



# ADVOCATE

## Ontario-Montclair Teachers Association

April/May 2015

### IMPORTANT DATES

#### OMTA HAPPY HOUR

May 1st

#### OMTA EXECUTIVE BOARD MEETING

May 4th

#### OMSD SCHOOL BOARD MEETING

May 7th

#### OMTA REP COUNCIL MEETING

May 11th

#### CALIFORNIA DAY OF THE TEACHER

May 13th

#### OMTA RETIREMENT DINNER

May 15th

#### OMSD SCHOOL BOARD MEETING

May 21th

#### JUNE/JULY OMSD SCHOOL BOARD MEETINGS

June 4th and 18th

July 2nd and 16th

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## A MESSAGE FROM YOUR PRESIDENT

*Amy Johnson*



The end of the year is so close we can see it. Come and enjoy the last OMTA social hour of the year, on May 1st starting at 3:00 at Don Jose's in Montclair. It's a good time to enjoy the company of your colleagues and meet new ones from all around the district. I love meeting new people and hearing what's going on at your school site. I want to thank everyone who has been to our OMTA trainings this year. We have covered a lot of topics. Unfortunately we will not be able to continue them for next year due to low attendance. I hope they have been helpful for those who attended. The winner of the airline ticket from these trainings was Malinda Hurley from Oaks, congratulations. If you are retiring or have someone at your site who is retiring I hope you will be able to attend our OMTA retirement dinner on May 15th at 6:00 at the Pomona Valley Mining Company. It's a great event to honor those who have worked in our district and send them off with a nice good-bye. If you need information on this event you can ask your OMTA rep or contact our office at [officemanager@myomta.org](mailto:officemanager@myomta.org).

During the week of April 13th I had the opportunity to sit on the training panel for the California Department of Education Textbook Adoption committee. There are about 31 curriculums that will be reviewed. Some will be recommended to the State Board of Education for approval for districts to adopt. There were many OMSD staff participating in this training as well: MaryKay Scheid, Trudy Cowan, Melissa Betzer, Leah Leonard, Isabel Santos, Vincent DeFabiis, Jennifer Clark and Lizette Diaz. We were proud to see our district had the greatest participation on the panel of about 200 people from all around the state. Many of us were placed on different panels and will be analyzing different curricula. During our training we were told we would be receiving 1-2 pallets of boxes with materials for us to look over and analyze! This task needs to be done between now and the middle of July. In July we will reconvene with our groups and dialogue about the curriculum that we analyzed to determine if it can be recommended to the State for their adoption list. The State Board of Education should be making their decision on the approved list of Language Arts curriculum in November. We are hoping to get to pilot some of them in the district very soon after that. We want to move things along as quickly as possible; we know you need materials and we think you won't be disappointed. More information about the next steps for OMSD will be coming in the Fall of 2015.

The new materials will have ELA and ELD in the core curriculum, since the standards are combined. Since there is curriculum new adoption coming, (hopefully by the end of the 2015-2016 school year to be trained on for the 2016-2017 school year), there is no reason to create a great deal

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# KNOW YOUR CONTRACT: END OF THE YEAR INFORMATION

There are some dates and procedures that need to be followed when it comes to end-of-the-year evaluations. The delivery of the final evaluation report to the teacher should have already happened (the due date was on or before April 23rd). Final evaluation conferences should be happening on or before May 8th.

## According to Article XI: Evaluation

### H. Final Evaluation

1. *In preparing the Final Evaluation Report for placement in the unit member's personnel file, the evaluator shall rely primarily upon data and evidence generated through the evaluation method selected. Any practices not consistent with standards which may have been brought to the attention of the unit member and subsequently corrected shall not be included in the final evaluation form.*
2. *The Final Evaluation Report shall be completed and a copy provided to the evaluatee at least thirty (30) calendar days prior to the last duty day.*
3. *No later than fifteen (15) calendar days prior to the unit member's last duty day of the school year, a final evaluation conference shall be held to discuss the content of the Final Evaluation Report. In the event the unit member disputes the content, the unit member may prepare a written statement which shall be attached and incorporated into the final evaluation.*

Your tentative grade level assignment for the 2015-2016 school year should be given to you 15 calendar days prior to the employee's last duty day. This year, that day is May 4th. You should also know at this time if you will be changing rooms. If you are being required to change your classroom due to an administrative transfer or because you are being moved from one classroom to another at your site please see the following language:

## Article X: Transfer Procedures

### D. Non-Transfer Assignment Changes

*Assignment change is defined as a movement within a school between subject area or grade level. After considering unit member assignment preferences for the ensuing school year, the administration will provide each unit member with a written statement of his/her tentative assignment at least 15 duty days prior to the unit member's last scheduled work day. Prior to making any final decision regarding a change in assignment, the immediate administrator or his/her designee will discuss the proposed change with the unit member. If the unit member objects to the proposed change, the administrator will consider the unit member's*

*suggestions. The administration will then provide the unit member a written statement of the assignment, noting reasons for the assignment change, if applicable, grade level/subject, location, and effective date. It is understood that unforeseen conditions impacting the instructional program may affect the assignment change.*

### a. Non-Voluntary Room Changes

*When it becomes necessary, for programmatic reasons, to relocate a unit member to another room at the same site, the District/Site will supply sufficient boxes and packing tape to complete the move.*

*The administrator and unit member will agree to a plan for the move and document the agreement in writing.*

*If the move occurs during the school year, the unit member will be provided non-teaching release time of up to three (3) instructional days to move.*

*If the move 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 provide custodial support to move all appropriately labeled and packed boxes, administratively approved furniture, and required texts to the new room.*

### E. Assistance in Assignment Change and/or Administrative Transfer:

*When there is an assignment change and/or administrative transfer within the school year, a unit member may request a reasonable period of non-teaching preparatory time of up to three (3) instructional days. At the request of the unit member, up to the equivalent of (1) one school based minimum assignment day, as defined in Article VIII – section A of this agreement at the work shop rate, may be substituted for two (2) release days. Permission for such release time shall not be unreasonably withheld or unreasonably limited by the immediate administrator.*

*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.*



# CTA REGION 3 LEADERSHIP CONFERENCE

By: MaryKay Scheid

Several of your colleagues attended a leadership conference in Manhattan Beach in March. Each attendee was asked to submit a reflection on one of the sessions. Their experiences may inspire you to participate in such leadership development opportunities in the future.

I attended a session entitled “Breast Cancer Versus Viagra.” The title captured my attention. Who wouldn’t be intrigued? Indeed, the presentation opened my eyes. The topic was “feminism.” We were asked if the women’s movement was dead; we were challenged to consider if women of today are better off than the women of the ‘50s; and the women in the audience were directed to identify and acknowledge our own internalized feelings of inferiority. Society seems to suggest that powerful men are confident, while powerful women are bossy. By talking about such stereotypes, we create an opportunity to begin having discussions about the significant disparities that still exist between the genders. Questions, even when there are no simple answers, are good.

**Paul Leal** attended an elective entitled: “Teacher-Driven Change: The Future for Transforming the Profession” presented by Dick Gale the Institute for Teaching Manager/Program Director. Leal reports learning about “The best-kept secret in the CTA, The Institute for Teaching. The IFT is a non-political 503(c)(4) foundation set up by the CTA. Teachers can apply for grants from the IFT to pursue their passions at their school sites.” Several OMSD teachers have been granted awards. He adds: OMSD’s John Egan was awarded \$5,000 for his students to paint the portraits of inspiring people over the doors at Vernon Middle School. Two other OMSD teachers were awarded grants of \$4,500 and \$5,000 for student fitness-related projects. Other teachers around the state have been awarded up to \$20,000 to pursue their educational passions in many areas including the arts, gardening, physical fitness, parent education, and preventing high school dropouts. The grants will pay for field trips, teacher release time, food (for parent meetings), etc. They usually don’t like to pay for equipment with the grant money, but they have before. Applications are due by April 30th and are submitted online.

Like Paul Leal, Isabel Santos was inspired by the session about teacher grants. She highlights what teachers need to include for a successful application: “The IFT has determined that school change must include 2 important key factors: 1- The creation/idea needs to be teacher-driven. And 2- The creation/idea needs to work and be successful for the schools and classrooms.” Isabel teaches at Vernon Middle School, where “Mr. Egan, our art teacher was awarded an educator grant for \$5,000. Mr. Egan’s goal is to teach our students who have an interest in art, to paint portraits of influential people above

classrooms. Students have started to sketch and paint portraits and it already has provided such a positive impact both to our students and staff. We cannot wait to see all the portraits finished.” For information about applying, visit the IFT website- [www.teacherdrivenchange.org](http://www.teacherdrivenchange.org) or join the “CTA Institute for Teaching” community on Facebook.

**Abel De Casas** found the conference to be “a great learning experience that included many sessions with topics such as Technology and Social Media, Critical Thinking & Thematic/Project-Based Learning and Next Generation Science Standards. He was particularly impressed by a session that titled “Integration of Next Generation Science Standards Across K-12 Curriculum.” He observes: “The session provided great information on NGSS as well as resources for teachers to utilize.”

**John Egan** has attended leadership conferences in the past. He explains: “I continue to go to these conferences for several reasons. The main reason is to get pertinent information regarding our profession. Teaching is so much more than what goes on in the classroom, or at respective schools. There is so much more going on outside the walls of our sequestered environments that allows us to keep doing what we do. Besides the typical “inside the classroom” strategies sessions you can attend at the conference, there are the things outside the classroom that we often forget about. You can learn about building community coalitions, developing new leaders, how to stop the pattern of the “prison pipeline,” retirement issues, advocacy, teacher leadership, etc. There is such a wealth of knowledge and expertise everywhere at these conferences that it is unfortunate more of our unit members don’t take advantage of this opportunity.” Egan notes that passionate conversations occur outside of the sessions as well. One hotly-debated topic was student suspensions for willful defiance. He observes: “This seems to be a very divisive issue that really needs to have more unit members’ informed responses. I get satisfaction knowing that, despite there being a lot of differences between members throughout our region, we share a common voice that always focuses on what is best for our students.”

Regardless of how many years we have been in the profession, we can all benefit from leadership development opportunities. And, as you have I am sure surmised, we have fun while we learn. Join us! If you haven’t had an opportunity to be an OMTA rep, you should consider it. It’s a great way to get involved in the association and learn a lot of information about what’s going on in the district, state and country.



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of ELD lessons from scratch for an entire year. The point of the ELD training this year was to familiarize you with the standards so you could begin incorporating them into your instruction with ELA integrated time and your designated ELD time. The same is true for Language Arts; use the common core standards with the materials you have in your classroom. Every site has money to spend for next year on ELA supplemental materials. There was \$20 per student provided to sites from the district for this purchase. If you have not discussed this with your site administrators yet, you may want to ask them about it. There are a lot of different resources available to you digitally as well. Your site TOAs and administrators have information about digital resources. You may not have heard about this yet as every site is getting information at different speeds. A few resources to check out from the NEA are: betterlessons.com, gpsnetwork.org and a blog you can follow called Common Core Café. If you know of other resources you think others should be aware of, please email them to me and I will publish them each month in The Advocate.

***Have a wonderful and restful summer.***

***We will see you again in August!*** 🍏

## **OPEN ENROLLMENT...**

Open Enrollment starts April 27th and goes until May 15th. Make sure you log on to e-benefits to elect your benefits for the 2015-2016 school year. If you are opting out of your benefits, you have to submit your medical opt-out affirmation letter by May 15th to the Payroll/Benefits department. There will be 13 days that representatives will be available at District Office and/or the Hardy Center to assist you with benefits registration and to answer any questions you may have. The amounts for benefits are as follows:

Single: \$7,200

Two Party: \$ 12,315

Family: \$15,386

These amounts are the final amounts because the opt-out pool money has already been added to the base insurance allotment (as outlined in an MOU for this year only). The negotiations committee will continue to discuss benefits allocations for subsequent years.

### **OMTA OFFICERS AND OPERATIONS**

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**Serrano:** Dalia Aref, Brad Holtan

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**Vina Danks:** Sally Stewart

**Vineyard:** John Borrowman, Nila Delise

**Vista Grande:** Helen Cieslik/Monica Lite

**Wiltsey:** Ken Aven, Linda Boren

**Music:** Daniel Salcido

**PE/APE:** Shaun Walters

**Speech:** Susan Yee

**Health/Nurse:** Marissa Sitz

**Early Ed/Pre-School:** Leticia Martinez

**HFB/Hardy Center:** Olivia Craig