



CONTACT

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

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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.



Over, please...

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.
- ◆ 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.

SCHOOL DISTRICT OF LOS ANGELES COUNTY						PAY LOCATION	PAY CYCLE	ISSUE DATE	ADVISE NUMBER
64808 MONTEBELLO UNIFIED						340	C1B	10-01-2016	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/MSD			
BASIS	DESCRIPTION	END DATE	RATE	UNITS	AMOUNT	EMPLOYEE DEDUCTIONS		CURRENT AMOUNT	YTD TOTALS
C M	REGULAR	09-30-2016	5,462.73	5.00	7,632.73	STRS RED		508.03	4,064.27
						CALPERSKSD		5.00	40.00
						TSA 1234		100.00	800.00
						EMPLOYEE DEDUCTIONS			
						MEDCAR DED		81.94	655.53
						PWT		819.41	6,555.28
						SWT		300.45	2,403.60
						PAC EDUC		60.90	487.20
						MTA		256.30	2,026.60
						EMPLOYER CONTRIBUTIONS			
						STRS CON		588.34	4,118.35
						MEDCAR CON		81.94	573.59
						SUI		16.66	116.63
						WORK COMP		133.29	933.03
						FORDT CON		7.65	53.53
						EASE		1.13	7.91
						TRAV DNTL		96.42	674.92
						ALL OTHER			
**** LEAVE BALANCES ****		CURRENT TAXABLE BALANCES			YTD TAXABLE BALANCES			CURRENT PAY SUMMARY	
VACATION	85.17	FEDERAL	4,849.70	FEDERAL	48,496.96	GROSS PAY	5,462.73		
SICK LEAVE		STATE	4,849.70	STATE	48,496.96	REDUCTIONS	613.03		
AS OF DATE	09-30-2013	MEDI GROSS	5,380.79	MEDI GROSS	53,807.89	TAXES	1,201.80		
		OASDI GROSS		OASDI		DEDUCTIONS	317.20		
		CA SDI GROSS		CA SDI GROSS					
		GROSS EARN'S	5,462.73	GROSS EARN'S	54,627.30	NET PAY	3,330.70		
DISTRICT NAME		DISTRICT ADDRESS							
MONTEBELLO UNIFIED		123 S MONTEBELLO BLVD							
		MONTEBELLO, CA 90640-4729							

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.

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

Dues are deducted 10 times per year	MTA	CTA	NEA	Trust Fund	MONTHLY TOTAL
Cat. 1	\$22.00	\$65.60	\$18.70	\$150.00	\$256.30
Cat. 2	\$11.00	\$33.80	\$10.50	\$150.00	\$205.30
Cat. 2 (no Trust)	\$11.00	\$33.80	\$10.50	None	\$ 55.30
Cat. 3	\$ 5.50	\$17.90	\$ 6.43	Not Eligible	\$ 29.83



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.

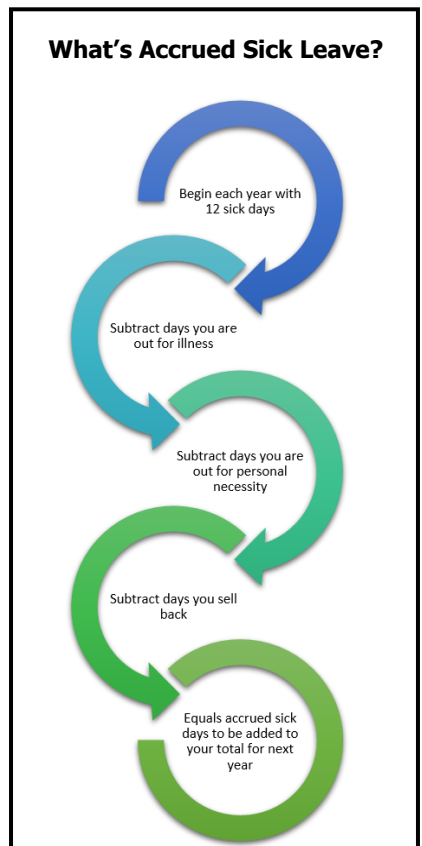
Personal Business Leave

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.



Each year your CURRENT SICK LEAVE is exhausted first

12 days each year

Days that can be used for most personal necessity leave including personal business

Then your ACCRUED SICK LEAVE is exhausted

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

Can be used for personal necessity leave regarding a serious illness of immediate family member

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