



# Contact

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



## Negotiations Falter in 2016—No Settlement in Site

Negotiations began on limited reopeners September 2. Progress was slow throughout the fall. Sessions were scheduled January 14-15, and January 21. The Board of Education scheduled a special meeting Friday, January 15 and negotiations were postponed by the District until Thursday, January 21 (the date of the next regular scheduled evening Board of Education meeting.) **The January 21 meeting was since cancelled by the District.**

## District Continues to Claim “No Money for Compensation”

In this time that you have received no raise, The Board of Education has increased Susana Contreras Smith’s salary by **23.6 percent**. Her salary is currently \$265,000. **A classroom teacher with 30 years of experience with 90 units past the bachelors degree and a masters degree earns about 38 percent of the superintendent’s salary.** In addition, the superintendent may, at her discretion, sell back 25 of her 45 vacation days at \$1081.63 per day or \$27,040.75 per year. **Contreras Smith’s vacation pay out is almost half of what a fully credentialed third grade teacher makes in a year.**

Former Superintendent Cleve Pell now serves as Chief Financial Operations Officer. **When his title changed in late June the Board increased his from \$215,920.14 to \$256,503.50.** That’s an 18.8 percent increase for stepping down from Superintendent of Schools.

The District will receive from the State more than **\$30 million additional revenue than in 2014-15.** This 13 percent increase in revenue makes the Montebello Unified School District one of the highest funded school districts in California. Yet, the district’s budget reflects a smaller percentage of funds going toward the employees who work directly with students.

## District Reports the Board’s LCAP Does Not Support Salary Increases

### We’re All Learning the New Automated Substitute System

The Subfinder system was sold and is no longer supported by any company. Consequently, the District has adopted Aesop. The transition to the new absence reporting system has been challenging to many Bargaining Unit members.

A few thoughts to help with the new system:

- Contact Human Resources with system issues that need to be corrected. [hcert\\_info@montebello.k12.ca.us](mailto:hcert_info@montebello.k12.ca.us) or 323.887.7927
- Contact your site secretary (or designated site phone number or email address) if you believe Aesop does not have accurate information, and your absence may not be reported.
- Review any absence log prior to signing.
- Human Resources emailed a letter December 11 with your ID Number, PIN Number, and instructions. If you did not receive the email, ask that it be resent.

Each year the Board of Education is required to submit a plan on how the increased State funding will be utilized. Chief Business officer Ruben Rojas claims that the Board’s Local Control Accountability Plan (LCAP) does not support increases in wages. State Superintendent Tom Torlakson drafted a letter to all Superintendents June 10 that clarified that an LCAP can include increases in wages. The legislation allows for compensation in the Local Control Funding Formula Supplemental and Concentration grants.

### The Board’s Priority for LCFF Funds Is Reserves

Chief Business Officer Ruben Rojas has encouraged the Board of Education to increase reserves. A three percent reserve is required by the State. The CBO is recommending building the reserves as high as possible. **The new monies are clearly meant for the classroom and not District reserves.**

### Bargaining Team Committed to Negotiating a Fair Settlement

The bargaining team will continue it’s work until a fair settlement can be reported. Although the process has been time intensive to date, your representatives are committed to the process.



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