

## Health and Welfare Committee Meet and Set Contributions for 2012

Plan	Tier	2012 Monthly Contribution
ACCESS PLUS	Single	\$ 25.00
ACCESS PLUS	Plus 1	\$65.00
ACCESS PLUS	Family	\$175.00
NetValue	Single	\$12.00
NetValue	Plus 1	\$23.00
NetValue	Family	\$50.00
KAISER	Single	\$20.00
KAISER	Plus 1	\$45.00
KAISER	Family	\$90.00
CHOICE	Single	\$25.00
CHOICE	Plus 1	\$65.00
CHOICE	Family	\$175.00
SELECT	Single	\$75.00
SELECT	Plus 1	\$150.00
SELECT	Family	\$325.00
CARE	Single	\$400.00
CARE	Plus 1	\$900.00
CARE	Family	\$1,600.00

The members of the Health and Welfare Committee met to set MTA Bargaining Unit member contributions for 2012. The CalPERS plans will remain the same as last year with two Blue Shield Plans, one Kaiser plan, and 3 Blue Cross plans. The CalPERS pharmacy will switch to CVS Caremark.

The District is hosting Town Hall meetings this October. Employees and their families may attend the Town Hall meetings and find out more about the plans and benefits. The cost to the employee for each plan is listed on the accompanying table. The costs are listed per month. Employee contributions are deducted once per month in January, February, March, April, May June, July, October, November, and December. The dates and locations for the Town Hall meetings are also listed. More information is available on [Montbelloteachers.org](http://Montbelloteachers.org) and [CalPERS.ca.gov](http://CalPERS.ca.gov).

## PARS Retirement Incentive Planned to Thwart On-Going Lay-Off Threat



With continued declining enrollment of students, and the ongoing threat of employee lay-offs, the District and the Association have tentatively agreed (pending Board approval September 15) to a retirement incentive in the 2011-2012 school year.

The incentive is an annuity through the Public Agency Retirement Services (PARS). Retirees must sign a letter of resignation/retirement no later than March 15, 2012 with an effective date no later than July 31, 2012 to receive the incentive. The incentive is as much as 65% of one's annual salary if the resignation is signed by November 15, 2011. It is reduced to 55% if signed by January 18, 2012. And, it is reduced again to 50% if signed by March 15, 2012. The incentive will be cancelled and the resignations rescinded if 21 retirees have not committed by March 15, 2012.

More information along with the Memorandum of Understanding will be posted on [Montbelloteachers.org](http://Montbelloteachers.org).

Date	Time	Location	Target Audience
Wednesday, October 12	3:30-5:00 p.m.	Montebello Intermediate School	Active Employees
Thursday, October 13	3:30-5:00 p.m.	Montebello Intermediate School	Active Employees
Monday, October 24	3:30-5:00 p.m.	Suva Intermediate School	Active Employees
Tuesday, October 25	3:30-5:00 p.m.	Suva Intermediate School	Active Employees
Friday, October 28	Specific sessions will be available for retirees based on age and type of retirement program	District Office Board Room	Retirees



## How Do I Advance on the Salary Schedule?

Information regarding placement on the salary schedule is available through the **Human Resources Office**. Information regarding professional development units and district salary credits is available through the **Instructional Division**.

Bargaining Unit members must file an intent to qualify for a change in salary with the Human Resources Office according to the time lines listed below. In addition official transcripts verifying course work completed by the dates listed below must be filed with the Human Resources Office prior to a change in salary classification.

**In order to be implemented for the first pay warrant - Submit no later than October 1**

(Implementation date: August 1 for 12 paychecks and October 1 for 10 paychecks)

**In order to be implemented at mid-year - Submit no later than January 31**

(Implementation date: February 1 for 12 paychecks and March 1 for 10 paychecks)

There are 4 ways to advance on the salary schedule:

- Upper division units that would or could lead to a degree or credential
- Professional development units
- Lower division units that are aligned to a District approved credential or degree/waiver program
- District salary units

College Units: All units earned subsequent to the BA/BS degree that are upper division or graduate level units and would or could lead to a credential or degree, with a grade of "C" and from an accredited institution are **automatically approved**. **District Salary Credit can be earned for staff development activities conducted outside the Board Day and for which the member has not been compensated.**

Professional Development Units and Lower Division Units: Course work that does not fit the criteria above for college units may be eligible for professional development units. Course work that enhances a teacher's ability or potential to address identified District needs and/or state mandate(s) in the teacher's current assignment will receive salary credit **if approved by two-thirds of the District Salary Credit Committee**. The course work must be approved and filed with the required documentation with the District Salary Credit Committee within 60 days of completion of the course work. **District Salary Credit can be earned for staff development activities conducted outside the Board Day and for which the member has not been compensated.**

Lower Division Units Toward A Credential or Degree/Waiver: Lower division units from an accredited institution and with a grade of at least a "C" that are aligned to a Bargaining Unit members District-approved credential or degree/waiver plan on file with the District are **automatically approved**. **District Salary Credit can be earned for staff development activities conducted outside the Board Day and for which the member has not been compensated.**

District Salary Credit: These are credits that are unique to the Montebello Unified School District. **District Salary Credit can be earned for staff development activities conducted outside the Board Day and for which the member has not been compensated.** Fifteen hours of staff development equals one district salary credit. A form is available through the Instructional Division. District Salary Credit may be earned by

- Staff development programs developed by the District or the Association (MTA IPD activities.)
- Individual staff development programs **if approved by the District Salary Credit Committee within 60 days of completion of the work.**

Type of Units	Notify Human Resources	Requires DSCC Approval	Limits on Columns
College Units	Yes	No	No
Professional Development/Lower Division	Yes	Yes	No
Lower Division Aligned with District Approved Credential/Induction or Degree/Waiver Plan	Yes	No	No
District Salary Credit MTA or District Offered	Yes	No	Yes
District Salary Credit Individual Staff Development	Yes	Yes	Yes