

# mta CONTACT

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



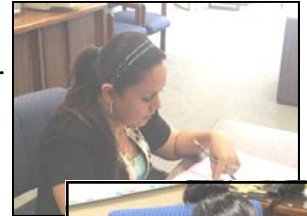
## Our Priorities: Bargaining and Phone Banking

Along with starting off the school year for the best education possible for the students of Montebello, the MTA Executive Committee and Bargaining Team have been focused on completing negotiations and electing our endorsed candidates:

### Lani Cupchoy and Edgar Cisneros.

Negotiations began May 30. The team has worked through the summer to negotiate our raise. The two teams are working to evaluate the increase in State revenues that will be received by the District this year.

At the same time, volunteers have been phone banking at the MTA office for our endorsed candidates. Members of the Executive Committee volunteered Tuesday including Support Staff Director Sandra De La Cruz (DO) and High School Director Carmen Patlan (SHS).



Venn Diagram Depicting Use of Current Sick Leave



## Let's Talk About Your Sick Leave Benefits

Bargaining Unit members receive 12 days of sick leave the first day of the school year. (Adult Education Bargaining Unit members receive 1 hour sick leave for each 17 hours of pay expected to be received by June 30.)

### Personal Necessity Leave Comes Out of Current Sick Leave

Up to 9 days of current sick leave may be used for personal necessity leave. Submit the District form with one of the following reasons. The reasons for personal necessity leave are:

1. witness, defendant, litigant or official government order
2. attendance at funeral
3. obligation required by leadership position or membership in professional organization
4. attendance required to conform with legal procedure or resolve threats to one's personal assets
5. observance of nationally recognized religious holiday
6. post-natal child care leave within 15 days of birth of child

Personal necessity leave in excess of 9 days is allowed for the death, accident, or illness of a member of the immediate family.

### Personal Business Leave

Up to 3 of 9 personal necessity days can be used for personal business leave. Make request by 9 a.m. 2 days in advance of leave (except in emergency). Complete District Leave Request form. Write the reason for leave "Article XVI, Section J.a.a.7." No other information is required. Denial or approval of the request must be given to the member by noon following the day of the request.

### Accruing Sick Leave Is Beneficial in the Long Run

Each year Bargaining Unit members accrue sick leave. Full time K-12 Bargaining Unit members earn 12 days per year, and Adult Education Bargaining Unit members earn 1 hour per 17 hours of expected work. All sick leave can be accrued and expended in following years.

- Accrued sick leave increases retirement compensation.
- Accrued sick leave transfers from one school district to the other.
- Sick leave allows Bargaining Unit members to retain employment throughout long term illness.
- Members may sell back current sick leave at the end of the school year.

## Nominations Are Open for Secretary

The nominations for Secretary will close at the Council meeting on Tuesday, October 15. The term was vacated by Lorraine Richards when she became President July 1. The term expires June 30, 2014. The meeting will begin at 3:30 p.m. at the MTA CC. Eligible members may be nominated in one of three ways: (1) complete the petition posted on montebelloteachers.org, (2) nomination on the floor of Council, or (3) via the Nominating Committee. The members of the Nominating Committee are: Rey Vogel (MHS), Donna Drayman (EAI), and Lisa Navarro-Gutierrez (BGE).

Over, please...

**CALIFORNIA TEACHERS ASSOCIATION AND  
THE SOUTHEASTERN SERVICE CENTER COUNCIL  
PRESENT...**

# Grievance Basics



Presented by Patricia Williams, CTA Regional UniServ Staff

**We will cover basic training related to contract enforcement and representing your colleagues in a grievance.**

*Bring your association contract to receive the full benefit of this training.*

**Date: October 3, 2013**

**Time: 4:00-5:30PM**

**Location: 11745 E. Telegraph Rd.  
Santa Fe Springs, CA 90670  
(Directions on reverse)**

- **Please RSVP by October 1<sup>st</sup> to Tina Martinez-Najera at (562) 478-1346 or [tmartinez@cta.org](mailto:tmartinez@cta.org).**
- **Refreshments will be served.**