



ADVOCATE

Ontario-Montclair Teachers Association

March 2014

IMPORTANT DATES

OMTA EXECUTIVE BOARD MEETING

APRIL 7th

OMSD SCHOOL BOARD MEETING

April 3rd

OMSD SCHOOL BOARD MEETING

April 17th

OMTA TRAINING: Financial Mistakes We Can't Afford to Make

April 22nd

OMTA REP COUNCIL MEETING

April 28th

OMTA TRAINING: Supplementing your Retirement with 403(b) and 457 Plans

April 22nd

SAVE THE DATE!

May 16th

OMTA Retirement Dinner

www.myomta.org



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A MESSAGE FROM YOUR PRESIDENT

Amy Johnson



I hope everyone had a restful spring break. Now we can see the end of the year fast approaching. Before you know it, summer will be here. I have some exciting news to share about our temporary teachers. After convincing the district we need to do everything to hold onto our temporary teachers, I am pleased to announce that they will be moving just under 60 temporary teachers into Probationary 2 status on their first day next year. This means they are a step closer to getting their permanent status...finally! After 7 years of the temporary teachers' stagnation, I am so pleased the district is finally recognizing the importance of retaining our loyal and dedicated employees and has now moved more than 100 teachers into Probationary 2 and Permanent status. The next group of temporary teachers are now that much closer to getting their Probationary 2 and Permanent status. This is something OMTA will continue to fight for.

I realize we were all feeling good about not having to test this year and not worrying about sprinting, and then all of a sudden it comes down from the state that we have to do pilot testing this year. I understand this brings stress to you once again as you are worried about your students being prepared to take an unfamiliar assessment on the computer. Please remember that this is a pilot year and the state completely recognizes that our students are not ready to take a test on the computer yet. This testing year is "a test of the test." The state will review the results to the type of questions being asked so they can modify it for next year. Another thing we don't need to stress about is our API scores. There will not be an API published until 2016, at the earliest. These are new standards and new tests so no need to stress about your students getting fabulous test scores, especially since there will be no test scores for a while.

The state has finally approved Common Core aligned math materials for districts to begin to review. Our district will begin this process with a math adoption committee in April. There will be an open house for all to come and peruse the different math materials and leave comments about each program. There will be 12-15 different math adoptions to look at. This will be April 10th-11th and April 14th-16th in the MPR at Linda Vista from 8-5. It's very important for you to look at these materials so we can get a lot of teacher feedback on the different programs. The committee, which will be made up of teachers, principals, district personnel and parents will look at the materials and the comment cards and winnow the choices down to a few different math programs. Then there will be teachers from every grade level who will pilot the different programs in their classrooms next year. Those piloting will be in contact with the district to check-in about the piloting process. By December/January the committee will come back

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together and decide what math program to adopt and put in an order to begin training on it in the spring and begin using it for the 2015-16 school year.

OMTA recognizes that Common Core lesson planning, learning the new standards, a standards-based report card, meetings, trainings, now a new math adoption on the horizon and not too far off a Language Arts adoption require **TIME**. As I go to schools the number one concern I hear is the need for time to plan, collaborate, look at materials, develop materials, make engaging lessons, grade assessments, analyze assessments....and on and on. The bargaining team also saw this as a big need in the bargaining survey that was sent out the week of

February 27th. Please know that we hear you and we will do something about it. This will be one of our priorities in negotiations and on the LCAP (Local Control Accountability Plan) committee. Other important issues from the bargaining survey included: money for supplies and materials, lowering class size, less meeting time, special ed issues such as caseload numbers, long IEPs and Speech Language Pathologist time/caseload, and lack of enough SLPs in the district. The negotiating team will be going back to the table in April/May for the 2014-2015 school year and will keep you up to date on what we are doing through our Bargaining Advisories after each session. 🍏

CTA REGION III LEADERSHIP CONFERENCE

By: Vickie Harri



At the end of February, several OMTA members including Amy Johnson, Daniel Salcido, Mary Kay Scheid, Tisha Curry, John Egan, Isabel Santos, Tracy Taylor, Trudy Cowan, Cindy Lopez and Vickie Harri, attended CTA's 38th Annual Region III Leadership Conference in Pasadena. The CTA Leadership

conference was intended to promote involvement in leadership roles within the Association by its members. The theme for this conference was "United to the Core", with electives centered on leadership, organizing, bargaining, social justice, and of course, common core.

The elective Valuing Unionism focused on the history of the labor movement in the U.S. and what unions have accomplished. Did you know that unions are responsible for the 8 hour work day and 5 day work week, sick leave, safe working conditions, paid vacations, whistle blower protection laws and a host of other benefits many of us take for granted? Many may ask why we continue to need unions. Union workers on average make more money and with the recent decline in union membership the salaries of the top 1% have drastically increased, while the middle class has shrunk and the U.S. is experiencing the highest poverty rate in 50 years. Core union values of workplace democracy, solidarity, respect, worker power and dignity are as vital today as they were 100 years ago. An injury to one is an injury to all. On a side note, one interesting fact from this elective was that CTA

staff members have their own union within the CTA organization that bargains with CTA for their contract.

Are you familiar with your rights to representation by your association? These rights were discussed in the elective The Duty of Fair Representation. Test your knowledge; answer True or False to each of the following statements:

- 1) *The association has a duty to seek out views of non-members.*
True – all bargaining unit members, including agency fee payers, have the right to provide input on the contract.
- 2) *Non-members (agency fee payers) have the right to vote on the results of negotiations.*
False – agency fee payers do not vote.
- 3) *If an agency fee payer wants legal help on a criminal problem, the association can refuse.*
True – the association has no duty to provide an agency fee payer legal help for a criminal problem.
- 4) *A grievant must be told the decision on a request to proceed to arbitration.*
True – the Executive Board makes the final decision.
- 5) *A grievant has a right to have his/her attorney present at an arbitration hearing.*
True – but the attorney has no input in the hearing.
- 6) *It is OK for an association to require all grievances to be processed through a Grievance Committee.*
False – any member can file their own grievance independent of the association and present their case arbitration. How did you do?

TEACHER INITIATED FUNDS

By: Amy Johnson

As you may know, OMTA negotiated a professional development fund for teachers; it is called "Teacher Initiated Funds (TIF)," indicating that the monies in the fund are to be used for training teachers want. The fund had a carryover amount from the last few years, a result of under-utilization. We have been advertising TIF as an option for teachers who would like to attend their own teacher initiated conferences and workshops. So far over the last 2 years teachers have used \$73,337.11 of the funds. There is still a lot of money available for you to attend a conference this year; more money will be put into the fund next year. You can find Information on how to apply for this money on our website at www.myomta.org.

ARTICLE XI - EVALUATION PROCEDURES

8. Professional Growth Leave:

Unit members may initiate application for paid leave and other expenses associated with participation in a workshop, conference, seminar, observation, or other professional growth activity. Unit members seeking such a leave shall apply to the Teacher Initiated Professional Growth Committee, which shall be charged with evaluating and approving applications. The committee shall be composed of an equal number of representatives of the Association and the District Administration. The Professional Growth Leave fund shall be \$35,000 per year, funded by the District. Unused monies in the Professional Growth Leave fund shall carry over from year to year. The fund balance and contribution level shall be reviewed and negotiated at the opening of each three-year master contract.

This Professional Growth fund shall be independent of any other available staff development funds or programs that may be available in the District. Unit members who are permitted such leaves shall not be deemed or hold themselves out as official representatives of the District unless specifically authorized by the Superintendent or designee.

Here are a few statements from teachers at Mission who used the Teacher Initiated Funds to attend a conference of their choice.

By Frances Carreon

I would like to start off by giving a BIG shout out to OMTA and OMSD for creating the TIF (Teacher Initiated Fund). This program gave me the opportunity to attend the Singapore Math two-day seminar, which I had heard great things about. The registration process was very doable and the OMSD personnel assisting with the TIF were very helpful with the questions that I had. Having the TIF program has helped me as an educator to continue being a lifelong learner. Taking the strategies and theory behind Singapore Math and then bringing it back into the classroom to fit the needs of my students has been a true blessing. My students have enjoyed learning number bonds and math sight words.

By: Stephanie Gomez

I was able to attend the Common Core Training offered by CTA in Pasadena. It was a great experience, and I came back to my school with more confidence in what I am already implementing in my classroom as well as more resources. I believe it is important to incorporate technology in the classroom as much as possible, because we are teaching students who only know of a world that is rich with technology. One of the training sessions that I attended focused on technology and how it could be applied to teach the new common core standards. The presenters went through a lot of websites and tools, but what I liked was that they categorized the websites by which DOK category they belonged to. We are all trying to get our students to type more, so one

website that I am starting to implement is kid.blog.org. Instead of having students keep a reading log for their nightly reading, they will keep a blog. This requires them to read, write, and type! Another website that I have used in the past and was presented was Edmodo. This site allows students to log in and answer questions, take surveys, and collaborate with their classmates.

It is all teacher directed. The website also offers resources and tools for the teachers. If you want more information regarding the websites, you can log onto the presenters' website at

www.techlearningcommunity.pbworks.com.



Remember, according to the Weingarten Rule an employee has a “right to the presence of a union representative at a meeting with the employer, where the employee has a reasonable expectation that discipline may result”.

CTA President Dean Vogel was the keynote speaker at Saturday’s lunch. He reiterated his message that California teachers need to take back the teaching profession by engaging more in the policy decision making process. CTA can improve the learning conditions of all students by fighting to improve the working conditions of educators across the state. Tom Torlakson, the State Superintendent of Public Instruction, was the speaker at Sunday’s brunch.

OMTA site reps and Executive Board members in attendance made the most of the ability to network with colleagues both old and new, and to hone the skills necessary to represent OMSD teachers. 🍏

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The OMTA office has See’s Gift Certificates year round. The certificates cost \$14.00* each and can be redeemed for One Pound of Candy in a standard See’s box or Equivalent Dollar Value of One Pound of See’s Candy (currently a \$18.00 value*).

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Ontario-Montclair Teachers Association

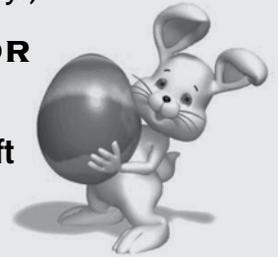
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Bargaining Chair: Shari Megaw

Elections Chair: Erine Ames

Past President: Rick McClure

Office Manager: Cindy Newey
officemanager@myomta.org

Advocate Design: Dorreen Petersen Davis

Advocate Editor: MaryKay Scheid

OMTA Office

417 West “E” Street • Ontario, CA 91762

Tel: (909) 986-2414 • Fax: (909) 983-0585

OMTA REPRESENTATIVES

Arroyo: Karen Hirschfeld

Berlyn: Crystal Cook, Erik Kobulnick

Bon View: Wayne Bradley, Nancy Mason

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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