

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

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What's the Difference between a Personal Day and a Sick Day?

Bargaining Unit members receive 12 days of sick leave the first day of the school year. (Adult Education Bargaining Unit members receive 1 hour sick leave for each 17 hours of pay expected to be received by June 30.)

Personal Necessity Leave Comes Out of Current Sick Leave

Up to 9 days of current sick leave may be used for personal necessity leave. Submit the District form with one of the following reasons. The reasons for personal necessity leave are:

1. witness, defendant, litigant or official government order
2. attendance at funeral
3. obligation required by leadership position or membership in professional organization
4. attendance required to conform with legal procedure or resolve threats to one's personal assets
5. observance of nationally recognized religious holiday
6. post-natal child care leave within 15 days of birth of child

Personal necessity leave in excess of 9 days is allowed for the death, accident, or illness of a member of the immediate family.

Personal Business Leave

Up to 3 of 9 personal necessity days can be used for personal business leave. Make request by 9 a.m. 2 days in advance of leave (except in emergency). Complete District Leave Request form. Write the reason for leave "Article XVI, Section J.a.a.7." No other information is required. Denial or approval of the request must be given to the member by noon following the day of the request.

Learn More About Your Contract September 25

All members are invited to Building Rep Basics Tuesday, September 25 at the MTA Conference Center. RSVP to the MTA Office.



Peace Samora (JGE) and Gabriela Plazas (SHS) attend "HMO or PPO: Which Way to Go?" Tuesday, September 11.

The Contract Defines Maximum Meeting Hours for Individuals

The contract provides for the following meeting hours per school month.

- 2 hours within the Board Day
- 3 hours outside the Board Day
(with one week advance notice in writing)
- 4 evenings per year

The meeting hours may be changed by agreement of the Faculty Club Chairperson and the Principal no less than 20 days prior to implementation. In no case shall the meeting hours total more than 5.

The Board day is 7 hours and 15 minutes. The standard Board Day is 8 a.m. to 3:15 p.m. Ask your site administrator for the official Board Day at your site.

The District defines a school month. School months are generally 4 weeks long. The "Staff Development Months" calendar is available at montebelloteachers.org.



Bargaining Teams Discuss Transfer & Reassignment

Representatives of the School Board and the Association met Thursday, September 6. Negotiations focused on Article XIII. Transfer and Reassignment Policy. The two teams agreed to also exchange proposals on Article IV. Hours and Assignments.

The next meeting of the two teams is set for Thursday, September 27.

CTA Instruction & Professional Development Online Resources

Get the resources necessary to advocate for students, colleagues, and public schools.

All webinars are one hour long and start at 4:00 pm. They will also be recorded and placed on the CTA website for future viewings.

Go to www.cta.org/ipd and click on "trainings" for registration information and full descriptions.

September 19, 2018: IPD Resources

What online professional resources does your union offer? Find out how your union supports you through trainings, grants, conferences, and online resources.

October 17, 2018: The Basics of Universal Design for Learning

What is UDL? How does it connect to your classroom? What are some resources for your students and classroom instruction?

November 14, 2018: Positive Behavioral Interventions

Hear from other CTA members how they are using successful strategies inside and outside of the elementary classroom.