



# ADVOCATE

## Ontario-Montclair Teachers Association

September 2016

### IMPORTANT DATES OCTOBER

3<sup>rd</sup> OMTA EXECUTIVE  
BOARD MEETING

6<sup>th</sup> OMSD SCHOOL  
BOARD MEETING

20<sup>th</sup> OMSD SCHOOL  
BOARD MEETING

24<sup>th</sup> OMTA REP  
COUNCIL MEETING

31<sup>st</sup> NON SCHOOL DAY/  
OPTIONAL STAFF  
DEVELOPMENT

## A MESSAGE FROM YOUR PRESIDENT

MaryKay Scheid



By now, you have probably settled comfortably into your classrooms. You know your students and they know at least some of your routines. I hope you are enjoying your classes and are continually reminded of why you do the work you do.

**Saturday School.** Some teachers have agreed to a longer work week (for additional pay) by offering to provide instruction in our Saturday Make-Up Academy Program (SMUA). According to Child Welfare, Attendance, and Records, the program “shall operate to allow pupils the opportunity of making up missed instructional time.” Pay varies based on whether the teacher is identified as a regular teacher or the lead. For certificated employees, the pay rate is “\$45.15 not to exceed 4.5 hours for regular teachers and \$56.44 for five hour lead teachers.” School sites are given some flexibility in creating their schedule within the hours allowed. Some sites pay the regular teacher for 4.5 hours (they may not pay any more than 4.5 hours). According to the guidelines, a site may determine that a lead teacher is to be responsible for all lesson preparation. In this scenario, where the regular teacher is paid for only four hours, there is no need for that teacher to prepare anything in advance of the class. He or she should plan to arrive a few minutes before 8:00am (time enough to take off a coat, and open the door to greet the kids). The materials will be prepped and ready for use. The teacher should read through the lesson quickly while the kids are settling in and begin instruction as soon as possible. At the end of the day, the regular teacher should deliver the students to the lead teacher and leave immediately.

**TIF.** The district is committed to teachers’ professional development. Toward that end, they fund a Teacher Initiated Funding account. The Teacher Initiated Professional Growth Fund (TIF for short) provides funding for certificated bargaining unit members for the purpose of professional growth. Teachers who wish to attend a conference may apply to use TIF funds. All OMSD certificated bargaining unit members are eligible to apply for funding through the Teacher Initiated Professional Growth Committee. Clearly, our teachers are also committed to professional development because the amount of money in that account is down to \$12,000. The TIF fund is designed to work in conjunction with other funding sources to serve as many certificated employees as possible. For example, you can work with your site to get the cost of substitutes covered so that more of the conference fees can be covered. Apply early!

**Temps.** The district has moved more than 50 temporary teachers into probationary status, most into Probationary 2. That means that, effective the first day of school next year, those teachers will have permanent status. This is great news and a step in the right direction. I would like to see more temporary teachers moved into probationary status. I will continue discussions with the district in an effort to explain the value of demonstrating their commitment to retaining our members.

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Continued on Page 4

# GET OUT THE VOTE

No doubt about it, it's election season. Many of you indicated your commitment to vote for Proposition 55 and to encourage your friends and family to do the same. Thank you. In gratitude, CTA will refrain from calling you until the final weeks of the campaign (which they dub GOTV or "Get Out the Vote"). Passing Proposition 55 is critical for maintaining current education funding levels (it will not generate new money, but will prevent a devastating \$4 million cut to the state's education budget).

With the presidential election coming up on Nov. 8, it's time to vote and help get out the vote. Help pass ballot initiatives and elect lawmakers who support public education, students, educators and our communities. Check out CTA's recommended candidates and see your personalized voter guide. Check out the Campaign Toolkit and other resources, and join in GOTV efforts. Participate and make a difference!

## Teacher Leaders to Teacher Candidates

Teachers are natural leaders. Several of our members have decided that their commitment to children and the public should go beyond the classroom; to extend their influence, they are running for their local school boards.

**Jack Young** is Upland Teachers' choice for school board. Here is his message to voters:

*"No one knows better than parents what their children need. No one works harder than teachers to prepare our students to meet the challenges of tomorrow. We can't improve teaching and learning in our schools if parents and teachers don't have a seat at the table where decisions are made. As your school board member I will build a team to make partnership a priority. I will bring people together – teachers, parents, students, administrators and the school board. We need a school board which respects teachers and parents, and works in partnership with them to make decisions about our schools. We need to all work together in cooperation to prepare students for careers and college and meet the challenges of 21st century teaching and learning.*

*I have been an educator for 31 years, married for 26 years, and am a long time Upland resident. My daughter went through the Upland school system and graduated from UHS. My family values the Upland community and schools. We are PTA members and support many school and community groups. Our family volunteers and participates in community events. As a parent and educator, I need your vote to help Upland Schools."*

Serrano teacher **Sam Sager** is running for the school Board in Etiwanda. Here is his message:

*"As a teacher, I wake up every day with the goal to empower students to change the world. As a father, I want that very same thing for my children and their classmates. The student is the center of the educational experience. It is time we, in the Etiwanda School District, ensure our students are the center of the Etiwanda School District experience.*

*With 16 years teaching experience, I have learned the value of every stakeholder's voice: student, teacher, parent, and community member. I have learned the power of partnership and the importance of community and culture. I have learned that it takes a village to raise a child. Let's come together to raise our children up so they can change their world.*

*As your new school board member, I will: Make 21st century skills (critical thinking, communication, collaboration, and creativity) priority; Empower all educational stakeholders by giving them a voice; Promote cultural diversity to enrich student education; Provide a safe environment so all students can learn to take risks and thrive."*

Finally, **Shari Megaw** is an incumbent running for re-election to the Chaffey Joint Union High School District Board of Trustees. She too is supported by teachers. She states:

*"As one of your incumbent school board members, my priority is providing our schools with the right tools to enable students to achieve at the highest levels possible. This means: having classrooms equipped with the technology needed for 21st century learning; safe schools where students know there will be zero tolerance for unacceptable behavior; and supplemental activities and programs which help kids stay on the right track. It is my continued commitment to work in partnership with parents, teachers, and school staff to support our students on their academic journey.*

*As a graduate and former instructional aide in our district, my ties are strong to our community and it is this connection that has led me to seek election to the school board once again. As a middle school math and science teacher in Montclair for over 25 years, I have a clear perspective of the issues and needs of public education today which gives me unique insight as a school board member. Education is my passion and the education of the students in the Chaffey Joint Union High School District is my priority."*

Teachers in these districts deserve strong teacher leaders. Please support our colleagues with your vote. 

## KNOW YOUR CONTRACT:

Unlike many of your colleagues in business, your contract specifies the specific days you are expected to work. Each year, you are allocated 10 days that you can be absent. Unused days carry over from year to year. You are entitled to use all of your accrued days for your own illness. Other serious matters (described as personal necessity leave) which necessitate your absence are limited to 10 days per year:

*A unit member may use up to ten (10) days of paid sick leave during each school year for the following reasons: a. Death of*

*a member of the unit member's immediate family, b. Illness of a member of the unit member's immediate family, c. A serious accident involving the unit member's person or property, or the person or property of a unit member's immediate family, and/or d. Circumstances which are serious in nature, which cannot be expected to be disregarded, which necessitate immediate attention and cannot be dealt with during off-duty hours.*

# HAS ANYONE YET NOTICED THE ECLECTIC STAFF... AT RICHARD E. HAYNES ELEMENTARY SCHOOL?

by Robert Mariani and Leslie Miller

We have a pilot, a bodyguard for Hollywood elites, tennis pros, an accountant, a poet, salsa dancers, French Basque dancers, pianists, a Marriage, Family and Child Counselor, a Japanese-speaking gardener, tricksters, world travelers via plane, train, automobile or cruise ship, hikers, bikers, a jazz aficionado, a part-time DJ, someone with a flair for five different languages, WHEW! We are a mosaic of VIPs –Very Interesting People. And we bring our colorful and exciting background experiences to the forefront in the instruction of our K-6 students.

Our modest origin began with two completely separate schools: Francis and Cypress. Francis facilitated the education of orthopedically handicapped youngsters before becoming a Kinder-only school; Cypress went from servicing grades 1-3 to instructing grades K-6. On July 1, 1993 the two sites were merged to create Richard E. Haynes Elementary School, named for Mr. Richard E. Haynes, a much beloved instructor and administrator who served the Ontario-Montclair School District for many distinguished years. Mr. Haynes remains a “marvel” to all lucky enough to have been touched by his kindness and witty intellect – we are honored to carry on his legacy.

At that time, as a K-6, year-round force of nature, Richard E. Haynes was forever immortalized in the Guinness Book of World Records for being the largest year-round facility in the western hemisphere, boasting almost 1,300 students! TOP THAT!

Our faithful Siberian husky mascot not only adorns the front of our school yet watches over staff and students at Haynes to take “a bite” out of anyone who ventures into perilous behavior. (He also ate our year-round calendar and we have been a more or less traditional school site ever since.) PBIS thrives at Haynes, with students involved in Husky Pride activities such as flight simulation, Karaoke, art and P.E. games by merely purchasing said ‘good times’ with our famous blue tickets. These are not to be confused with the golden tickets of Wonka chocolate fame – Haynes just won a prestigious HealthierUS Schools Challenge Silver Award and has participated in Harvest of the Month for 7 years! (We were one of the first two schools to implement Harvest of the Month in OMSD! So happy to have tried out the bell peppers! Not only do they come in cool colors, they are as tasty as can be and good for body and soul.)

Now... at Haynes we aren’t much for bragging, but we just happen to have a complete list of our outstanding accomplishments, including but not limited to:

- Annual Fall Festival celebration- An event meticulously organized by Dawn Venema and her bevy of beautiful and helpful mummies.
- Rube Goldberg Competition- A battle of brains organized by the clever, free-spirited Cynthia Green.
- Soccer, basketball and field & track teams of students coached by school personnel who cannot be named because they are currently being scouted for professional coaching positions. By the way, our students are Olympic medalists in the making!
- 100 Mile Club- A walk-about founded by Tracy Taylor and Sue Wiess who both can run circles around our students!
- StrengthsFinder- Our sixth-grade teachers are the first “super team” in the district to implement this with their students.
- Coding- A computer programming after-school enrichment class taught by our most computer savvy instructors, throughout the entire school year.
- Poetry Club and Spelling Bee- Separate competitions for grades 3-6 facilitated by Cynthia Green and Jamie Limbaga. (Can you spell a-w-e-s-o-m-e partners? Numerous award winners were crowned here!)
- Star Lab- Cynthia Green (What? Cynthia again? She is one capable constellation!)

The crew at Haynes is kept in check by Principal Jamemy Barnett and Elementary Administrator Nancy Allen, who started out the 2016-2017 school year as the newest dynamic duo on the administrative scene. These two honor all Haynes’ vastly different teaching styles and personalities and respect teachers by allowing them to do all the wonderful things they do each and every day, without worrying if the work will get done.

So come on down to Haynes to visit! But be warned... Miss Nancy Than attended Haynes as a star student from kinder to sixth grade. And now she is teaching sixth grade here! Believe it! We get ‘em and we keep ‘em! 🍏

(Editor’s Note: I am a Kindergarten alumnus of Francis/Cypress Elementary)

You also have 1 or 2 days you may use for whatever reason you desire; this is called personal leave. Only those who have acquired more than 24 days of sick time are entitled to 2 personal days during the year: *One of the ten (10) days of “Family Illness/Personal Necessity Leave” . . . may be taken for any reason personal to the unit member, except that such a day shall not be used for (1) a work stoppage or when more than 5% of the bargaining unit is absent or expected to be absent, (2) cannot be used after the fact to substitute for an absence*

*denied under other provisions of this section or article, and (3) is subject to advance notice requirements set forth above.*

If you have 24 or more accumulated days as of June 30 of the previous year, you may use 2 of your days for Personal Leave: *Any unit member who maintains more than 24 days of accumulated sick leave as of June 30, shall be entitled to use two (2) of the ten (10) Personal Necessity Leave days for Personal Leave during the following school year.* 🍏

**Evaluation Cycle.** A number of teachers have inquired about the 4-year evaluation cycle described in contract language. There is no contract language to obligate administrators to offer an extended evaluation cycle --even when teachers qualify for such per education code (ed code doesn't mandate the extended cycle be offered either, it just defines when an extended cycle is not allowed).

The contract mandates that a teacher with unsatisfactory performance be evaluated in the subsequent year. But, as far as those with permanent status are concerned, they are to be evaluated "at least every other school year" unless a whole host of other conditions are met. From a legal perspective, at least means that administrators **MUST** evaluate every other year but **MAY** evaluate every year.

Teachers who went through the evaluation cycle last year should have had an evaluation conference at the end of the year. During that conference, the administrator should have used a form with 3 boxes and checked the box indicating when that teacher would next be evaluated. That final evaluation conference was the point at which a decision was made. Our contract protects the member from having that decision changed. That protection cuts both ways. Your 4-year cycle can't be revoked (even when there is a new administrator on campus), but the 1-year or 2-year cycle also remains in effect until the next evaluation is done.

I would encourage teachers who qualify for an extended evaluation cycle to have a conversation with administration at the beginning of the evaluation year to indicate their desire to qualify for an extended

evaluation cycle. Ask for suggestions and have your evaluator indicate precisely what you would need to do to be granted the 4-year cycle at the conclusion of your evaluation year.

**Proposition 55.** Thanks to all of you who have already returned your Prop 55 Commitment Forms. Thank you too for your commitment to vote for this important measure. The Board of Trustees, at their September 15 meeting, voted unanimously to support a Resolution in favor of Proposition 55. You can read the document in the Board Minutes. Over the coming weeks, you will see Pro Prop 55 videos and messages posted on the OMTA Facebook page. Feel free to share them with your friends. All of the amazing things you are doing on your campuses require your dedication, professionalism, and your heart; but our schools also need adequate funding.

**Measure K.** Measure K is a local bond initiative on the ballot for the Ontario-Montclair School District. Monies would be spent on facilities improvements. Many of our bargaining unit members and their CSEA colleagues have volunteered to phone bank for Measure K. CTA would welcome volunteers interested in making calls for Proposition 55. Any volunteer time you can offer is appreciated --and is voluntary.

**Listening Tour.** I have been able to visit a number of sites with pizza, and I have enjoyed the conversations. Soon, a member of the Executive Board will be coming to your campus with candy! These visits are part of our commitment to reach out to members. Please stop by for candy and conversation on the day your site visit is scheduled. 🍏

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