

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

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Evaluation Procedures Are Available to You Electronically

Your rights regarding evaluations are described in the Contract (Article XVIII. Evaluation Procedures page 52 and Appendix B pages 67-80). Your rights include the following.

1. Each Bargaining Unit member participating in the Evaluation Procedure shall be provided the appropriate technology to utilize the system in the classroom or assigned work space. This includes the computer and access to the network.
2. Any Bargaining Unit member may opt to participate in the Evaluation Procedure using a paper format (rather than electronic format) through June 30, 2021.
3. If any Bargaining Unit member experiences technological difficulties, after receiving written notice, the District shall respond within two days. If any delay is caused by technology, then the dates for completing the Evaluation shall be extended for the same amount.

Professional Development training on technology and content shall be offered by the District to all Bargaining Unit members being evaluated within the first 20 days of school. Those who choose to participate in training beyond the Board Day will be paid at the inservice rate.

Adjunct Duties Are Required In Your Evaluation Year

Adjunct duties is a term identified with Stull Bill evaluation requirements. During your Stull Bill year, you are contracted to complete two non-instructional duties which would normally be performed before or after the Board Day. You pick your adjunct duties from a list provided by the site principal. The list would typically include:

Committee Work
Dance/Athletic Events
Leadership Camp
Building Rep for MTA
PTA Activities
Special Site Events
Office Bulletin Boards

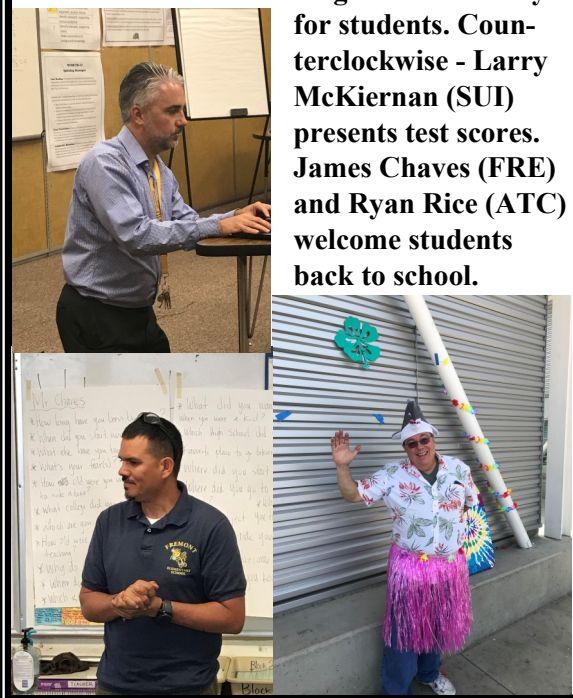
Adjunct duties are not required during your non-Stull years.

What Are the Evaluation Cycles?

- Probationary Bargaining Unit members are evaluated every year.
- Head Start teachers are evaluated every year.
- Permanent Bargaining Unit members are evaluated every other year.
- Permanent Bargaining Unit members who meet the following criteria are evaluated **every five years**:
 - ♦ NCLB Highly Qualified
 - ♦ Ten consecutive years Bargaining Unit experience within the District at the time of the completion of the prior Stull Evaluation; and,
 - ♦ Not referred to the PAR Program within the past two years.

Students Return August 20 And, Teachers Are Ready!

It takes a lot of effort to get schools ready for students. Counterclockwise - Larry McKiernan (SUI) presents test scores. James Chaves (FRE) and Ryan Rice (ATC) welcome students back to school.



LOCAL STATE NATIONAL **THREE** ASSOCIATIONS **ONE** MOVEMENT

mta

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Montebelloteachers.org



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**IF YOU WANT TO BE THE BEST
EDUCATOR YOU CAN BE,**

**IF YOU WANT MORE
OPPORTUNITIES FOR YOUR
STUDENTS,**

**THE UNION IS THE PLACE
FOR YOU!**



Montebello Teachers Association

It all starts with you and your fellow educators in the Montebello Unified School District. Your union is the foundation for the state and national associations. And your advocacy on behalf of students and public education builds better community schools. Here are just a few of our successes:

- **16.48 percent increase in pay** in the past 5 years (2013-2018) with a formula to improve the increase this year.
- **Lifetime health insurance** for retirees (The Trust)
- **Instructional leadership** among members (Common Core Café, Instructional Leadership Corp, and more)

California Teachers Association

A family of nearly 1,000 local associations and affiliates, CTA is the largest and most effective advocacy organization in the state. Since 1863, CTA has been at the forefront of every major positive change to public schools and colleges. In fact, it was CTA that secured funding to make public schools free for all students in 1866, and it was CTA that led the charge to establish community colleges in 1911. More than 150 years since the founding, CTA members are still pioneering innovative ideas for student learning and transforming the profession. Members are leading change through:

- **Instructional Leadership Corps** - in partnership with Stanford University, public teachers statewide are training on improving teaching and other instruction-related practices
- **Institute For Teaching** - members can receive grants for innovative ideas whether in the classroom or school wide
- **Think Tanks** - membership volunteers assist in determining grant recipients and charting our course statewide

CTA is there for you too, with:

- conferences and workshops to make sure you get the latest in professional development;
- an exclusive Member Benefits program designed to benefit you, your family, and your profession;
- dedicated staff throughout the state - including attorneys to protect your professional rights and your voice;
- \$1 million professional liability coverage and an automatic Accidental Death and Dismemberment plan from CTA and NEA Member Benefits;
- hundreds of discounts on insurances, purchases, travel...and much more.

National Education Association

As a union made up of thousands of locals, 50 state affiliates and nearly 3 million members, the National Education Association makes you a part of the powerful voice of our nation's educators. With headquarters four blocks from the White House, NEA promotes your advocacy agenda before the president, the Congress and the courts. Their dedicated staff of attorneys, organizers, benefits specialists, communicators, and education policy experts are all focused on ensuring that your collective voice is heard, and that your profession, your students and, obviously, you and your colleagues are protected and enhanced so that you can focus on what you do: providing an outstanding public education to every student.