



Association Rights and Responsibilities

**MONTEBELLO
TEACHERS
ASSOCIATION**

Temporary Contract

Ends at the end of the year.

You must be rehired by the principal.

If not rehired by the principal you will not be rehired by the District.

In recent years, the District releases all TCs at the end of each year. The District notifies some TCs prior to March with an intent not to rehire.

All of the Contract pertains to you during the school year.

The District hires TCs based on the number of employees on leave from their assignment and funding.

Your Employment Status

Probationary 1

Probationary 2

Permanent

Your Credential

Preliminary or Clear (usually permanent the first day of your third year)

MUSD Teacher Induction Program

Intern Permit (the year after you get your preliminary or clear you are Prob. 2, and the first day of the following year you usually establish permanent status)

Resignation

You must formally resign if you are working within a contract. Give notice to the Human Resources Office.

(usually 30 days)

Termination

immoral or unprofessional conduct

commission , aiding or advocating criminal acts

dishonesty

unsatisfactory performance

evident unfitness to serve

refusal to obey school laws

conviction of a felony

alcoholism or drug abuse

Collective Bargaining Agreement

You work under a Contract

Negotiated by 5 member team of MTA

All conditions of employment are listed in the Contract

Questions regarding Contract go to Building Reps and the MTA office

Find the Contract on montebelloteachers.org

Pay Check Cycles

- PAID THE FIRST BUSINESS DAY OF EACH MONTH
-
- SEPTEMBER 1-JULY 1

Health and Welfare Benefits

- Medical is through CalPERS
- 11 options
- Open enrollment is September 21-October 16
- Begins month after hired continues through month after employment is ended (TCs through August)
- Qualifying event: birth, marriage

Salary Schedule

Rate in 13 years of public school K-12 experience.
Questions go to the Human Resources office.

Anniversaries related to years of experience in the District - may be different than where you are in salary schedule.

No more than 5 years on E13, F14, or X14.

Eligibility for Service Increment

60%

111 of 185 days

Submit Your Paperwork

College Unit Recognition

October 1

for retro to first paycheck

and/or

December 31

For mid-year paycheck

Types of Credit

College Units - upper division and grade C or higher (would or could lead to a degree or credential).

Professional Development Units - not fit the criteria above and approved by DSC Committee

District Salary Credit - applies only to F and X
- Staff development programs and individual activities

What is a day?

What Is A Day?

The Contract refers to three types of days:

**Board Days,
professional days and
instructional days.**

What is a day?

The Board Day for K-12 teachers is 7 hours and 15 minutes. The District determines the beginning time for each site. The Board Day for Head Start teachers is 5/6 that of K-12 teachers. Adult Education Teachers do not have a Board Day.

What is a day?

The professional day is the Board Day except for official meetings, instructional times and 7 minutes prior to the beginning of school. Teachers need not be on campus during the Professional Day.

What is a day?

The instructional day is the time when teachers are actually with students

Maximum Meetings

2 hours

**Within the Board Day Per
School Month**

3 hours

**Outside the Board Day Per
School Month**

4 evenings

**Per Year (begin no earlier than 5
p.m. and end no later than 8 p.m.)**

Instructional Minutes

Minutes/Day

Elementary 305

Intermediate 305

High School 305

Head Start 270

Adult assigned

Education

Waivers on Instructional Minutes

The District and the Association have signed a Memorandum of Understanding (MOU) to alter the instructional minutes certain site for the purpose of “banking minutes.”

- District and Association must agree.
- Usually add approximately 15 minutes to four days a week and shorten one day by an hour.
- MOU is for one year at a time.

2020-2021 Site Specific Waivers

Elementary Schools

Bell Gardens

Bella Vista

Fremont

Garfield

Montebello Gardens

Montebello Park

Potrero Heights

Rosewood Park School

Washington

Wilcox

Intermediate Schools

Eastmont

La Merced

Macy

Montebello

Suva

High Schools

Bell Gardens

Montebello

Schurr

Elementary Parent Conferences TK-3

Fall - all assigned students

Spring – those who may require
intervention

minimum days - reduced by no less
than 650 minutes

Intermediate 4-8

Fall - 30 parents

Spring those who were not held conferences in fall and who have specified needs

High School

Through computer services, communications will be generated to parents of students with grades D or lower at 9 and 28 week periods.

Parents can request conferences

In general

All parental requests for conferences must be honored.

Minimum of 1 day notice

Site administrator must attend if requested by administrator

Teacher Judgement

§ 49065

Grades can be changes for the following reasons:

clerical or mechanical mistake

fraud

bad faith

incompetence

Sick Leave

Current

Accumulated

Difference Pay

Catastrophic Leave Bank

Current Sick Leave

Current Sick Leave - (K-12)12 days of sick leave are earned the first day of the school year. Current sick leave is exhausted prior to accumulated sick leave. (A.E.) 1 hour sick leave for each 18 hours of pay expected to be received by June 30.

Accumulated Sick Leave

Accumulated Sick Leave - unused sick days are saved for use in future years. Accumulated sick leave counts toward STRS retirement. Accumulated sick leave is exhausted prior to difference pay.

Difference Pay

At the exhaustion of current sick leave and accumulated sick leave members have 100 days difference pay. The rate of pay is calculated by subtracting (\$130) from the members' per diem rate. For example:
Member A earns \$200 per day

$$\text{\$200} - \text{\$130} = \text{\$70}$$

Catastrophic Leave Bank

Catastrophic Leave Bank

Members may participate in the Catastrophic Leave Bank. Contributors may request withdrawals at the exhaustion of difference pay.

Exhaustion of Sick Leave

Upon exhaustion of sick leave Bargaining Unit members are placed on a reemployment list. This means that the Bargaining Unit member is no longer employed by the District. The Bargaining Unit member remains on the reemployment list for 39 months if permanent and 24 months if not permanent. If the Bargaining Unit member does not return to active status within the time frame described above, the relationship with the District is completely severed.

Personal Necessity Leave

9 days of current sick leave

witness

funeral

leadership position

legal procedure

national recognized religious holiday

post natal child care

Personal Business

3 of the 9

2 days in advance

except for an emergency

Bereavement

5 days for:

1. parent, including foster, step-parent and in-laws
2. grandparent. including step-grandparents and in-laws
3. grandchild, including step-grandchildren
4. spouse. and ex-spouse when minor children are involved
5. domestic partner
6. child, including step-child, foster child, or legal ward
7. any relative living in the Bargaining Unit member's household

Continued Bereavement

3 days are available for brother-in-law, sister-in-law

Days need not be used consecutively

Talk to your principal

Personal Business in Excess of 9 Days

Death

Accident

Illness

Member

Immediate Family

Selling Back Sick Leave

Current sick leave

\$160 per day

If hired subsequent to July 1, 1980
may sell back 10 additional days
upon resignation

Health Insurance

Retirement Health Benefits

– are paid through the District until age 67 and paid through the Trust Fund after age 67. This benefit is for major medical only.

MTA Trust Fund

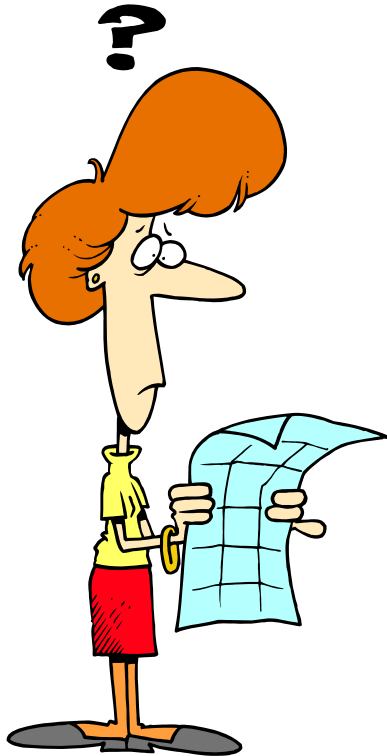
Pay As Active

Life time health benefits for retirees

Only one in the world

Return \$1500 when resign

CTA & NEA Members Benefits



www.CTAMembersBenefits.org

Membership Benefits - Automatic

- CTA Death and Dismemberment
- CTA Disaster Relief Fund
- CTA/NEA Educators Employment Liability Insurance
- CTA Vision Discount Program for CTA Retired
- CTA Well-Baby Program
- NEA Complimentary Life

Membership Benefits - Discounts

- 1800Flowers.com – 20% savings
- Costco
- NEA Auto Buying Program
- NEA Bookstore
- NEA Click & Save

Membership Benefits – More Discounts

- CTA Travel, Entertainment and Purchasing Discounts
- H&R Block – save on tax preparation
- NEA Magazine Service
- NEA Vehicle Protection Program – Save \$100 on extended vehicle contracts fro CARCHEX

Membership Benefits – Finance

- CTA Credit Cards
- Credit Union
- NEA Personal Loan
- NEA Savings Program
- NEA Smart Option Student Loan by Sallie Mae
- NEA Visa Prepaid Credit Card

Membership Benefits – Insurance

- CTA Auto and Home Insurance Program
- CTA Group Voluntary Life and Disability Insurance Plan
- NEA Dental and Vision Insurance Plans
- NEA Identity Theft Protection Program
- NEA Long-Term Care Program
- NEA Retiree Health Benefits

Membership Benefits – Professional

- NEA Academy
- GPSNetworking.org
- Lesson Planet
- Teachers-Techers.com

Membership Benefits – Retirement Planning

- CTA Investment Education
- CTA Voluntary Retirement 403(b) Savings plan – Future Program Release

Membership Benefits – Travel

- Alamo Rent-A-Car
- CTA Rental Car Program
- Enterprise Rent-A-Car
- G Adventures
- Hertz
- National Car Rental
- Red Roof Inn
- Trafalgar

Disability Plans

You may purchase plans for supplemental income when ill through the MTA office.

The Standard

Pacific Educators

Educator Employment Liability

Call MTA office first

Up to \$1,000,000 coverage for legal defense costs in civil suits (except civil rights) arising out of your educational employment activities

Up to \$250,000 coverage in civil rights cases

Up to \$35,000 to defend employment related criminal proceedings.

CTA Accident and Survivor Benefit

Call to register a beneficiary

(650) 697-1400 ext. 285

econ_services@cta.org

Up to \$2,000 in death benefits

Up to \$10,000 in accidental death and dismemberment benefits

How we communicate...

Newsletter called **MTA Contact** is published most weeks. (emailed and US mailed to site)

Montebelloteachers.org is updated regularly and **Contacts** are archived

MTA Mobile App

Montebello Teachers Association on Facebook

@MontebelloTeach on Twitter

MTA Communicates via email



MTA needs a
“non-district” email
to vote

To communicate
back and forth