



CONTACT

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Bargaining Update 2021

Compensation for Excessive Overages Begins Today, September 27

Beginning Monday, September 27 Bargaining Unit members will be paid according to the per diem per hour formula each day class size and caseloads exceed the “max” and the “+3”. The District and the Association will finalize reports for payment on the 15th of following month. Report excessive overage to your principal. Human Resources and Montebello Teachers Association will confirm overages and payment. For more information see the [Joint Communication](#) signed Tuesday, September 21, 2021.



Uniquely MTA — The Trust Retiree Health Benefits

The Montebello Teachers Association is the only Association that provides reimbursement for health insurance for life. The District provides health insurance to qualified retirees through age 67. The Association, in coordination with Medicare, reimburses individuals for lifetime benefits beginning at age 67.

The Montebello Teachers Association Retiree Supplemental Health Plan was established in 1987. The Trust now has more than 1000 retirees. Over half of the retirees are age 67 and over and receive a maximum reimbursement of \$500 per month.

The plan is supported by Trust Fund Contributions from members and retirees below the age of 67.

The plan has \$20 million in assets.

The Trust Fund Committee members are:

Elizabeth Gasca (RPS), President David Navar (MTA), Roshan Shah (MHS), Andy Shinn (BGI), and Brenda Wade (retiree). Immediate Past President Doug Patzkowski (BVE) and Executive Director Kathy Schlotz are ex-officio non-voting trustees.

The Summary Plan Description and a short video explaining the Trust Fund is available at MontebelloTeachers.org.

How Are My Dues Calculated?

Members of our Association pay a minimum of four types of dues for a total of \$312.50 per month, ten months per year (October 1—July 1 pay checks). The breakdown is as follows for fulltime category 1 members:

- NEA** \$20.20/month
- CTA** \$75.30/month
- MTA-RSHP**\$195/month (permanent full time)
- MTA** \$22.00/month

Members also donate various amounts on a voluntary basis for political action MTA-ABC (Association for Better Citizenship - our local political action fund) and NEA-PAC. Members also make voluntary contributions to FACT which is a disaster relief fund. NEA and CTA set their dues apart from MTA.

Trust Fund Contribution Increases

The MTA Retiree Supplemental Health Plan (MTA-RSHP) is also separate from MTA dues. MTA-RSHP is commonly known as the Trust Fund. These funds are used to provide health coverage beyond the age at which the District stops paying for coverage (age 67). Since 1987 all eligible retired members have had lifetime health coverage.

The Trust Fund Committee reviews actuarial information through out the year in addition to the cost of insurance and the earnings from investments. The contribution is \$195 per month (\$1950 per year) in 2021-2022 and will continue to be raised each year by \$5 per month until the contribution reaches \$200 per month (\$2000 per year) in 2022-2023.

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 5th of each month.
- Bargaining Unit members are paid the first business day of September 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 July. 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 11 month cycle.

SCHOOL DISTRICT OF LOS ANGELES COUNTY				PAY LOCATION	PAY CYCLE	ISSUE DATE	ADVISE NUMBER		
64808 MONTEBELLO UNIFIED				340	C1B	10-01-2019	2643289		
EMPLOYEE NAME		EMPLOYEE ID	FEDERAL STATUS/ALLOWANCES	STATE STATUS/ALLOWANCES	ADDITIONAL STATE ALLOWANCES				
DOE, JANE		AB1234567	S / 00	S / 00	00				
EARNINGS - COMPENSATION				DEDUCTIONS TAXES/MISC					
CLASS	DESCRIPTION	END DATE	RATE	UNITS	AMOUNT	EMPLOYEE DEDUCTIONS	CURRENT AMOUNT	YTD TOTALS	
C.M	REGULAR	09-30-2019	6,007.41	5.00	7,632.73	PRE-TAX REDUCTIONS			
						STRS RED	558.69	4,469.51	
						CALPERSKSD	0.00	0.00	
						TSA 1234	100.00	800.00	
EMPLOYEE DEDUCTIONS									
						MEDCAR DED	90.11	720.89	
						FWT	901.11	7,208.89	
						SWT	330.41	2,643.26	
						PAC EDUC	60.90	487.20	
						MTA	301.10	2,408.80	
EMPLOYER CONTRIBUTIONS									
						STRS CON	647.00	4,528.99	
						MEDCAR CON	90.11	630.78	
						SUI	18.32	128.26	
						WORK COMP	146.58	1,026.07	
						FORTD CON	8.41	58.87	
						EASE	1.13	7.91	
						TRAV DNTL	106.03	742.22	
						ALL OTHER			
***** LEAVE BALANCES *****				CURRENT TAXABLE BALANCES		YTD TAXABLE BALANCES		CURRENT PAY SUMMARY	
VACATION	12			FEDERAL	5,348.72	FEDERAL	53,487.21	GROSS PAY	6,007.41
SICK LEAVE				STATE	5,348.72	STATE	53,487.21	REDUCTIONS	658.69
AS OF DATE	09-30-2019			MEDI GROSS	5,917.30	MEDI GROSS	59,172.99	TAXES	1,321.63
				OASDI GROSS		OASDI		DEDUCTIONS	362.00
				CA SDI GROSS		CA SDI GROSS			
				GROSS EARN'S	6,007.41	GROSS EARN'S	60,074.10	NET PAY	3,665.09
DISTRICT NAME		DISTRICT ADDRESS							
MONTEBELLO UNIFIED		123 S MONTEBELLO BLVD		MONTEBELLO, CA 90640-4729					

- 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.
- If you participate in direct deposit, your pay stub will be distributed by your site secretary. Your pay stubs are valuable records for conducting personal financial business (i.e. applying for loans, etc.). *Remember to collect your pay stub!*
- 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:

Tonanrzin "Tona" Talavera at extension 2311 if you work at DO or at an Elementary site or Head Start.

Juana Cervantes at extension 2316 Certificated Additional Assignments, Hourly, Daily, Adult Education or ROP.

Michelle Barajas-Sanchez at extension 2380 Intermediate thru Adult Education

Catherine Contreras at extension 2320 Workshops, Subs and 1/6 Subs

Contact **Vivian Teran (x. 2302 or x. 2338)** for issues concerning health insurance deductions.

Contact **Ruben Romero at extension 6718** for issues concerning voluntary disability insurance deductions.

Contact **Paula Tomaszewski at extension 2314** for issues concerning TSAs.