



Contact

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



Bargaining Settled Through June 2018

The Association approved the mediated settlement between the District and the Association with a **72 percent yes vote**. The result was:

YES 634

NO 246

The ratification package is expected to be approved by the Board of Education at the regularly scheduled meeting Thursday, May 19.

Law Gives Teachers the Final Word on Students' Grades

The California Education Code protects teachers' rights to grade students. When grades are given for any course of instruction taught in a school district, the grade given to each pupil shall be the grade determined by the teacher of the course and the determination of the pupils grade by the teacher, in the absence of clerical or mechanical mistake, fraud, bad faith, or incompetence, shall be final.

§ 49066: if a parent, student, or administrator challenges a grade the teacher has the right to defend the grade. An Association representative should always be present at such a challenge.

State Law Prohibits Threats to Teachers

It is a public offense to impede any school employee from his or her duties by directly communicating a threat to injure their person or property, where the person threatened reasonably believes that such threat could be carried out. Such offense is punishable by a fine up to \$10,000 or up to one year in jail or both. (Penal Code 71.)

Contact the site principal immediately if such a threat exists!



Also, teachers may request an administrator to be at a parent conference. Such a request shall be honored. (Article IV. Section J.1.)

Teachers are Responsible for Failure Notices

Classroom teachers are directly responsible for notifying parents of possible failing grades. Whenever it becomes evident to a teacher that a student is in danger of failing a course (D or F grade), the teacher must arrange a conference with the student's parent/guardian or send the parent/guardian a written report (failure notice). In all cases the notification must come prior to the assignment of the grade.

The teacher's responsibility for failure notices is stated in California Education Code 49067 and Montebello Unified School District Administrative Regulation 5121 (a).

Over, please...



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