

PREPARING FOR A REDUCTION IN FORCE (RIF)



MUSD updated its seniority list this year, and HR recently requested you to verify your seniority date and credentials. Why? The district is preparing for a Reduction in Force (RIF). Notices of a layoff will be given to members on or before March 15, 2025.

HOW MANY BARGAINING UNIT MEMBERS COULD BE AFFECTED?

At the December 4 Board Meeting, the Board approved the First Interim Budget Report for 2024-2025, which also includes projections for the next two school years. The presentation to the Board by Don Ellingson, the district's Chief Financial Officer, indicated that "the First Interim report assumes a reduction of **114 temporary contract teachers** plus another **130 permanent FTE's** (full-time equivalent certificated employees) for a total of \$34.6 million in fiscal year **2025-26**. **Another 123 FTE's** or \$21.5 million reduction in **2026-27** will also be necessary."

HOW WILL THIS AFFECT ME?

If your credential permits you to provide services to students in a high needs area, such as Special Education, you have a lower chance of being laid off. If declining enrollment has reduced the number of students in your credential area, the risks are higher.

WHAT DO WE PLAN TO DO?

Our Bargaining Team will continue to try to negotiate for class sizes that are lower than those that are currently in the contract. Declining enrollment means that the district can use its current facilities to provide lower class size and make sure that students receive the individual attention that they deserve.

We will be protesting against the planned RIF at four Board Meetings prior to the March 15 deadline: **Jan. 15, Feb. 5, Feb. 19, and Mar. 5**. MTA actions will begin at **5:30 in front of the district office**, and the Board Meetings begin at 6:30. **We will be making signs for the protests at the MTA Office on Dec. 18, 3:30-4:30**, so we will be ready to go to the January Board Meeting right after Winter Break. We also need volunteers to make public comments at these Board Meetings, including parent volunteers. We need to stand strong together!



Montebello Teachers Association

918 W. Whittier Blvd., 90640, Montebello

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