



# CONTACT

Montebello Teachers Association/California Teachers Association • 918 W. Whittier Blvd. Montebello CA • (323) 722-5005

## Archived Issues Available at [MontebelloTeachers.org](http://MontebelloTeachers.org)

### CTA Martin Luther King Scholarship Applications Due February 16



CTA offers the Martin Luther King, Jr. Memorial Scholarship to members and their dependents who are from the following defined ethnic minority groups: African American, American Indian/Alaskan Native, Asian/Pacific Islander, or Hispanic. The applicants must be pursuing a college degree or credential for a teaching-related career in public education in an accredited institution of higher learning. Applications must be postmarked no later than Friday, February 16.

Applications are available at [MontebelloTeachers.org](http://MontebelloTeachers.org) and [CTA.org](http://CTA.org)/scholarships.

### NEA edCommunities Is an Open Exchange of Strengths & Resources

Free and open to all, the NEA edCommunities for Professional Practice is the place online where educators, school support professionals, and community members join forces to improve student success. You can be involved in a variety of groups addressing diverse education issues including: Common Core, school bullying, National Board Certification, and healthy schools. You can also form a group of your own to advocate and collaborate on an issue near and dear to your heart.

### Do School Site Councils Matter Now that We Have LCAP?

California Education Code Section 64001 requires that the School Site Council (SSC) develop the Single Plan for Student Achievement (SPSA). The SSC's responsibilities include approving the plan, recommending it to the Board of Education for approval, monitoring its implementation, and evaluating the effectiveness of the planned activities at least annually. The purpose of the SPSA is to create a cycle of continuous improvement of student performance, and to ensure that all students succeed in reaching academic standards. The SPSA is revised and implemented by the SSC.

The Local Control Accountability Plan (LCAP) is a comprehensive planning tool. **The LCAP must be consistent with the SPSA at each site.** State school funding changed three years ago. Few State Categorical funds still exist. Now the majority of the funds are generated by the Local Control Funding Formula (LCFF). ***The SSC's influence on the LCAP is the SPSA.***

#### MTA Office Closes for Holidays

The MTA Office will be closed:

November 10.....Veteran's Day  
November 20-24..... Thanksgiving Holiday  
December 25-January 15..... Winter Break

#### MTA Office Portals

Email the MTA Office .....[MTA@Montebelloteachers.org](mailto:MTA@Montebelloteachers.org)  
Need information & forms fast ..... [Montebelloteachers.org](http://Montebelloteachers.org)  
President Doug Patzkowski ..... ext. 1002  
Executive Director Kathy Schlotz ..... ext. 1001  
Office Manager Alonso Ibanez ..... ext. 1000



Elaine M. Howle *State Auditor*

CONTACT: Margarita Fernández | (916) 445-0255 x 343 | [MargaritaF@auditor.ca.gov](mailto:MargaritaF@auditor.ca.gov)

## Montebello Unified School District

*County Superintendent Intervention Is  
Necessary to Address Its Weak Financial  
Management and Governance*

### Background

With 17 elementary schools, six intermediate schools, four high schools, one alternative education school, and four adult schools, the Montebello Unified School District (Montebello) serves approximately 28,000 students and is administered by a superintendent. Montebello's five-member voter elected board is responsible for Montebello's organizational structure, employing the superintendent, and for ensuring educational and fiscal accountability to the community. The Los Angeles County superintendent (county superintendent) provides fiscal oversight over Montebello.

### Our Key Recommendations

- The county superintendent should take immediate steps to improve Montebello's current fiscal condition and direct Montebello to submit a corrective action plan and to develop a workforce plan to justify its workforce size and cost compared to its enrollment projections.
- Montebello should revise its fiscal stabilization plan, make the necessary cuts to fund its ongoing commitments, and implement the many recommendations we detailed in the report.

### Key Findings

The board's poor fiscal oversight has put Montebello in danger of financial insolvency.

- It continued to approve Montebello's budgets over the last seven years even though the proposed budgets showed it had planned to spend more than it received, with annual deficits ranging from \$3 million to \$20 million.
- It has not taken appropriate action to contain increasing costs in the face of declining enrollment and has taken other action, such as approving teacher bonuses and salary increases, that further contribute to Montebello's financial challenges.
- It ignored repeated warnings from the Los Angeles County Office of Education to curtail Montebello's deficit spending, and the district projected an inability to meet its financial obligations in fiscal years 2018–19 and 2019–20.

Montebello bypassed some of its hiring policies, and it employed individuals in some high-paying extraneous positions during these fiscally challenging years.

- It hired some employees that did not meet the minimum qualifications, including a high-ranking position responsible for overseeing the budget.
- It hired several high-ranking executives without a fair and competitive hiring process.
- It did not provide the board with sufficient information for approving appointments of high-ranking positions.

Montebello's oversight of its two bond measures—one approved in 2004 and another approved in 2016—has been lax. The required citizens' oversight committee did not meet for years, Montebello has yet to release the required annual bond audit for fiscal year 2015–16 to the public, and Montebello has not ensured that employees who approve expenses and contracts related to the bonds did not have conflicts of interest.

Montebello's poor oversight of its expenditures has led to the misuse of restricted funds and waste of resources.

- It could not demonstrate that bond funds used to pay for employee salaries were for bond-related purposes.
- Its lack of an overtime pre-approval and oversight process has likely led to rising costs and may have allowed abusive practices—overtime payments have doubled over three years and two employees almost doubled their annual salaries in just one year.
- It used adult education program funds to purchase 200 computers that it has either not used or could not locate.

The adult education program has likely misrepresented its enrollment and has poorly managed its funding—it allows classes to proceed despite low attendance, it probably inflates its enrollment, and it has poor cash collection processes.