



# ADVOCATE

## Ontario-Montclair Teachers Association

April 2017

### IMPORTANT DATES – MAY

- 1<sup>st</sup> OMTA EXECUTIVE BOARD MEETING
- 4<sup>th</sup> OMSD SCHOOL BOARD MEETING
- 5<sup>th</sup> RETIREMENT DINNER
- 15<sup>th</sup> OMTA REP COUNCIL MEETING
- 18<sup>th</sup> OMSD SCHOOL BOARD MEETING
- 25<sup>th</sup> LAST DAY FOR STUDENTS
- 26<sup>th</sup> TEACHER PREP DAY
- 29<sup>th</sup> MEMORIAL DAY

### REMINDER IN APRIL:

- 28<sup>th</sup> TEACHER APPRECIATION EVENT

## A MESSAGE FROM YOUR PRESIDENT

MaryKay Scheid



Wow, did this year fly by! I know the finish line is within sight, but I also know that the last miles of the race are often the hardest. Take pride in the distance you and your students have journeyed, and try to enjoy the chaos that comes with the end of the year.

**RAISES:** The Board of Trustees approved our tentative agreement at their meeting on April 6, 2017 and payroll got right to work. On May 1, you will receive the retro salary (not the bonus) and your monthly salary will be changed to reflect the 3.5% increase. The retro "fringe" allotment of \$480/employee who is currently taking insurance through OMSD will be on the June 1 paycheck. The one-time bonus will be paid July 1, 2017. You will also receive any retro timecard money on July 1 (for working the buy-back days or doing hourly intervention work; stipends are not changing).

**OPEN ENROLLMENT:** Open enrollment runs from April 17 through May 12. If you didn't have a chance to attend one of the District-sponsored health benefits fairs on April 18 or 19 last week, and have questions about the new Blue Shield coverage, you may reach out to the concierge service by calling 855-724-7698. The service is available 7am-7pm Monday through Friday. EVERYONE who wishes to enroll must do so "actively" –even those who are staying with Kaiser and not making changes. There are multiple opportunities to get assistance from the district, but you can also register by yourself online at [www.ebenefits.com/omsd](http://www.ebenefits.com/omsd).

**TEACHER INITIATED FUNDS (TIF):** As you probably already know, TIF funds have been exhausted for this school year. Per contract language, there will be \$35,000 placed in the fund for the 2017-2018 school year, which officially begins on July 1st. You may apply for an award for conferences that will occur after July 1, 2017. There is a cap of \$800 per conference (any expenses in excess of \$800 may be tax deductible, consult your tax professional for more information). Teachers can only use the fund once per school year. You can find more information about TIF on the OMTA website at [www.myomta.org](http://www.myomta.org).

**TEACHER APPRECIATION:** In honor of Teacher Appreciation Day, OMTA will host a gathering at our office this Friday, April 28. From 3:00 pm-6:00 pm, there will be a nacho bar, a Shave Ice truck, drinks, music, and raffle prizes. Our address is 417 W. E Street in Ontario. Come grab some food and enjoy conversations with your colleagues.

The "We Ain't No Fools" social held on March 31 was very well attended. Thanks to everyone who stopped by! You can look forward to a welcome back social in the fall. What a great place to share your summer photos!



*We had great attendance at our last social. Watch for news of our Welcome Back Social next year.*

 Find us on Facebook

[www.myomta.org](http://www.myomta.org)

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# FLEXIBLE SPENDING

Even with excellent health insurance, you will have out-of-pocket costs associated with your healthcare. You can minimize the sting of patient copays for you and your dependents by sheltering up to \$2600 in a flexible spending account for health care (there are flexible spending accounts for child care costs as well, see pg. 16 of the 2017-2018 Employee Benefits Study Guide). The money you set aside to cover the health care costs not covered by your plan will be deducted 10th-ly and will not be taxed. You save receipts for things like office visits, prescriptions, hearing aids, chiropractic care, prescription eyeglasses, and braces. You can even be reimbursed for mileage for trips to the doctor. Over-the-counter medications are not covered, unless your doctor has written a prescription for them. Once you submit your qualified receipts, you will be reimbursed.

One of the best things about the flexible spending account is that money can be available to you BEFORE it has been deducted from your paycheck. You may submit for reimbursement after American Fidelity receives the first deposit on October 1. So, if you have

reimbursable medical expenses of \$1000 in September or October, you can receive that entire amount after October 15 but before you have \$1000 deposited in your flexible spending account. In addition, you can save \$250-\$700 on your tax bill –depending upon your tax bracket. Please inquire with American Fidelity for more information.

The money you agree to contribute to your Flexible Spending (125) plan MUST be spent on medical expenses incurred during the plan year or it may be forfeited. You have 90 days after the plan year ends to submit receipts, and up to \$500 of unused funds may be rolled over into the next plan year. Because of the forfeiture rule, it is best to estimate your medical expenses conservatively. While there is an opportunity to enroll in Flexible Spending during open enrollment, you don't have to make a final decision until August. Payroll will host 2 make-up days in August. After those days, you may not enroll until the following year. You must enroll each year; your flexible spending election from the previous year does not automatically renew. 🍏

## Registration

### I. Access EBenefits online

To access the system, you will need to type: <http://www.ebenefits.com/omsd> into the address bar of your Web browser.

### II. Registration

You will be directed to the login page (see Fig. 1). If you have not previously registered, click "Click Here to Register" in the "I am a first time visitor" box. You only need to register once. Once you click on the link, the validation page will appear.



(Fig. 1)

### A. First-Time User Validation

You will need the following information to securely validate your identity: Last Name, Birth Date and Last Four Digits of SSN. After this data has been entered, click the "Next" button (see Fig. 2).



(Fig. 2)

*Just as you must enroll every year if you want to participate in flexible spending, you must ACTIVELY enroll in person online. To register for benefits here are steps to help you update username/password*

# KNOW YOUR CONTRACT – END OF THE YEAR INFORMATION

As we come to the end of the 2016-2017 school year, there are several things to wrap up. Final Evaluations (Article XII), Tentative Assignments (Article XI), and Transfer Procedures (Article XI) are always of interest to teachers. The deadline for delivery of the final evaluation report to the employee is April 28 and the final evaluation conference should occur no later than May 12.

The contract allows for permanent teachers with 10 or more years of experience in the district and a history of satisfactory evaluations to be placed on a 4-year evaluation cycle. Temporary and Probationary teachers, per education code, must be evaluated using the formal observation method every year. Of course, administration is welcome to conduct informal observations of all teachers at any time.

You should receive your tentative assignment for next year by May 5. Your tentative assignment should be made after collaboration

with your administrator. While your tentative assignment is a good indication of what you will be teaching next year, it isn't guaranteed. Per the contract: "It is understood that unforeseen conditions impacting the instructional program may affect the assignment change."

Should you be asked to change classrooms, there is language in the contract to compensate you for doing so. The contract states: "If a site change occurs beyond the contractual year, the unit member will receive a stipend of up to \$450/\$150 per non-contract day worked. The District will also furnish reasonable assistance to move personal teaching materials and equipment." If you are unable to move after the contract year, you may substitute the stipend for sub-release time.



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## SUMMER IS TIME TO TAKE CARE OF OURSELVES

By: Shari Megaw

With summer break rapidly approaching, let me remind you how important it is to take care of yourselves. We all enjoy our breaks. They are a time to renew, refresh, and relax. We return from break better able to care for our students. Unless, of course, unexpected complications get in the way.

So, let me talk to you about a topic none of us wants to even think about. The C word. Yes, I mean cancer. Many of our colleagues and family members have been so afflicted. It is devastating to hear that diagnosis. It is hard on the patient, but it is also difficult for family and caregivers. It takes time, perseverance, and the will to fight to beat cancer. Even with the support of friends and family, and the courage to face the challenge, cancer can still win.

Sometimes beating cancer is in the luck of how soon it is diagnosed. Screening is essential. We have healthcare coverage. Use it. Have you scheduled your Pap Smear, Mammogram, Colon screening, Prostate screening, skin cancer check or any other preventative screenings? Now is the time to schedule these procedures and put your healthcare coverage to good use. Use your summer break to make sure you are healthy and cancer free. This is for your health and peace of mind. Don't let it get past you this summer.

Another thing each of us can do in support of defeating cancer is donate. Donate blood, plasma, platelets, or other blood products. You can also get screened for stem cell and bone marrow donation. These donations can save lives. Take time during your summer to pay it forward and help others with these simple selfless acts. You can donate at many locations. Call and make yourself an appointment and help save lives. Contact one of the following:

City of Hope Duarte - Comprehensive Cancer Center  
1500 E Duarte Rd, Duarte, CA 91010  
626-256-4673

LifeStream  
Blood Donation Center  
1959 E 4th St, Ontario, CA 91764  
909-987-3158

You can help by raising awareness and money. There is the Relay for Life - Chino on August 5th. Or join a Relay for Life in your community. You can also join your CTA friends in the Walk for Hope. We will have a team through our CTA service center for the Walk for Hope 2017 to support women's cancers at the City of Hope. You can join the Susan G. Komen Breast Cancer Walk for the Cure 2017. You can also volunteer time at City of Hope or other cancer treatment locations. Volunteering your time is just one more way to pay it forward.

Another thing we need to think about is the financial burden that fighting cancer puts on the patient, their family, and their caregivers. Do you have coverage necessary to survive a diagnosis? It can be devastatingly expensive to fight cancer. The expense of copays and time off work are only some of the financial strain that cancer can put on a family. We are still in open enrollment; now is a good time to consider available supplemental insurance programs. With the rise in healthcare costs, it is becoming devastatingly expensive to battle any healthcare crisis. Is your family set to battle this financially? Please take the time to check this out.



# THE PARENT EDUCATIONAL CENTER- LINDA VISTA COMMUNITY CENTER A Resource for your Parents

Family engagement is critical to the success of students, and the Parent Education Center (PEC) continues to support families' important roles in the home through the various classes and workshops offered at the center.

The PEC was established in 2011. The dedicated location, at the Linda Vista Community Center, serves as a resource center, classroom and meeting area for parents, guardians and community members. The PEC offers continuous sessions throughout the school year to accommodate all levels of educational need. It encourages parents to continue and expand their learning, advance professionally, and promote higher self-esteem, but most importantly to enhance their student's academic development.

The fourth quarter classes began on March 27, 2017. Some of the classes offered are ESL and technology classes, Community Plazas to support adults of Hispanic background to pursue and complete their elementary and secondary education, and a GED preparation course in Spanish.

New classes offered at the PEC for Session 4 include a Parenting Workshop class for parents offered by one of the interns from Family Solutions and a self-improvement class to support families with daily life and work skills. "Snack and Chats" offer an opportunity to collaborate with other parents and listen to great guest speakers. The "Snack & Chat" for Session 4 is scheduled for April 28, 2017 at 11:00 a.m. in the Parent Lounge. The guest speaker will be Steve Zinner, who will provide information about the county library resources, so make sure to sign up!

Please encourage your parents to come out and check-out the dynamic parent offerings at the Parent Educational Center or view our new videos or schedule of classes at the OMSD website under the Parent link (<http://www.omsd.net/cms/One.aspx?portalId=54356&pageId=146393#>). 

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