

ESEA/NCLB Reauthorization Now Includes Merit Pay

CTA is mobilizing members and school supporters throughout the state to stop Congress from enacting a version of the federal Elementary and Secondary Education Act or NCLB that would harm our students, our teachers, and our schools. CTA is urging members of the California State Senate and the California Assembly to sign letters being circulated by Senator Carole Migden (D-San Francisco) and Assembly Member Mark Leno (D-San Francisco) that would ask Speaker of the House Nancy Pelosi (D-CA) and U.S. Representative George Miller (D-CA) to reshape the measure into something that would help, instead of hurt, our public schools.

The House Education and Labor Committee, which is chaired by Congress person George Miller was presented a new version that would devastate California public schools. The current proposed changes would place even more undue emphasis on test scores, create new sanctions for struggling schools, undermine local control, and erode employee rights.

The new version would:

- Cap teacher pay and tie it to student test scores.
- Gut collective bargaining on issues affecting professional development.
- Undercut teachers' rights to have a say on contractual issues relating to learning and working conditions.
- Ignore the role of the physical plant and other outside factors that help create or undercut local learning and teaching conditions.

Site Safety Reports Are Due To Risk Management November 1

The Site Safety report must be filed to the Risk Manager, no later than **November 1**. This report must be on standard District form. (The form is also available at Montbelloteachers.org) The Risk Manager will have 20 days to review the report and set a date for inspection.

Pre-schools and elementary schools will be inspected in years ending with odd years.

Intermediate, high schools, and adult education schools will be inspected in years ending in even years.

The inspections must be completed by February 15 and should include the presence of the Faculty Club Chairperson or designee.

On or before June 1 the Risk Manager must submit to each Site Safety Committee a report indicating the completion and/or progress of implementation of each section of the report with explanations for any items not addressed or completed.



President Dianne GarciaStevens, Political Action Chairperson Kim Sahagian (LMI), Vice President Julian De La Torre (EAI), Secretary Elizabeth Gasca (RPS), and Elementary Director Yvonne Andrade (BAE), conducted interviews for the Board of Education election September 6.

Attention QEIA Sites **CSR Committees** **Must Be Formed**

The principal at each site in the District must initiate a CSR/Facilities Planning Committee by the 20th working day (**September 26 for traditional calendar sites.**) Check and make certain your site has the essential committee. (Article VII. Section D. pp 13-14.)

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Do You Understand Your Pay Stub?



The codes and abbreviations can be overwhelming when studying your pay stub. Items marked *Deductions* are coming out of your pay after taxes (CTA Income Protection Insurance, Dues) while *Contributions* are paid by the employer (VSP, Delta Dental, etc.) *Reductions* come out of your pay before taxes (TSAs, STRS, Section 125 Plans, Contributions to Blue Cross Family Plan.)

You may also be interested to note:

- ◆ Bargaining Unit members are paid on the first working day of the calendar month. Supplementary checks may be paid on the 10th of each month.
- ◆ Traditional Calendar Bargaining Unit members are paid October 1 – July 1 while Single Track Bargaining Unit members are paid August 1 - July 1.
- ◆ The County transfers the funds for direct deposit officially on the 1st working day of the month. Individual credit unions and banks post the funds according to their guidelines as long as it is posted by midnight of the date of the warrant.
- ◆ Contact Payroll to initiate direct deposit. If you change banks or credit unions contact Payroll and change your direct deposit instructions prior to the 15th of the month, otherwise your funds may be transferred to your former institution or held in limbo if the account no longer exists.
- ◆ If you participate in direct deposit, your pay stub will be distributed by your site secretary. Your pay stubs are valuable to you when making loans and conducting other personal financial business. *Remember to collect your pay stub!*
- ◆ If a Bargaining Unit member is involved in a transfer from a year round school to a non-year round school, the District shall maintain the twelve (12) calendar month pay period for one (1) full school year following such change, at the Bargaining Unit member's request. The District shall notify the Bargaining Unit member in writing of the transfer and the pay warrant options as soon as is practicable. If the transfer takes place anytime after July 1, this contract provision calling for twelve (12) equal checks will not apply, so that all pay must be made by June 30 of that school year.
- ◆ Always check your pay stub for accuracy. State law requires the District to correct any errors in pay. That means that even if it is the District's fault you could be legally bound to return money if you are overpaid and the error is discovered within a 3-year period. Similarly, if the District underpaid and discovered the error more than 3-years later, you will not receive the retroactive pay.
- ◆ Warrants are legal for 6 months. If not deposited, the bank may not honor the warrant. If you lose your check contact payroll as soon as possible to sign an affidavit and receive a new check.
- ◆ All the monies that are contained in one check are taxed at the same rate. Bargaining Unit members may change their deductions at any time. Changes must be made by the 15th of the month to be reflected on the 1st.

Who Should I Contact for Questions?

- Contact **Alonso Ibanez at the MTA office** for issues concerning dues. (323) 722-5005
- Contact **Payroll at extension 2311** for issues concerning salary, withholding tax status, reductions, and taxes.
- Contact **Gail Contreras at extension 2302** for issues concerning health insurance deductions.
- Contact **William Paja at extension 2285** for issues concerning deductions other than dues.
- Contact **Rose Gomez at extension 2351** for issues concerning TSAs.

EMPLOYEE NAME		BASIS		UNITS/AMOUNTS		REDUCTIONS	
MTA MEMBER		M = Monthly Pay Rate	These are the days actually worked.		These amounts are deducted from salary and "reduce" taxable earnings.		
N = Non-certificated		H = Hourly Pay Rate			Reductions include: Tax Sheltered Annuities, Deferred Compensation and IRC 125 plan amounts.		
		D = Daily Pay Rate					
		L = Lump Sum					
EMPLOYEE NAME MTA MEMBER		SCHOOL DISTRICT OF LOS ANGELES COUNTY MONTEBELLO UNIFIED		SOCIAL SECURITY NUMBER XXX-XX-XXXX		MARITAL STATUS/EMPLOYER'S TYPE S00 S00/00	
EMPLOYEE ID CM		EMPLOYEE TYPE REGULAR		PAY LOC 421		SCHOOL DISTRICT NO. 64809	
EMPLOYEE DATE 03-31-07		SALARY RATE 5423.83		UNITS AMOUNTS 22.00		AMOUNTS EARNED 5423.83	
REDUCTIONS		CTA IP 36.89		MTA 182.10		STRS RED 434.07	
CONTRIBUTION		MED CAR CON 78.67		STRS CON 447.63		SUI 2.71	
YEAR TO DATE		GR EARN'S 20620.82		TX EARN'S 18971.14		FED TAX 3410.65	
		MED CAR DED 299.00		MED CAR CON 299.00		STRS RED 1649.68	
						STATE TAX 983.09	
						STRS CON 1701.22	
						NET PAY 218.99	
						LEAVE BALANCES	
						VACATION	
						SICK	
						COMPTIME	
ADDRESS		123 S MONTEBELLO BLVD		MONTEBELLO, CA 90640-4729		1238591	

Deductions
Amounts deducted from salary for items such as Credit unions, dues, health plans, insurance, etc.

Contributions
District paid employer contributions for such items as retirement and fringe benefits

TAXES
FWT & SWT = Federal and State Withholding Taxes
OASDI = Old Age & Survivor's Disability (Social Security)
MEDCAR = Medicare

Year to Date
Calendar year to date accumulations for gross earnings, taxable earnings, etc.