



Contact

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

Monitor *Your* Advancement on the Salary Schedule

Do I get credit this year?

An employee must have served 60% of the days school was in session to qualify for an additional year on the salary schedule. In the K-12 program the calendar consists of 180 teaching days plus 3 staff development days (total of 183 days) for traditional and single track calendars, and 175 teaching days plus 3 staff development days (total of 178 days) for multi-track YRE. Therefore, in order to receive a service increment the required number of days is 110 days for traditional and single track calendars and 107 days for multi-track YRE.

When do I receive an anniversary?

The salary schedule ends at year 14. Beyond the schedule are anniversary increments which are awarded at year 16, 20, 25, and 30. *Anniversaries are awarded based on years of service to the District.*

If you have more experience in MUSD

Many Bargaining unit members have years of experience in the District that are not on the MTA bargaining schedule. Other Bargaining unit members have years of experience on different MTA schedules including K-12, Headstart, and Adult Education. All the experience counts for the anniversaries. Therefore, a person with 14 years of experience as a full time Headstart teacher or a site secretary and one year experience on the K-12 schedule would be entitled to begin the following year with the sixteenth year anniversary added to the appropriate annual salary.

If you have less experience in MUSD than reflects on the salary schedule

Some Bargaining Unit members have been rated in on the salary schedule. The rated in portion does not count on the anniversary. Therefore, a person who taught in a different district and received 9 years prior experience credit would begin on step 10. However, that same person would not receive the sixteenth year anniversary until he or she had been on step E13, F14, or X14 for five or more years. (Article XII.13.a page 24)



Carmen Patlán is the Site Change Facilitator at Montebello High School. She is on loan to CTA for the purpose of leading the school in planning reform and restructuring. Her position is paid for from a grant from the CTA Institute for Teaching (IFT) High School Outreach Program (HSOP). The CTA IFT HSOP received funds from the Bill and Melinda Gates Foundation.

You Are Eligible for Automatic Insurance Protection

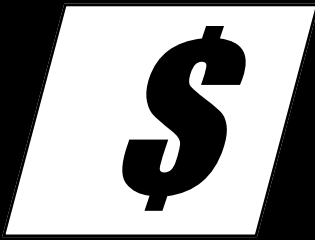
As a CTA/NEA member you are **automatically** eligible for **two** valuable insurance programs at **no additional cost**, *the CTA Death & Dismemberment Plan* and the *NEA DUES-TAB*. These plans are a **no-cost** insurance protection exclusively for CTA/NEA members. The CTA Death & Dismemberment Plan and the NEA DUES-TAB automatically cover you on September 1, following the date you become an eligible member, but even if you have just one year of credited membership, you will be eligible to receive a benefit.

You may name anyone as your designated beneficiary. Simply complete one beneficiary registration form for CTA and one for NEA. By doing so, you will not only ensure that your designated beneficiary is registered, you will have personal security that comes with your CTA membership.

The CTA Death & Dismemberment Plan is designed to provide a life insurance benefit that **increases** with each year of continuous CTA membership, until the maximum benefit is reached after ten (10) years. The NEA DUES-TAB maximum benefit is reached after five (5) years.

| | | |
|---|---------------------------------------|--------------------------------------|
| Death Benefit | CTA up to \$2,000 | NEA up to \$1000 |
| Accidental Death and Dismemberment Benefit | up to \$10,000 | up to \$5000 |
| Occupation/Association Leader | | |
| Accidental Death and Dismemberment Benefit | \$50,000 | \$50,000 Unlawful |
| Homicide - on the Job | NA | \$150,000 |

This is only a brief summary and not a complete description of the Plans. For a complete description of the CTA Death and Dismemberment Plan, please refer to the booklet entitled "CTA Death & Dismemberment Plan and Summary Plan Description," a copy of which is provided to all CTA members. To register a beneficiary, please call the CTA Risk Management and Member Benefits Department at (650) 552-5200 or e-mail: member_benefits@cta.org. For a complete description of the NEA DUES-TAB or to register a beneficiary, please call the NEA Member Benefits Department at (800) 637-4636.



February 27, 2006

Revenue & Expense

mta
Report

The Revenue & Expense Committee was created in February 1995 to cooperatively examine the District's finances. The Committee is comprised of members each from MTA, CSEA, and MUSD.

MTA

Dianne Garcia-Stevens (LMI)
Dorothy Chu (DO)
Julian De La Torre (EAI)
Lorraine Richards (MHS)

Kathy Kohn (ex-officio)

REVENUE AND EXPENSE QUARTERLY REPORT

Revenues

| | |
|----------------------------------|-----------------|
| The month of September 2003..... | \$19,086,250.00 |
| The month of September 2002..... | \$21,105,345.00 |
| Year to date this year | \$91,220,678.00 |
| Year to date last year..... | \$85,078,710.00 |

Expenses

| | |
|----------------------------------|-----------------|
| The month of September 2003..... | \$19,086,250.00 |
| The month of September 2002..... | \$21,105,345.00 |
| Year to date this year | \$91,220,678.00 |
| Year to date last year..... | \$85,078,710.00 |

TOPICS OF INTEREST THIS QUARTER

Numbered ID vs. Social Security Numbers- This concern was brought back to the committee members for clarification. It has come to light that there have been a couple of incidents where social security numbers have not been held confidentially. Larry Mueller attended a Los Angeles County info system meeting and the new employee identification numbering system will become part of Human Resource Services. We have been given the information that the new ID numbering system may start district level testing in May with implementation in July. However, it is more likely to start in September with full implementation by January 2007. Please keep in mind when you are asked to sign in at meetings with your social security number you only need to sign in with the last four digits.

Auto Allowance- Adaptive PE teachers sparked this issue and asked the committee to look into it. What we know right now is that all Adaptive PE teachers receive \$11 per month mileage (business use) allowance plus whatever claimed miles they drove during the month at .44 cents per mile. There are additional members who qualify for auto allowance. Human Resources is in the process of establishing that list for the association. In the District's Salary Schedule there is a section titled Transportation Allowance. Under this category it lists ten & twelve month employees who are eligible for this allowance. A copy of this schedule can be found at your school site or in Human Resource. In addition, a Position Control Document which is filled out by a supervisor has a box that should be checked off if you are entitled to auto allowance. More information and an apparent list of who qualifies will be coming.

Workers Compensation-Ms. Ann Canters presented to the committee the latest updates pertaining to this subject. The biggest change that will be coming forward will be the deletion of the pre designated treating physician. The district/employer will continue to have control for the first 30 days over the treating physician.

Budget Status: The Annual Financial Audit has been completed. In comparison to the surrounding districts MUSD is in better shape and is ahead of the curve. The District has been maintaining an undesignated ending balance of over 5% for the past 3 years. We are required to maintain a 2% reserve for economic uncertainties. Accomplishments for the year 2004/05: Successfully issued the last series of Measure EE bond monies (15 million). Voters approved a \$98 million General Obligation Bond (Measure M) , Transportation Department transported about 600,000 pupils and traveled over 700,000 miles.