

# mta CONTACT

Montebello Teachers Association/California Teachers Association/National Education Association • 918 W Whittier Blvd Montebello 90640 • (323) 722-5005 • montebelloteachers.org



## BARGAINING UPDATE

Bargaining began Friday, March 5. The teams met briefly to hear the District's proposals. In preparation for negotiations the Bargaining Team and the Executive Committee visited many sites and spoke individually with Bargaining Unit members throughout the Association. Several themes arose in these conversations, including:

- Members are nervous, frightened over the devastating economic forecast;
- This economic turmoil of this century is unlike anything we have experienced before. (Unlike the District's self-inflicted financial woes of the 1990's, this crisis is caused by the State's underfunding of education and other necessary services.)
- The District and the Association must be humane and professional in their strategies to find order in chaotic times.

### Board of Education Is Not Funding K-3 Class Size Reduction

The State of California is allowing school districts to staff K-3 classes at 32.5:1 and continue to collect some class size reduction funds. The combination of the new staffing ratios and continuing declining enrollment is expected to cause the loss of at least **99 multiple subject teaching positions**. The combination of possible budget balancing losses of positions including counselors, psychologists, TOSAs, has led the Board of Education to authorize as many as **161 RIF (lay-off) notices for March 15**.

### PARS Retirement Incentive Can Reduce the Number of Layoffs

The 2010 PARS Retirement Incentive was created to attempt to reduce the number of lay-offs. The March 10 deadline is quickly approaching. The retirements create positions that do not match the members current sites and assignments. Originally the goal was to achieve 85 multiple subject positions through the incentive, now the goal is to achieve **85 retirees with any credential**. So, we must match the Members with the existing positions to reduce or avert the RIF.

### Early Voluntary Transfer Incentive Is Introduced

The Board and the Association have agreed to allow members currently holding multiple subject positions to voluntarily transfer to non-multiple subject positions for the 2010-2011 school year. **The Bargaining Unit member must apply to Human Resources no later than WEDNESDAY MARCH 10**. This Early Voluntary Transfer Incentive (EVTI) will be implemented if the number of Multiple Subject Retiree Incentive Participants and the number of Early Voluntary Transfer Incentive Participants is **99 BY 5 P.M. WEDNESDAY MARCH 10!**

The Human Resources Office is available for consultation regarding positions and opportunities. More information about the

EVT is available on the reverse side of this *Contact*.



Schools throughout the District and the State Started the Day for Students Thursday, March 4. Cesar Chavez Elementary Teachers Robert Garcia, Vincente Banuelos, Laura Williams, Terry Salas-Ortiz, and MTA Elementary Director Sal Salas tell the public, "Its not a drill, it's a **DISASTER...public education requires adequate funding!**"

**Retiree Benefits MOVED TO MOI**  
The Retiree Benefits Workshop will be held **Tuesday, March 9 AT THE MONTEBELLO INT. LIBRARY**. This presentation begins at 3:30 p.m. and no reservations are required.

Over, please...

**RIF Meeting Planned for Monday, March 15**  
**3:30 at La Merced Intermediate**  
*If you receive a Reduction in Force (RIF) notice from the District or are supporting colleagues who are, come to the MTA RIF meeting*  
**Monday, March 15**  
**3:30 p.m.**  
*Please do not respond to the District regarding the notice until after this important meeting.*

**Montebello Unified School District  
Montebello Teachers Association**

To: All Certificated Personnel

From: Montebello Teachers Association and Montebello Unified School District

RE: Early Transfer/Reassignment Incentive Program

Augmenting the PARS program, the Montebello Teachers Association and the Montebello Unified School District are encouraging teachers currently assigned to a Multiple Subject position to accept early retirement or early voluntary reassignment or transfer to single subject or special education positions prior to Wednesday, March 10<sup>th</sup> at 5:00 PM.

The parties are inviting qualified/eligible members to accept reassignments or transfers in exchange for a one-time stipend of \$1,000 to be paid before June 1, 2010 providing:

- A. Applicants use existing credentials and/or authorizations; or,
- B. Applicants have completed sufficient coursework which allows them to be reassigned or transferred to a single subject or special education position; and,
- C. District reserves the right to approve or deny reassignments or transfers.

**Eligibility:** Any Bargaining Unit member who is currently teaching a position that requires a multiple subject credential and is willing to sign an irrevocable transfer application for a site and assignment that requires a single subject or special education credential.

**Incentive Program for Early Voluntary Transfer Triggers:** A combination of 99 multiple subject PARS retirement incentive participants AND multiple subject transfer incentive participants must have committed to one of the two programs no later than 5 p.m. Wednesday, March 10 in order for the Early Transfer/Reassignment Program to be implemented.

**Early Transfer/Reassignment Incentive Program** is conditional requiring a combination of the receipt of not less than 99 eligible multiple subject participants in one or both programs. If the threshold is not met, applications for reassignment/transfer are null and void. The incentive funds will not be distributed.

**Incentive:** Each Bargaining Unit member who is approved by the District to participate in the Early Transfer Incentive Program will receive a \$1000 bonus no later than June 1, 2010. Additionally,

- The District shall reimburse the cost for the initial single subject or special education credential application.

**Transfers:** Article XIII, D.1 remains in effect.

For more information, please contact Jill Rojas (x. 7917), Mary Willis (x. 7914), Deanne Reyes (x. 2463) or Rebecca Ward (x. 2252).