



# Contact

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## Bargaining Team Comments:



### We Can't Agree to Cut Our Salaries!

In 2015-2016 the District received the greatest year over year increase in funding ever. Due to the California State funding formula Montebello Unified School District students should be seeing drastic improvements in instructional support. Instead the Board of Education (BOE) has offered a one-time raise in salary for the 2015-2016 and an equal cut July 1, 2016.

### District Revenues Are Slated to Increase in 2016-17

Governor Brown increased funding to schools in his 2016-2017 budget. In addition to the whopping increases to the budget this year, the District can anticipate another 6 percent or more next year. While the budget will probably not be approved until June, the indicators continue to show more money to the District in 2016-2017 than in 2015-2016.

### LCFF Means LOCAL CONTROL Funding Formula

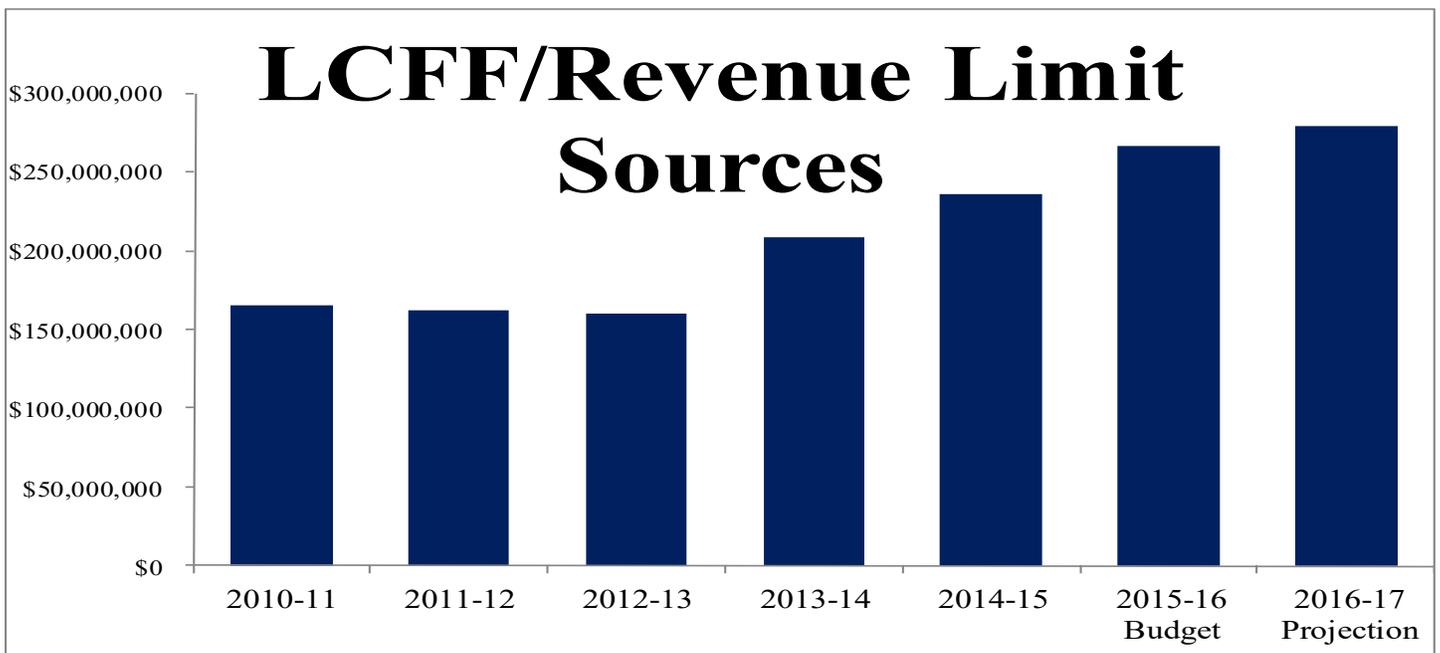
Along with the increase in funding comes the obligation for local control of State funds. All stakeholders need to make it clear to the members of the Board of Education that the money needs to stay as close to the students as possible. Our students deserve a respected, valued bargaining unit. Attracting and retaining educational employees is of the highest priority.

Beginning next year with a cut in pay while the district's revenue increases is exactly the opposite of what our students deserve.

### Bargaining Resumes Friday, February 12



Let the Bargaining Team know how you feel. Chairperson David Navar (WIE), Veronica Loera (GWE), Alma Orta (SUE), and Paul Chavez (SHS) will be negotiating while many classes are preparing to celebrate Valentine's and President's Day.



Over, please...

# A Teacher's Lesson to the Board of Education

Gloria Cunningham (WIE) spoke these words at the Thursday, February 5 BOE meeting.



In the not so distant past when districts all over the state of California were issuing thousands of pink slips, MUSD issued zero. Why? Not because we had a huge reserve of money, but because we increased class size, took pay cuts and got teachers to retire. But mostly it was because we worked together; board members, superintendents and associations to do what was best for our students. A few years later when the state of California was trying to pass Proposition 30, again we had a collaborative spirit and the MUSD board members, superintendents and our associations worked TOGETHER visiting each school

to encourage each of us to do our part. Why? because none of us is as strong as ALL of us.

I find it disheartening that in our time of greatest need we worked so well together, and now when we are seeing good fortune we would turn our backs on each other. What happened?

I looked up the definition of bully and it reads, in part, to “use superior strength or influence, to intimidate...to force him or her to do what one wants.” And I hate to say it, but I feel like we are being bullied. The reality is, that unless you are trying to find a solution, you are part of the problem. If you are not working to find common ground than you are bullying. Each year I teach a lesson on bullying. I tell my students about the power of ONE. It only takes ONE person to stop the bullying. Take a close look at your actions and where we are tonight. Look at the direction of this meeting. Is this what you envisioned when you took the pledge to do what was best for our schools and the students? You have the power of ONE. It only takes one to start to turn this around. It only takes one to say let's work WITH each other and not against each other. And that one is you. This meeting tonight is a reflection of your leadership.

Because tonight, THIS BOARD MEETING, is not helping our students. Instead of being at home correcting my students' papers, I am here. This past week, there was no discussion about the new math program we started piloting on Monday. None of the teachers talked at lunch about the AVID visit that took place yesterday. The data team meeting this week was not very productive. WHY? because this board meeting dominated the conversation. There was no collaboration; there was no sharing of ideas.

Can we really afford this distraction? Ladies and gentlemen, I truly believe we do not have to have “a winner take all” mentality. I understand you wanting to be good stewards of this money. I expect you to be good stewards of this money. But hoarding \$35 million is not being a good steward, it's being a scrooge.

**Veteran Board Member Hector Chacon quoted Mother Teresa at Thursday night's board meeting. Below are the words found written on the wall in Mother Teresa's home for children in Calcutta:**

1. *People are often unreasonable, irrational, and self-centered. Forgive them anyway.*
2. *If you are kind, people may accuse you of selfish, ulterior motives. Be kind anyway.*
3. *If you are successful, you will win some unfaithful friends and some genuine enemies. Succeed anyway.*
4. *If you are honest and sincere people may deceive you. Be honest and sincere anyway.*
5. *What you spend years creating, others could destroy overnight. Create anyway.*
6. *If you find serenity and happiness, some may be jealous. Be happy anyway.*
7. *The good you do today, will often be forgotten. Do good anyway.*
8. *Give the best you have, and it will never be enough. Give your best anyway.*
9. *In the final analysis, it is between you and God. It was never between you and them anyway.*