



Montebello Teachers Association

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April 25, 2018

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President Joanna Flores
Members of the Board of Education
Montebello Unified School District

Dear President Flores and Board Members:

The Association is pleased to submit the initial contract concerns for amending the Collective Bargaining Agreement with the District.

Proposed Amendments for the 2018 Negotiations

The District and the Association signed a Memorandum of Understanding April 4, 2017 concerning the addition of Full Day Head Start settings. The Memorandum included modifications to Article IV. Hours and Assignments, Article XII. Wages, and Article XIII. Transfer and Reassignment. The Association seeks to include, with further modifications, the language of the Memorandum in the Contract.

In addition, the Association seeks modifications and improvements in the following areas.

Article IV. Hours and Assignments

- Specify the District's and Bargaining Unit members' responsibilities concerning high school sixth period assignments including pay, sick leave, and preparation.
- Eliminate before and after school supervision for high school classroom teachers.
- Include detailed Teacher on Special Assignment (TOSA) job descriptions.
- Extend the number of calendar days for psychologists.
- Include psychologists in those who can plan away from campus (known as the professional day).
- Add prep periods for elementary and intermediate level teachers.
- Improve working conditions for Bargaining Unit members.
- Specify number of work days for Adult Education Bargaining Unit members.
- Address assignment of substitute Bargaining Unit members.

Article VIII. Class Size

- Specify a date certain when class size overage stipends will be received by Bargaining Unit members.
- Remove the obligation of the classroom teacher to apply for the class size overage stipend. The District will use enrollment data to automatically activate the stipend.
- Clarify the preschool and all other class size limits for class size overage stipends.
- Introduce class size caps for each general education and special education class.

Article X. Organizational Security

- Improve communication between the District and the Association regarding Bargaining Unit members.
- Coordinate with the District on third party requests for information.
- Union participation in District professional development activities.
- Clarify provisions regarding membership data and dues.

Article XII. Wages

- Improve opportunities for all Bargaining Unit members to move across salary schedules.
- Improve opportunities for advancement among ROP and CTC Bargaining Unit members.
- Include SDC Alternative Education programs with Community Day School six period day.
- Include nurses on the psychologist/speech and language specialists' salary schedule.
- Define summer school, extended school year, intersession, and work beyond the school year for all Bargaining Unit members.
- Restructure formula for extended day activities increases in pay.
- Increase wages for all Bargaining Unit members including but not limited to salaries, hourly rates, stipends, and special service compensation.

Article XVI. Leaves

- Add flexibility to the Catastrophic Leave Bank donation schedule.
- Improve jury duty compensation.
- Include additional one-sixth period assignments in sick leave.

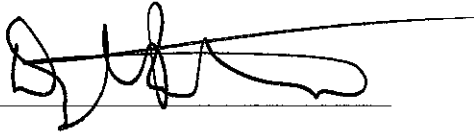
Article XVII. Safety, Security, and General Work Conditions

- Expand District's coverage of damage to a Bargaining Unit member's vehicle while at work.
- Improve District's coverage of personal property at school.
- Create safer school sites for Bargaining Unit members.

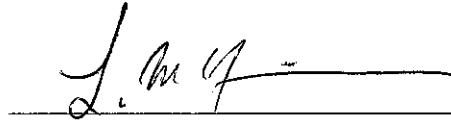
New Article on Employee Orientation and Information

- Specify Association inclusion in New Employee Orientations.
- Develop commitments for shared data between the District and the Association.

The Association seeks to improve all aspects of working conditions for Bargaining Unit members.

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Doug Patzkowski, president

A handwritten signature in black ink, appearing to be 'L. McKiernan', written over a horizontal line.

Larry McKiernan, Bargaining Chairperson