Council Demands More from Superintendent In Reviewing No Confidence Resolution

The MTA Representative Council met for the first time since the No Confidence Resolution against Superintendent Susanna Contreras Smith was passed. Building Reps reviewed each point made in the Resolution and gave feedback regarding the status of the Resolution.

The Council’s conclusion on Contreras Smith’s apology regarding the “Community Update” sent to all parents days after the mediated negotiated settlement, was that the apology fell far short of the action. The Council passed a motion that specifies an apology commensurate with the Superintendent’s actions. The motion included the following components:

1. Written rather than delivered verbally at a Board of Education meeting
2. U.S. mailed to the same parents that received the “Community Update” last April
3. Cost of the mailing should be borne by the Superintendent
4. Published by the same media outlets that featured the “Community Update”

The motion will be read to the Superintendent and the Board of Education at the Thursday, October 6 Board of Education meeting. The meeting begins promptly at 6 p.m. The District Office parking lot is open for public parking beginning at 5:30 p.m.

Find the No Confidence Resolution and the Superintendent’s apology at MontebelloTeachers.org.

Phone Banking Begins at the MTA Office Monday, October 4

You are invited to phone bank at the MTA Office Monday through Thursday, October 4 - November 8 to help pass Proposition 55. Phone banks will be open each day from 3:30 p.m. to 7 p.m.

Invite friends, family, administrators, and community members to join us. Sites have committed to phone bank dates. The calendar is available at MontebelloTeachers.org.

Help our children THRIVE!

You are invited to the MTA office any time the phone banks are open.

Reminder
Open Enrollment for Health Insurance ends October 7!
Do You Understand Your Pay Stub?

The codes and abbreviations can be overwhelming when studying your pay stub. Items marked Deductions are coming out of your pay after taxes (CTA Income Protection Insurance, Dues) while Contributions are paid by the employer (dental, vision, life insurance) Reductions come out of your pay before taxes (TSAs, STRS, Section 125 Plans, out-of-paycheck contributions, CalPERS medical plans.)

You may also be interested to note:

♦ Bargaining Unit members are paid on the first working day of the calendar month. Supplementary checks may be paid on the 10th of each month.

♦ Bargaining Unit members are paid the first business day of October through the first business day of July with the following exceptions:
  ♦ Bargaining Unit members on a 12 month pay warrant cycle since June 30, 2010 and continuously employed by the District continue on the 12 month cycle.
  ♦ Support staff Bargaining Unit members whose regular work year includes July and August are paid on a 12 month cycle August through June. If the Bargaining Unit member has begun the 12 pay check assignment after June 30, 2010 and the assignment changes to no longer including July and August, the Bargaining Unit member will have a full year to transition to a 10 month cycle.
  ♦ Bargaining Unit members may opt for the V-12 (or voluntary 12 month cycle) through the Payroll Department. The District works with a third party administrator to deduct post tax funds from the October through July warrants. The Bargaining Unit member receives a direct deposited check August 1 and September 1.
  ♦ Bargaining Unit members on a 10 month cycle will receive 11 pay warrants any year in which work begins during the month of August.

♦ Pay checks are drafted and delivered by Los Angeles County on the 1st working day of the month. Credit Unions and Banks post the funds according to their guidelines so long as funds are posted by midnight of the date of the warrant.

♦ Contact Payroll to initiate or change your direct deposit prior to the 15th of the month, otherwise your funds may be transferred to your former institution or held in limbo if the account no longer exists.

♦ Always check your pay stub for accuracy. State law requires the District to correct any errors in pay. That means that even if it is the District’s fault you could be legally bound to return money if you are overpaid and the error is discovered within a 3-year period. Similarly, if the District underpaid and discovered the error more than 3-years later, you will not receive the retroactive pay.

♦ Warrants are legal for 6 months. If not deposited, the bank may not honor the warrant. If you lose your check contact payroll as soon as possible to sign an affidavit and receive a new check.

♦ All the monies that are contained in one check are taxed at the same rate. Bargaining Unit members may change their deductions at any time. Changes must be made by the 15th of the month to be reflected on the following warrant.

Questions?

Contact Alonso Ibañez at the MTA office (323) 722-5005 for issues concerning dues.

For issues concerning salary, withholding tax status, reductions, and taxes, Contact: Lucia Wu at extension 2380 if you work at DO, at an Elementary site or in Special Education.

Irma Navarro at extension 2320 if you work at an Intermediate, High School or Adult School.

Contact Vivian Teran at extension 2302 for issues concerning health insurance deductions.

Contact Eden Longoria at extension 2328 for issues concerning voluntary disability insurance deductions.

Contact Paula Tomaszewski at extension 2314 for issues concerning TSAs.

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**2016-17 MTA/CTA/NEA Dues**

Your MTA Dues are broken down into three categories depending on your employment status with the District. Category 1 Members work fulltime. Category 2 Members work 30%-60% of the time & Category 3 members work less than 33% of the time.

The amount of dues you pay, depends on the amount of time you work.

Our members dues are comprised of 4 basic parts:

MTA Dues, CTA Dues, NEA Dues and the Trust Fund.

For more information about your dues, email us at MTA@montebelloteachers.org or visit us at www.montebelloteachers.org/Dues.html
What’s the Difference between a Personal Day and a Sick Day?

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.

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<th>Each year your CURRENT SICK LEAVE is exhausted first</th>
<th>Days that can be used for most personal necessity leave including personal business</th>
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<td>12 days each year</td>
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Then your ACCRUED SICK LEAVE is exhausted

Saved from previous years. Can be brought over from former school district

Instead of State Disability, you have 100 DAYS OF DIFFERENTIAL PAY

100 days of disability for illness once current and accrued sick leave is exhausted.

The formula for pay is your per diem rate minus $130 per day (whether or not a substitute is called)

You can join the CATASTROPHIC LEAVE BANK in case you need more sick days

20 days allotted at a time

Up to 60 days at per diem rate of pay if you contribute to the bank