

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

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Council Requests that BOE Include Us in GS Bond Periodization

Council voted unanimously to appeal to the Board of Education to give Bargaining Unit members and other stake holders a voice in determining how the \$300 million Bond GS is spent.

MTA requests that the BOE grant the Safety Committee of each school site the responsibility to complete a Needs Assessment that lists and prioritizes needs including but not limited to: asbestos and lead paint abatement, upgrades to electricity, plumbing, roofing, painting and technology (software, hardware, and wifi).

The completed Needs Assessments will be used to guide the BOE in determining the most appropriate use of GS and other bond funding to provide an effective learning environment for the students and a safe work environment for bargaining unit members of the district.

President Lorraine Richards will read the motion at the Thursday, December 15 Board of Education meeting.

The NEA Foundation Awards for Teaching Excellence Call for Nominations

Here's your chance to nominate an excellent educator for The *NEA Foundation Awards for Teaching Excellence*. We're looking for educators with outstanding professional practice who advocate for the association, engage the community, exhibit professional development leadership, and pay attention to diversity. Nominations must be postmarked by **Monday, February 6**.

All affiliate awardees receive expenses-paid travel to the NEA Foundation's *Salute to Excellence Gala in Washington, D.C.* Five awardees are selected for *The Horace Mann Awards for Teaching Excellence* and receive \$10,000 each plus expenses-paid travel for themselves and a guest. *The NEA Members Benefits Award for Teaching Excellence* recipient receives \$25,000 in cash and a personalized commemorative gift.

Visit neafoundation.org to view the guidelines and application information



Phone bank volunteers were honored at Council Tuesday, November 29. In total: 192 individuals took the initiative to make 12,132 calls from the MTA office and PASS PROPOSITION 55.



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, September 1 for 11 paychecks, and October 1 for 10 paychecks)

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

(Implementation date: February 1 for 12 and 11 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