



# MTA News

Volume 3 Issue 4

March, 2009  
MTA Newsletter

**Get More Involved**  
**Join An MTA Committee!**

**Health Benefits**  
To be announced  
MTA Office

**PAC**  
March 26th, 4 p.m.  
RJ's Restaurant

**Negotiations**  
See MTA's website for up-  
dates under Bargaining  
Team

**Special Education**  
To be announced

**Grievance**  
Meets via email communi-  
cation on a monthly basis

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## President's Message

### Take a Breath, now get ready!

Time to Breathe! That is what it felt like when the District announced that it would not be sending out any RIF (Reduction in Force) Notices, commonly known as Pink Slips. I know that there are about 50 Permanent and Probationary teachers who felt that way along with me. I am extremely happy for those jobs that were saved by this move to spend down district reserves rather than implement lay-offs or salary reductions for the 2009-10 work year. I am also happy that there will be no salary reductions for this coming year.

But the time to breath is short and we must begin to look at where the State of California is headed in terms of Educational Funding. As you know, the reductions in funding to our local districts are playing havoc with our programs and our positions. If things continue in the downward trend with our economy, there is little hope of a repeat reprieve for 2010-11. We will likely be in the same situation that our neighbors to the North and South of us are facing this year (250+ RIF notices, and talk of salary reductions, CSR elimination and wage freezes).

Your MTA Negotiations Team is busy working on the proposals set on the table by the District for the coming years.

It is easy to fall back into that pattern of listening to rumors and speculations about what will be happening with our salary and our jobs. Try to avoid the idle gossip that will only spread misinformation amongst our ranks. Instead, look for the information that will be coming to you from reliable sources like your Negotiations Team. They will let you know what the offers on the table are for Murrieta's Teachers. They will give you information and data to explain the direction that our bargaining with the district will take. This will keep us all on the same page and heading in the same direction as an Association.

I also want our Temporary Teachers to know that we have not forgotten them. We will be doing everything within our power to prompt the district to keep you informed of openings and hiring possibilities as the rest of the year goes on. Your dedication to your students and your fellow teacher deserves to be recognized and should be rewarded. MTA will keep your interests as a top priority during the staffing process for next year.

Now, take a breath, and enjoy a short rest, we still have a mountain to climb.

Chuck Smith

MTA President

## Register to vote in CTA/NEA Elections

**Voting for the National Education Association and California Teacher Association Representatives is done on line.**

**In order to vote online, MTA members must first register on My CTA.**

**Follow these directions to complete the process:**

1. Go to [cta.org](http://cta.org) and register yourself. You need the number that is on your CTA membership card.
2. If you don't have that number, contact Mary at the MTA office:  
Murrietata1@verizon.net  
951-304-0528
3. Remember to vote online when it's time for Representative Assembly elections.

## Contract “at a glance”

Based on the current State budget crisis, it may be helpful to review our contract regarding voluntary transfers and reassignments.

Here is what our contract states regarding this topic:

**10.2: Voluntary Transfer and Reassignment:** When a vacancy exists, as determined by the Superintendent, the following procedures shall be followed:

**10.2.1** In order to be eligible for a transfer or reassignment for the next school year, bargaining unit members must file a request for such by March 15, of each year on the District Voluntary Transfer Form. The district reserves the right to post positions that open during the school year.

**10.2.2** For vacancies that occur during the year, the principal/supervisor will offer an interview to those bargaining unit members who have applied as stipulated in 10.2.1.

**10.2.3** The District shall provide the opportunity for qualified permanent bargaining unit members to be transferred or reassigned, and may consider applications of probationary bargaining unit members when it is in the best interest of the District as determined by the Superintendent or designee.

**10.2.4** If two or more applicants apply and are equally qualified, the bargaining unit member with the greatest seniority shall receive said transfer or reassignment.

**10.2.5** The request for transfer or reassignment shall not be denied arbitrarily, capriciously, or without basis of fact.

**10.2.6** If the request is denied, the bargaining unit member may request a written reason for denial.

If you have any questions regarding this portion of our contract, please ask a site representative or one of the Executive Board members for clarification. We are here for you!

## Quick Reference Corner

**Rights:** You have the right to representation in any meeting that could result in disciplinary action. You have the right to stop the meeting and **DEMAND** representation and to postpone the meeting until your representative can join you. This is a private sector rule that has been made applicable to public school employees under the EERA. (See Redwood CCD v. PERB (1984) 159 Cal. App. 3d 617)

### MTA Office

Jefferson Pointe  
25114 Jefferson Ave., Suite C  
Murrieta 92562

On Jefferson, between Murrieta Hot Springs and Los Alamos

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**Phone:** (951)304-0528

**Fax:** (951)304-0574

E-Mail: [murrietata1@verizon.net](mailto:murrietata1@verizon.net)

## Executive Board 2009

### Directors:

**President:** Chuck Smith

**Elementary:** Kimberly Chevlin

**VP:** Christina Anderson-Huber

[kbinning-chevlin@murrieta.k12.ca.us](mailto:kbinning-chevlin@murrieta.k12.ca.us)

**Secretary:** Annette Gross

**Middle School:** Matt Johnson

**Treasurer:** Tom Kuzma

**High School:** John Grissom



We're on the web!

[murrieta-teachers.org](http://murrieta-teachers.org)

# MTA Committee Reports

## Health Benefits Committee: Chair, Tom Kuzma

Keenan representative, Karen Goodsite gave a presentation that explained why we are part of a 25 district coalition for benefits, called a REEP. She also clarified the savings to our medical benefits we have experienced because of this change. Karen clarified our soon to be initiated Prescription drug plan that requires those who have daily medications to receive them via the mail. There were concerns about this mandate shared by some members. Karen clarified the plan and the pros and cons. Because of fewer Doctor visits requiring co-pays, our District saves \$500,000 a year with this RX plan.

## Insurance Committee Chair: Eva Evans

### Committee met January 21 at DSC

Agenda Items:

1. **2009-10 renewal timeline:** Renewal rates from REEP expected at March Meeting. MVUSD signed a 3 year contract with REEP.
2. **Express Scripts Home Delivery:** Flyers mailed home to Anthem Blue Cross HMO and PPO participants. **This does not apply to Kaiser or HSA participants.** Communication program via home and district email to continue.
  - A. **Not automatic** – participants must fill out paperwork to make the transition happen.
  - B. Only applicable to maintenance prescriptions of 6 months or more.
  - C. Does **NOT** apply to injectables that are already on a separate plan.
  - D. 90 day supply for the cost of 60 day co-pay.

3. **Murrieta Kaiser Plan Design:** Plan will need to be transferred over to REEP Kaiser Plan options. None offer vision (like we do) – will need to add coverage.
4. **Wellness Information:** Discussed possible creation of wellness committee to promote currently available wellness benefits and establish others. More info to follow.

## Elections Committee Chair: Erin Wilkins

Elections timelines include an announcement from the Elections Committee about open positions on the MTA Executive Board (President, Treasurer and Middle School Director) as well as local representatives to the NEA RA (should we decide to send any members this year; it is in San Diego, so it will cost less, because of the lack of airfare). Announcement of vacancies will go out Feb. 23<sup>rd</sup> and Nominations forms will be due back to the MTA Office by March 9<sup>th</sup>

## State Council

State Council members voted on a CTA sponsored 1% Sales Tax Initiative at this last meeting. The vote was close. Several things could trigger a withdrawal of this initiative effort for CTA (IF the Governor calls a special election before November, or if the CA Legislature comes up with a funding plan that also incorporates a tax for Public Education). Lloyd Porter is terming out as our CTA Director for Region M this year. State Council will be voting for a new CTA Director for this position at our next State Council Meeting.

# Region IV Leadership Conference

This year's conference —"Organizing for Member & Community Engagement"— will focus on assisting chapters in the development of programs to enhance the locals' organizing efforts, both internally and externally. Through an examination of how we approach organizing as an association, participants will leave the conference with a greater understanding of the role organizing plays in engaging our members and community with an increased ability to promote a " culture of organizing" for our local chapters.

April 24-26, 2009  
at the  
Irvine Marriot

If you would like to attend please email or call the MTA office.

murrietata1@verizon.net  
(951) 304-0528

## Contract Language

### 10.3 INVOLUNTARY TRANSFER AND REASSIGNMENT

**10.3.1** The District will consider volunteers before proceeding with an involuntary transfer or reassignment. A transfer or reassignment shall not be made arbitrarily, capriciously, or without basis of fact.

**10.3.2** The Superintendent or designee shall give the affected bargaining unit member reasons in writing for the transfer or reassignment.

**10.3.3** The bargaining unit member to be involuntarily transferred or reassigned may request a meeting with the Superintendent within ten (10) days of receipt of the written reason(s).

**10.3.4** After the start of a semester/trimester, bargaining unit members transferred or reassigned shall receive one (1) day, and up to an additional two (2) days with principal approval on the additional days, of release time to prepare for the transfer and/or reassignment. The District shall provide assistance in movement of the bargaining unit member's materials upon transfer or reassignment.

**10.3.5** Any bargaining unit member involuntarily transferred or reassigned shall not be involuntarily transferred more than one time during the length of this contract.

**10.3.6** The District will make a reasonable effort to observe experience and seniority, in that order, in maintaining a teacher's grade assignment, when it is in the best interest of the District as determined by the Superintendent or designee.

## Rep Council Meeting Dates

**March 30, 2009**

**MTA Office, 4:00 p.m.**