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Association Signs Two Agreements: Retirement Incentive & Stipends for Athletic Events

The District and the Association have reached two significant agreements during negotiations. The first memorandum of understanding is the retirement declaration incentive which offers \$25,000 over two years for a notice of retirement by February 15 with a retirement date at the end of the school year.

The second memorandum creates stipends for working at high school athletic events.

<u>Sport</u>	<u>Amount Per Game</u>
Football	\$60.00
Track	\$60.00
Basketball	\$30.00
Water Polo	\$30.00
Wrestling	\$30.00
Soccer	\$30.00

The District and the Association continue to meet. The scheduled meetings are February 4, February 12 and February 26.

Negotiations include Transfer and Reassignment, Hours and Assignments, New Member Orientations, Leaves, and Organizational Security.



*Bella Vista Elementary
is Red for Ed!*

2018 Tax Information



The amounts shown below are the annual membership dues amounts for calendar year 2018, which covers parts of two different membership years. Please note that your Trust Fund contribution is included since it is collected as "dues" under Category 1. Trust Fund contributions are also included with dues if you are a Category 2 member and have elected to participate in the MTA Trust Fund.

JANUARY – DECEMBER 2018 MEMBERS

Cat.	1	Full Time	\$ 2,866.40
	2	30-60%	\$ 2,339.70 (w/o TF \$719.70)
	3	30% or less	\$ 306.66
	~ ~ ~ ~ ~	Separated from MUSD 6/2018 (Retirement, Resignation, Etc.)	
Cat.	1	Full Time	\$ 1,701.60
	2	30-60%	\$ 1,388.70 (w/o TF \$338.70)

NEW MEMBERS SEPTEMBER – DECEMBER 2018

Cat.	1	Full Time	\$ 1,164.80
	2	30-60%	\$ 951.00 (w/o TF \$231.00)
	3	30% or less	\$ 124.20
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Cat.	3	30% or less	\$ 182.46

Political contributions are as follows (these contributions are not tax deductible): MTA-ABC \$25/year. FACT \$10/year, NEA-PAC \$10/year (or what you have designated).

Over, please...

LCAP Advisory Committee Tracks Programs and Expenditures

The January 22, 2019 LCAP Advisory Committee reviewed expenditures and encumbrances for goals 1-4, and reviewed data and program updates for goals 2, 3, and 4. The committee's purpose is to promote transparency through clear budget expenditure tables, concise narrative in the LCAP plan, and the continual analysis of measurable data. In terms of expenditure updates, all budget planning is under review and will be adjusted regularly to reflect LCAP expenditure status.

**LCAP Goal 2 is defined as: Closing the achievement gap for all students by promoting academic preparedness and career readiness.*

Student support begins with teacher support. The Teacher Induction Program (Goal 2.3) replaced BTSA and tailors its vision and mission to meet the growing needs of our district.

Mentors meet with teachers for individualized support and create an Individualized Learning Plan (ILP) for no less than one hour a week. Each participating teacher is assigned a mentor within the first 60 days of enrollment in the program. A meeting log is used to document weekly support received by the participating induction candidate. The ILP is designed and implemented solely for the professional growth and development of the participating teacher and not for evaluation purposes. Confidentiality is maintained during the induction process.

**LCAP Goal 3 is defined as: Maintaining safe and innovative environments that foster learning.*

Program Updates include development tracking for infants and toddlers in the Pregnant and Parenting Program (goal 3.5). This program is funded partially by a grant and partially by the district. The focus of the **Leadership Collaborative Series (goal 3.6)** will focus on teaching strategies, feedback to teachers, and how to conduct observations. **AVID updates (goal 3.8)** include bringing AVID back to the elementary level, and MUSD will expand AVID Excel. AVID Excel has a keen focus on academic language development for higher level performance. The goal is to take this AVID component districtwide and build foundational support for our future graduates.

Visual and Performing Arts Programs (VAPA)- (goal 3.10) is using the ArtsEd Collective grant and MUSD will support this grant by matching the grant amount. This funding will provide K-12 opportunities for arts development. At the elementary level, the money will be used for professional development, ipads, fieldtrips, domain specific supplies, equipment and instrument maintenance, competition/showcase fees and support STEAM (Science Technology Engineering Arts and Math) and TEAL (Technology Enhanced Arts Learning).

Program updates for World Languages (goal 3.11) include a textbook adoption for all world language classes along with 20 hours of professional development. The goal for 2019-20 is for MUSD to develop a scope and sequence for new Common Formative Assessments (CFAs).

Institutions of higher education support post high school transitions (goal 3.12) Efforts to promote college and career readiness have increased for our unduplicated pupil subgroups. Students in intermediate school will have the opportunity to earn transferable college credits, and with continued enrollment, students will bridge their education to the dual enrollment classes offered at the high school.

For math and science support, (goal 3.13) Eureka Math trainings will continue during the year. Future expenditures will include math manipulatives, math readers, and professional learning for secondary math. In the area of science, the focus is on the NGSS, NGSS kit constructions, and a mini-pilot deployment is scheduled for January through April, 2019. Science expenditures include the Science Olympiad, STEM afterschool program, CSTA minimum core inventory, and safety equipment purchases. The district science fair is tentatively scheduled for Wednesday, May 15, 2019 at BGHS.

In terms of Health Support (goal 3.14), a new sex education adoption is scheduled for the 2019-2020 school year. The target grades are 7/8, taught by PE teachers, and 9th grade, taught by Health teachers. New topics to be addressed in the curriculum are LGBTQ components and human trafficking. To increase physical activity and health awareness, MUSD is proposing an intermural track program. This track program will include running and some field events. The goal is to have a district track meet near the end of the school year.

Community outreach (goal 4.1) will continue promoting parent involvement through various district committees. MUSD conducts an annual survey every spring where input and feedback from 10,000 families guide the direction of parent education classes. Classes and seminars include technology academy, health care coverage, and parent support for students' transition to college. Parents of foster youth and foster students have academic support seminars and access to alternative ways of earning credits via School Based Social Worker academic collaboration.

The next meeting is scheduled for Tuesday, February 12, 2019. For additional questions and concerns regarding the LCAP, please call the MTA office.