

# mta CONTACT

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## Bargaining Update

### Salary and Days Restored

The Board and the Association have signed off on a memorandum of understanding stipulating the reinstatement of a total of 5.5 furlough days for the 2009-2010 school year. The agreement also restores the salary schedules to **.6 percent reduction from the 2008-2009** rather than a 3.6 percent reduction in salary. The implementation of the increased salary will begin on the first check in January. The retroactive pay from the beginning of the year will be received no later than the end of February. K-12 Bargaining Unit members will work five additional days in 2011 for the increased salary:

**Monday, April 25**

(instructional/with students)

**Monday-Thursday, June 27-30**

(staff development/not with students)

The .5 remaining day will be the first staff development day of 2010-2011. An additional half day will not be added to the calendar, instead the language guaranteeing no more than 150 minutes of meetings on the first day of work was rescinded. Meetings may be scheduled throughout the day according to the administrator's judgment.

The 2011-2012 salary continues to include a 3.6 percent reduction in salary from the 2008-2009 schedules. The calendars now include the order of restoration of days if salaries are increased according to the negotiated formula based on the base revenue limit received by the District. More will be known once the State budget is adopted in summer 2011.

### No RIF Lay-Off This March

The Board has agreed to no Reduction in Force (RIF) of probationary and permanent Bargaining Unit members in March 2011. The Federal Jobs money will continue to be utilized to retain personnel and programs during the 2011-2012 school year. The following caveats exist nonetheless:

- Any individual Temporary Contract and Probationary 1 Bargaining Unit members may be noticed on non-rehire for 2011-2012.
- Any individual Probationary 2 Bargaining Unit members may be noticed of non-rehire by March 15, 2011.
- Under certain conditions stipulated in the Education Code the Board of Education could invoke a RIF in August 2011.

The Board has also agreed to strive for the goal of no RIF in March 2012.

### Life Insurance Update Beneficiary Forms

The District is purchasing Mutual of Omaha Life Insurance through Self Insured Schools of California (SISC). **All employees must complete a beneficiary form.** The forms are available at each site or the Risk Management Department and are due **Wednesday, December 8.**

### Guarantee Issue

The District insures employees with a policy for \$50,000. Also one's spouse and children at \$1500 each. Mutual of Omaha offers a guarantee issue (no physical or questions) through **Tuesday February 1** for additional life insurance. More information is available at [www.montebello.k12.ca.us/](http://www.montebello.k12.ca.us/) payroll.

**Memorandum of Understanding  
Between the  
Montebello Unified School District and the  
Montebello Teachers Association  
November 29, 2010**

- A. In accordance with Article XII. Wages Section A.5 the District and the Association agree to the following:
1. The 10 Month Teacher, 12 Month Teacher, Psychologists, and Infant Toddler Teachers salary will be restored by three (3%) percent retroactive to July 1, 2010 through June 30, 2011.
  2. The retroactive salary will be received by Bargaining Unit members no later than February 28, 2011.
  3. The salary increase will be implemented no later than January 3, 2011.
  4. The modified traditional, traditional, and adult education calendars will each be increased by five (5) days.
  5. The days will be as follows:
    - a. Traditional & Modified Traditional: April 25, 2011 (instructional), June 27-30, 2011 (non-instructional)
    - b. Adult Education: June 16, 17, 20, 21, and 22, 2011
  6. The 2011-2012 calendars and restoration schedule (see attached)
  7. In 2010-2011 and ~~2011-2012~~


~~Traditional and modified calendars shall be one hundred seventy five (175) days and one (1) non-instructional day.~~

- ~~i. The majority of the non-instructional day will be a "teacher work day."~~
- ~~ii. The non-instructional day will be prior to the first instructional day.~~
- ~~iii. No more than one hundred and fifty (150) minutes shall be allocated for meetings. The minutes shall be consecutive.~~

- B. The Board of Education's diligent fiscal oversight has focused on the preservation of outstanding personnel and programs. In this ongoing effort, the District shall not initiate the RIF process through March, 15, 2011. It is the desire of the District not to implement the RIF procedures in the 2011-2012 school year. Given this goal, the Board of Education will continue to make decisions based on local, federal and state funding and enrollment during the 2011-2012 school year.

  
Montebello Unified School District

11-29-10  
Date

  
Montebello Teachers Association

11-30-10  
Date