



CONTACT

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Blue Cross Costs Sky Rocket! Payroll Deduction Will Increase

The Blue Cross Family rate (the annual cost for an employee and 2 dependents) will be \$18,634.56 for 2008-2009. The costs reflects a 10 percent increase. Since the District contribution is not expected to be raised, the payroll deduction amount will be increased dramatically. **The details of costs and comparisons will be included in the Open Enrollment information mailed by Risk Management early this month.**

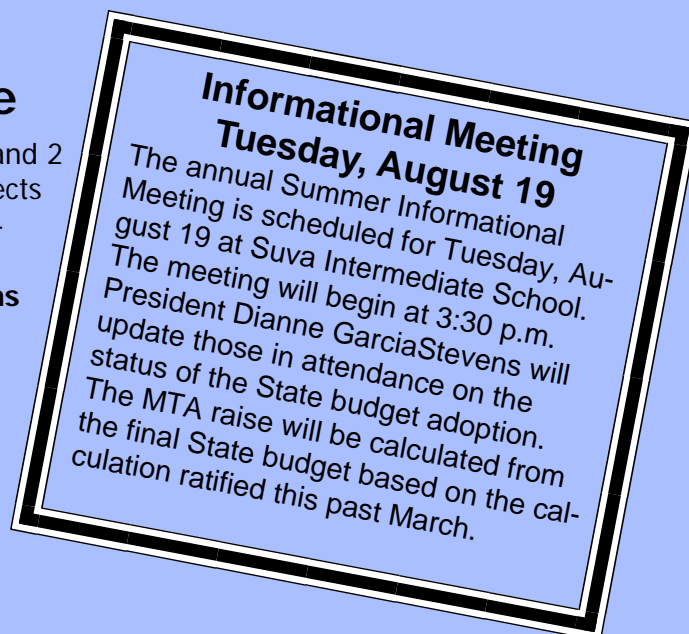
Why Is the Employee Paying So Much?

In 1994 the District and the Association agreed on a gross cap for insurance costs in the contract. This was a settlement that had gone through impasse, mediation, and fact-finding. This contract included a cut in pay for all Bargaining Unit members except Adult Education.

A fixed amount was determined for each employee and deposited into an account. The agreement was to increase the contribution by the District to the account each year by the same percentage as the State increased the District allocation. In other words, a 4 percent COLA meant a 4 percent increase in the contribution. This year no COLA is anticipated.

The Joint Health and Welfare Committee was designated to oversee the account. The money was to pay for all insurance: major medical, dental, vision, long term care, life insurance, and EASE.

In the mid 1990s the increases in the contribution were larger than the increases in the costs of the insurance. Additionally, interest rates were relatively high. The fund did quite well. The trend reversed in the beginning of the new century. The fund spent the surplus from the prior years. In 2005 the contribution was raised in negotiations by 2 percent of salary.



Fluctuations in Enrollment May Trigger Involuntary Reassignments

The contract specifies what must happen if a Bargaining Unit member is involuntarily reassigned (Article XIII Section C. pp 33-34). The definition of "**Reassignment**" is the change of the previous placement of a Bargaining Unit member position within the same school. This includes grade level, subject matter or classroom changes.

The District reserves the right to reassign a Bargaining Unit member to a position in their credential area at any time if, in its judgment, such reassignment is in the best interests of the District. **Opportunities shall be made available for Bargaining Unit members to voluntarily seek a reassignment prior to the implementation of this section.**

- A conference shall be held with the Bargaining Unit member outlining the **specific reasons for the reassignment and rationale in writing** shall be provided the Bargaining Unit member upon request.
- Bargaining Unit members who are reassigned after the beginning of the school year, for program or enrollment needs, **shall be given five (5) working days notice.**
- Bargaining Unit members shall be given one **(1) day of release time, upon request, before the reassignment actually occurs.** At the 6-12 non-self-contained level, this provision shall apply only with site administration approval taking into consideration the time and extra work load incurred as a result of the change.
- In the event that notification of a reassignment occurs **during summer** or an off-track session, the Bargaining Unit member shall be entitled to **one (1) day release time, upon request, within the first twenty (20) days of the next school session.** At the 6-12 non-self-contained level, this provision shall apply only with site administration approval taking into consideration the time and extra work load incurred as a result of the change.
- The District shall provide assistance in moving materials to any new work location.

Over, please....