



# Contact

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## bargaining up-

The fiscal complications of the declining enrollment have impacted negotiations. The District is actively downsizing the District to match the decline of approximately 3,000 students in 3 years. The Board of Education will approve \$9 million of cuts Thursday, December 20. MTA Bargaining Chairperson Terry SalasOrtiz and MUSD Bargaining Chairperson Gene Kerr have committed to monitoring the cuts and reviewing the budgets during the month of December. Formal negotiations will continue in January 2008. The purpose of waiting is to let the Board of Education focus on the appropriate cuts away from the classrooms now. And then we can all focus on a fair raise!

## What's a TOSA?

*Teachers on Special Assignment* are called TOSAs by the Human Resources Division. The job descriptions vary. At this time there are 50 TOSA positions district-wide. The majority of TOSAs work through the Instructional Division as coaches or consultants. At this time the vast majority of TOSAs are categorically funded.

Bilingual facilitators, counselors, psychologists, and other support staff positions held by Bargaining Unit members are not considered TOSAs.

TOSA positions are subject to the contractual language in Transfer and Reassignment Policy described in the right column.



Let's welcome Coro Fellow Sue Li who will learn about the Montebello Teachers Association over the next few weeks. Sue will shadow Executive Director Kathy Kohn and participate in various Association projects. She is assigned to MTA through December 13.



Elementary Directors Yvonne Andrade (BAE) and Alicia Diaz (MPE), Intermediate Director Susan Jauregui (EAI), and Lorraine Richards (MHS) met with the Superintendent's Cabinet Tuesday, November 20 to discuss concerns generated at the October 20 Fall Leadership Conference. Yvonne, Alicia, and Susan are seen in the above photo.

## Posting and Advising of Vacancies

Article XXIII. *Transfer and Reassignment Policy* specifies the procedures for securing out-of-the-classroom positions. If the procedure is not being followed, contact your site principal and a building rep as soon as possible.

1. All vacancies shall be posted in the Human Resources Office within ten (10) days of the time the District closes the position.
2. Support Personnel and other out-of-classroom Bargaining Unit vacancies will be open to all Bargaining Unit members and will be posted at each school site for at least six (6) working days. Bargaining Unit members may request an interview through the Human Resources Office. The appropriate administrator shall make the selection recommendation to the Human Resources Office.
3. An interim appointee may be placed in the vacancy by the appropriate administrator for no more than forty (40) days. Under extraordinary circumstances this period may be extended by twenty (20) days.
4. The May 15 vacancy list shall be posted at each site no later than May 20 and continue to be posted through the end of the school year.
5. Bargaining Unit members being involuntarily transferred will be given priority in placement over any voluntary transfer requests, as well as over newly employed Bargaining Unit members' assignment requests. Whenever possible, the wishes of the individual Bargaining Unit member will be honored to the extent that they do not conflict with program, educational and staffing needs.
6. Within the first month of the school year, principals shall request names of Bargaining Unit members interested in any out-of-classroom positions. Those Bargaining Unit members indicating an interest shall be notified if such a vacancy occurs during the school year.