

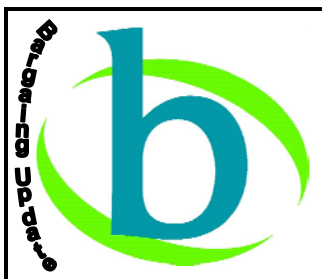
mta CONTACT

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Accruing Sick Leave May Be Very Beneficial to You Over Time

Each year Bargaining Unit members accrue sick leave. Full time K-12 Bargaining Unit members earn 12 days per year, and Adult Education Bargaining Unit members earn 1 hour per 17 hours of expected work. All sick leave can be accrued and expended in following years.

- ◆ **Accrued sick leave increases retirement compensation.** Upon retirement, sick leave is converted to years of service. Thus, if a Bargaining Unit member has accrued 183 days of sick leave, an additional year of service is included in the calculation for retirement benefits.
- ◆ **Accrued sick leave transfers from one school district to the other.** If an employee moves out the area and gets a teaching job in another District in California (and some other states) the sick leave transfers by law to the next school district.
- ◆ **Sick leave allows Bargaining Unit members to retain employment throughout long term illness.** Upon exhaustion of current and accumulated sick leave, Bargaining Unit members are paid for 100 days at a reduced rate or "Difference Pay". Members of the Catastrophic Leave Bank may be granted up to 60 days of full pay after the exhaustion of difference pay. Following the exhaustion of all leave employees are placed on the re-employment list for 39 months (with permanent status). Once the 39 months have lapsed, the Bargaining Unit member is no longer an employee of the District.
- ◆ **Members may sell back current sick leave at the end of the school year.** Members who were first employed by the District subsequent to July 1, 1980 may sell back current sick leave plus 10 additional accrued sick days upon resignation from the District. Payment will be made at the current rate of substitute pay.



Bargaining Begins May 30

Bargaining Chairperson Gilbert Gomez (MHS) has announced that the District and Association teams will meet for the first time Thursday, May 30.

Since the California State budget is not anticipated to be approved until July, the two teams are not expected to agree upon wages prior to the end of the school year.

The good news is that the District will receive additional revenues from the State that will be negotiated for a long over due raise in compensation. Historically, when raises have been ratified after the beginning of the year, the raise has been retroactive to each Bargaining Unity member's first warrant (including effected summer school wages.)

MTA Office Closed July 22-August 2
The MTA office will be closed for two weeks during the summer: Monday, July 22 through Friday, August 2. The office will also be closed Thursday and Friday July 4-5. Emergency contact information is available at montebelloteachers.org.

Retirement Dinner Postponed Until June 5, 2014

Those retiring in 2013 and 2014 will be honored at the 2014 retirement dinner. The event is planned for the Reef Restaurant in Long Beach.