - 160 hours per calendar year

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## Vacation Time

- Vacation – accrued @ 6.16 per pay period
  - -160 hours per year/20 days
- Bank 48 hours/6 days per year
- Total banked 480 hours/60 days

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## Sick Time

- Sick – accrued @ 4 hours per pay period
  - 104 hours per year/13 days
- Personal Time 32 hours/4 days per year/max
- Personal Time charged to Sick Time
- The maximum number of accumulated sick days paid will not exceed two hundred (200) days (1600 hours).

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## MCC MAT Officers 07-08

- Shirley Henderson -President
- Jonathan Baney – President Elect
- Jeanette Cernetic –Treasurer/Dues Coordinator
- Jon Trottier – Scribe/Recorder
- Jonathan Baney – Professional Growth Rep
- Deb Devore – Sabbatical Rep

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## MAT WEB SITE

<http://www.maricopa.edu/mat/>