



ADVOCATE

Ontario-Montclair Teachers Association

April 2014

IMPORTANT DATES

OMSD SCHOOL BOARD MEETING

May 1st

OMTA EXECUTIVE BOARD MEETING

May 5th

OMTA REP COUNCIL MEETING

May 12th

CALIFORNINA DAY OF THE TEACHER

May 14th

OMSD SCHOOL BOARD MEETING

May 15th

OMTA RETIREMENT DINNER

May 16th

OMSD SCHOOL BOARD MEETINGS (Summer)

June 5th

June 29th

July 3rd

July 17th

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A MESSAGE FROM YOUR PRESIDENT

Amy Johnson



I just want to take this opportunity to sincerely thank everyone who voted in the election for President and tell you how honored I am to have been elected for another 2 years. I am very excited to help lead the district on the right path during this time of change with Common Core, Smarter Balanced Assessments, and Local Control Funding Formula. I will work very hard on your behalf to make sure all educators' voices are heard and the district does what's right as we begin this new journey together in education.

I made my way around to many sites as you were beginning testing the test for Smarter Balanced. I saw all kinds of different things: many kids excited to be working on computers, other kids tired from being on the computers for so long, computers crashing, kids not knowing how to type their log in information, and on and on. Good thing in California our Governor knows the importance of not using our test scores for a long while, unlike New York which plans to use the scores. I know as teachers we are quite accustomed to test scores and we worry about what they mean. I want to share the states' timeline for testing accountability in the hope that you will feel a lot of pressure lifted as we move into "full implementation" of Common Core next year.

The State Board of Education voted in March to suspend calculating the new Academic Performance Index (API) for the 2013-14 school year. This action, coupled with the new approved federal waiver, allows California to go forward with a three-year accountability holiday without the concern that schools could lose their federal Title I funds. Below is a basic outline:

- **2013-14** - API status frozen; no schools will have new sanctions and no new school will be identified for program improvement. Testing the Test.
- **2014-15** - First year the SBAC assessment; API status frozen; no schools will have new sanctions and no new school will be identified for program improvement.
- **2015-16** - SBAC assessments given statewide for second time; API status frozen; no schools will have new sanctions and no new school will be identified for program improvement.
- **2016-17** - Final year of accountability holiday. Statewide base API will be established. The growth API for schools will be identified.
- **2017-18** - Schools will be held accountable for the first time.

As you know, with everything so new in the state right now things could change and it could be even longer before an API is established. This is what it is right now. CTA is advocating for it to be a longer time before we are held accountable on these assessments, knowing that Common Core implementation

Continued on Page 2

for most isn't going so well and is taking longer than expected. It is my understanding, as of today, that teachers will get their students' individual test scores starting in 2014-2015 so teachers know how students are performing compared to the new standards. Remember, things will change often in this time of uncertainty in education.

What does "full implementation" next year on the Common Core mean? It means that we will begin to teach the new Common Core standards and leave the 1997 standards in the dust. In my opinion, it also means what you are learning at your site for professional development is what you will begin to try, tweak and implement within your teaching. Everyone knows that this isn't going to just happen as the year starts. It's a process for everyone. OMTA is very aware that a lot of what you are being asked to do will take planning time and materials to do it. The negotiations team will be working on these two topics on your behalf over the summer in negotiations and hope to have some of this solved when the school year starts.

This will be the last Advocate of the year. I want to thank each of you who came to our NEA/CTA/OMTA trainings. We had over 100 people attend throughout the year and hope to have even more next year. This year we will be giving away an airline ticket to one lucky person who attended training. I will be working with our Instruction and Professional Development (IPD) chair John Egan and his committee on scheduling trainings for next year. We will again offer one a month on topics such as STRS, Common Core, member benefits, bullying, and finances. We will repeat the most popular workshops and bring in several new ones. Watch out for the calendar at the beginning of next year.

For those of you who are being administratively transferred or changing classrooms this year, there is contract language to help you

through this process. You can find the contract at www.myomta.org. You will find this information under Article X: Transfer Procedures. Here is some of the information:

- a. **Non-Voluntary Room Changes and E. Assistance in Assignment Change and/or Administrative Transfer:**
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.

You have elected the following OMTA members to be your representative at the National Education Association Representative Assembly in Denver, Colorado: Amy Johnson, MaryKay Scheid, Daniel Salcido, Tracy Taylor, Trudy Cowan, John Egan, Rick McClure and Leticia Martinez. This is NEA's annual summer conference where 10,000 delegates representing all the states set education policy for the 2014-2015 school year. Follow us on OMTA's Facebook page to find out what important business we do and what important visitors may be stopping by. Have a wonderful, restful summer vacation! 🍏

LCFF/LCAP COMMUNITY MEETING

By: Daniel Salcido



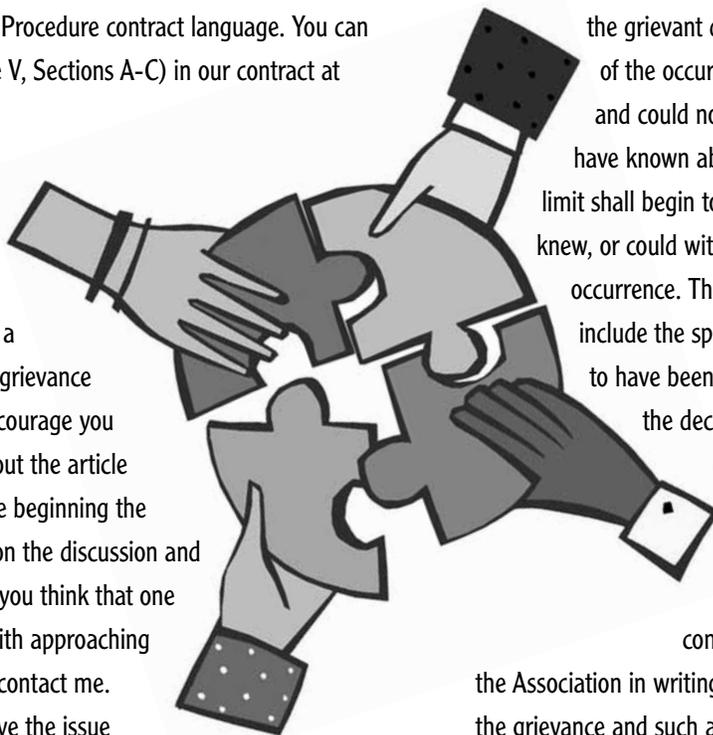
On April 8th, the District held an LCFF/LCAP (Local Control Funding Formula/Local Control Accountability Plan) Community meeting, the first of many public meetings for parents, community and teachers at Linda Vista School. The meeting introduced the way our district will be gathering input in order to assemble a plan for the way OMSD will use the LCFF monies we receive from the State. The presentation was given by Dr. Hammond and our CBO Phil Hillman. The presentation was well-rounded and provided crucial information about how the state determines how much money we will receive.

KNOW YOUR CONTRACT: WHEN TO FILE A GRIEVANCE

By: Amy Johnson

There have been some questions this year about when and how to file a grievance. There are guidelines and procedures in place, which you can find in our contract. I have included in this article a Cliff's Notes version of the official Grievance Procedure contract language. You can find the complete article (Article V, Sections A-C) in our contract at www.myomta.org.

Grievances can only be filed when an article in the contract has been broken. The contract is an agreement between teachers and administration. As a result, it is not possible to file a grievance against a co-worker. I would encourage you to talk to your administrator about the article your administration broke before beginning the grievance process. Make notes on the discussion and schedule a follow up meeting if you think that one is necessary. If you need help with approaching the administration, then please contact me. In almost all cases we can resolve the issue without having to file a grievance.



ARTICLE V - GRIEVANCE PROCEDURE

A. Purpose

The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to the problems that may from time to time arise and affect the welfare or working conditions of unit members.

B. Definitions

1. A grievance is a claim by a grievant that there has been a violation, misinterpretation, or misapplication of a provision in this Agreement.
2. A grievant is a unit member or an authorized Association representative.

C. Procedures

1. Before a formal written grievance is filed, a unit member shall reasonably attempt to resolve his/her concerns with the immediate supervisor.

2. Level I: Within twenty (20) duty days after the occurrence of the act or omission giving rise to the grievance, the grievant must present such grievance in writing to the immediate supervisor. If the grievant did not have actual constructive knowledge of the occurrence of the grievable act or omission, and could not with the exercise of reasonable diligence have known about it, then the twenty (20) duty day time limit shall begin to run on the date upon which the grievant knew, or could with reasonable diligence have known, of the occurrence. The written statement of the grievance shall include the specific provisions of this Agreement alleged to have been violated, the circumstances involved, the decision, if any, rendered at the informal conference, and the specific remedy sought.

A conference shall be held upon request of either the grievant or the administrator. The administrator shall communicate a decision to the grievant and the Association in writing within five (5) duty days after receiving the grievance and such action will terminate Level I.

7. Confidentiality

In order to encourage a professional and harmonious disposition of unit members' grievances, it is agreed that, from the time a grievance is filed until it is processed through binding arbitration, neither the grievant nor the Association nor the District shall make public either the grievance or evidence regarding the grievance. This prohibition is not intended to preclude interviewing of witnesses or other necessary investigation and preparation for hearing, nor is it intended to preclude general discussion of the issues that may be present in the case, so long as such discussion does not directly or indirectly identify the school, the grievant or other involved persons.

8. No Reprisal

There shall be no reprisal against a unit member for filing a grievance or assisting a grievant in the above procedures. 🍏

The presentation also highlighted the 8 priority areas that the State says we have to include in our LCAP Plan. The best part of the LCAP (developing the plan) is that it has to include the input of parents, teachers, community and CSEA too. This is so exciting! We are actually able to voice our ideas about how the LCFF monies will be spent by our district.

There were about 50 people who attended the meeting. All in attendance were asked to complete a paper survey where each person could rank the 8 State Priorities so the LCAP committee can review and discuss. In the near future, the district will be illustrating the results of the collected data by using a simple bar graph of the 8 priorities. School sites will be sending information and surveys to our parents also. Some surveys were already done online and the results were shared with the LCAP committee so they can begin to write the plan.

There were also several parent speakers who voiced many great ideas and thoughts on the LCAP. Several parents asked that the district bring back extracurricular activities like music, art, sports, and after school clubs in order to give our students something more to

look forward to at school. Some of the parents talked about class size reduction and other services to help with the reclassification of some of our EL students.

It was most exciting to see many teachers from Lincoln Elementary School voicing their opinions on Class Size Reduction, more money for materials and supplies and a need for a multipurpose room at their site. Mission's very own Mrs. Carreon went forth and expressed the need for Class Size Reduction in our district at ALL levels. The consensus was loud and clear, class sizes are just too big to effectively educate our students under the new Common Core State Standards.

There will be many more chances available at your site and online for all stake holders to take part in assuring that the LCAP plan is reflective of all stakeholders before the submission of the plan in mid-June to the school board.

The teachers who represent the LCAP committee for you are: Amy Johnson, Brad Richards, MaryKay Scheid, Tisha Curry and Shari Megaw. If you have any questions, comments or ideas about this process please feel free to email them. 🍏

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El Camino: Vacant

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Kingsley: Allison Borromeo, Linda Bell

Lehigh: Demecia Rios, Richard Howard

Lincoln: Crystal Cautia/Kellie Wilson, Denise Dryden

Mariposa: Sendai Parker, Jeff Williams

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Monte Vista: Kay Hoover, Tonya Scott

Montera: Erine Ames, Kelly Cook

Moreno: John Ross

Oaks: Lora Dahms, Vickie Harri

Ramona: Trudy Cowan

Serrano: Dalia Aref, Brad Holtan

Sultana: Terri Caldwell, Bertha B. Fitzgerald

Vernon: Isabel Santos, Diana Verdugo

Vina Danks: Sally Stewart

Vineyard: John Borrowman, Nila Delise

Vista Grande: Helen Cieslik

Wiltsey: Ken Aven, Linda Boren

Music/PE/APE: Daniel Salcido

Speech: Kimberly Cieslik

Health/Nurse: Marissa Sitz

Early Ed/Pre-School: Leticia Martinez