



# ADVOCATE

## Ontario-Montclair Teachers Association

February 2014

### IMPORTANT DATES

**OMTA EXECUTIVE  
BOARD MEETING**  
March 3rd

**OMSD SCHOOL  
BOARD MEETING**  
March 13th

**SPRING BREAK –  
NO SCHOOL**  
March 17th

**CTA/OMTA TRAINING:  
Student Loan Forgiveness**  
March 25th

**OMTA REP  
COUNCIL MEETING**  
March 31st

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## A MESSAGE FROM YOUR PRESIDENT

*Amy Johnson*



I hope you enjoyed your February 1st paycheck. Those of you who have time-carded hours submitted for this year will see a retro check for your hours by the end of March. Time-carded hours have to be hand calculated, which takes a little longer.

I understand as March 15th approaches, many of our temporary teachers are feeling on edge about getting a pink slip and returning to the district. I know it is an uneasy time for you and I want you to know that I am working hard with the Superintendent and district personnel to move more of you into permanent status. The district did the right thing by moving more than 80 teachers over to permanent status at the beginning of this year. I am still encouraging them to continue to do the right thing. We have a substantial number of temps in our district who have been dedicated employees for a long time. I haven't forgotten about you and hope the district will continue to do what's right.

OMTA negotiations team will soon be going back to the table to talk about contract language for the 2014-2015 contract year. The vote we took in November to ratify the contract settled the contract for the 2013-2014 school year. We didn't get a chance to discuss a lot of language changes in 2013-2014, so we will look to do that now. I appointed a new bargaining team that was approved by the OMTA Executive Board; I am now awaiting approval from the OMTA Reps at rep council on February 24th. The new bargaining team is tentatively made up of 5 executive board members and 5 non-executive board members. This is a good move for our organization since it establishes a more checks-and-balances way of doing business and gets more members involved in the process. Each year it is my commitment that there will be fewer executive board members and more at-large members involved in the team. We will be sending you a bargaining survey in the next few weeks to hear what your concerns are and what you would like us to negotiate for you. At this time we will not be talking about salary, since we have an MOU stating that we will go back to the table after the December 2014 First Interim Budget Report, when we know how much money the district will be receiving from the state. Our MOU states: "If the total 2014-2015 on-going LCFF revenues are higher than 2013-2014 LCFF revenues by \$6 million or more, then we will reopen salary negotiations for the 2014-2015 school year." After hearing the governor's proposed January budget, it is likely we will meet the criteria necessary to discuss salary.

It seems that supplies, especially paper, are still an issue at some sites. If you feel that you are not getting enough paper or copies please work with your site reps and administration to remedy this problem. I'm hopeful that your administration is talking to you about supply/paper issues and

*Continued on Page 2*

budgets and that together you can work something out. If you feel you have a solution to your site's supply/paper issue, bring it up with your leadership team. I'm sure we can find a solution for something like supplies and paper. This should be the last of your worries as you work hard to lesson plan and implement the new Common Core standards. I reiterate: If you are in need of supplies, you will get them and you should not be paying for them yourself. Please let me know if I can help your site with this.

I have been hearing growing concerns about subs not being available and that some sites are routinely short on subs. I have been working on investigating the problem. The district has hired over 120 subs since summer. I have found a few things that may be hurting your chances of getting a sub. The first thing is that your sites are still scheduling meetings, trainings and STPTs on Mondays and Fridays, the busiest days for subs in all districts. Another thing is that your administration should be checking to see if the district has a training

going on where there may be a lot of subs being used. I have talked to some subs and they are telling me that they are working in multiple districts and are getting calls from other districts before they get called for us. They seem to get a lot of calls from OMSD the morning of the job. They would like to work at OMSD first because we pay more, but if they are booked by another district first they cannot afford to wait for us. We need to make sure we are scheduling subs in the system as soon as we know, waiting will affect the odds of getting a sub. Of course, I know that there are occasions where you are sick and have to call in a sub last minute, but when you do know ahead you should plan ahead. Once you have put in for the sub, your responsibility is done. These are a few tips that I hope can help you be more successful in getting subs at your site. Remember, if you are short on subs, follow the DEFCON protocol put out by the district last year. If you know of someone who would make an excellent sub, please send their information to Sulamith Ferrer or Guy Roubian in HR. 🍏

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## KNOW YOUR CONTRACT

By: Amy Johnson

It is that time of year when schools have declining enrollment and a need for less teachers for next school year, so teachers may need to be administratively transferred. There are also people who may be looking for a change and may want to initiate a voluntary transfer. Here is some contract language to help you navigate through the process. After administrative transfers (posting 1) and voluntary transfers (posting 2) are placed, temporary teachers will be next (posting 3).

### ARTICLE X - TRANSFER PROCEDURES

A transfer is defined as the relocation of unit members from one school site or administrative unit to another. Transfers fall into two categories: 1) Administrative or involuntary transfers that are initiated by the District, and 2) transfers that are initiated at the request of the unit member on a voluntary basis. All transfers are subject to the following procedures:

#### A. Posting of Openings:

1. An opening is defined as a position at a school location which the District has determined is to be filled by a regular probationary or permanent unit member rather than a substitute or temporary employee. This District shall have the sole authority to determine when and where there is an opening.



2. The District will post via email to all unit members a notice of opening which occurs during the school year or summer session. Each notice shall state a deadline for applications which shall be not less than ten (10) working days after posting. The opening shall not be filled prior to such deadline.

#### B. Administrative Transfers

When the District initiates a transfer, all unit members being administratively transferred shall be granted interviews at existing openings. Administrative transferees, including those who volunteered to be administratively transferred, will have first opportunity to interview for available openings, in preference to transfers voluntarily initiated by unit members. Those administrative

transferees not selected and placed during the interview process will be placed into openings deemed appropriate by the District prior to placement of voluntary transferees. When a choice of positions is possible, unit members may indicate an order of preference for appropriate consideration. Anyone granted an interview but not selected shall upon request, be notified in writing within ten (10) days as to the reason(s) for denial.

# AFFORDABLE CARE ACT AND OMSD HEALTH INSURANCE

By: Amy Johnson and MaryKay Scheid

You are probably wondering how the Affordable Care Act will affect you as an employee of Ontario-Montclair School District. Well, the short answer is that it will NOT affect the kind of care and the type of insurance you receive as a benefit of your employment. In a long complicated answer, it will affect the price we pay, indeed what the whole country will pay, for health insurance.

OMSD is part of a Joint Powers Authority (JPA) called SCSEBA (Southern California School Employee Benefits Association). A JPA allows multiple organizations to band together to purchase health insurance to stabilize rates; a large claim can be spread out over a much larger number of people. Using a variety of actuarial data, insurers set the rates for all the groups who are part of the JPA. District employees from all sectors work with SCSEBA representatives on The OMSD Insurance Committee. We meet to discuss upcoming rates, fees, changes in law/regulations, open enrollment, etc. Much of our discussion over the past year has involved the requirements of the Affordable Care Act (ACA). As you can imagine, the laws under ACA are constantly being reviewed and revised. Know that some of what we have been told may change. Until we are instructed otherwise, the Insurance Committee is developing strategies to meet ACA requirements under the current law.

One thing we know for sure, there are a variety of fees attached to the ACA that will affect the price of our benefits. People who have just recently signed up for health insurance on the "exchange" (Covered California) may qualify for a subsidy to cover the cost of their insurance (qualification for a subsidy is dependent upon financial need). In order to pay for these subsidies, the government has increased Medicare taxes as well as taxes on high-wage earners. Insurance carriers will also be charged some additional fees; of course, they will likely be passing those additional costs on to their customers in the form of rate increases. Some of the fees are short term fees which sunset in 3-6 years. The fees are anywhere from \$1-2 per year per covered life in our plan (for 6 years), \$63 per year per covered life in our plan (for 3 years) and a Health Insurance Fee that is estimated to be 1%-2.5% of insured plans premiums. When we get our new rates for next year (in March), we expect to see the new ACA fees built into our rates. If this year's rate increase seems larger than usual, it is not because of Kaiser or Anthem alone, but also because of new regulations for all under ACA.

On a positive note, those who participate in flexible spending accounts will have a better program effective immediately. In the past,

you could opt to have up to \$2500 set aside tax free to cover non-reimbursed medical costs (like co-pays, braces, chiropractic care, and eyeglasses). Whatever funds you did not use within the year were forfeited. Now, up to \$500 of those funds can be rolled over into the next plan year.

## HUMANA VITALITY:

As of July 1st, 2013 SCSEBA has offered all employees who take medical benefits a program called Humana Vitality. This is a wellness program free of charge to you. ACA is focusing on health and wellness and SCSEBA is offering this program to you. By participating in a program such as this, the hope is to keep people healthy, prevent diseases and bring down prescription use so the cost of health care goes down. Out of over 2,000 lives the district insures only 56 people are signed up to participate in this program. I'm sure like most of us, when we got the information in the mail about this at the beginning of the year we threw it away. This is not a fitness program, it is a wellness program. They would like to offer you incentives to be healthy. Humana Vitality would like to engage you in your health. As you do different things such as physicals, checkups, annual exams, participate in marathons and 5k's, visit the dentist etc. you can earn points. These points can be used to buy things in the Humana Vitality store. Humana Vitality wants you to be aware of your health and know your numbers. They are looking for people who would like to be Humana Vitality Cheerleaders for the district. They have a program called The Vitality Champ Program. They want to identify a few people who believe in this program and will get the word out, put up flyers, support a 5K, answer questions and provide any additional information about the program. This will not require a lot of your time. They would like to send you to a 1 day training to get information that you can bring back to the district and engage other people. The 1 day commitment is on March 26th from 8:30-4:30. Please email OMTA President, Amy Johnson if you are interested in learning more about this program. You can begin this journey of healthy living and earn those points now by starting your health assessment at [www.humanavitality.com](http://www.humanavitality.com). All information you provide is not shared with anyone. You will create a private username and password that nobody will ask for. Happy Healthy Living!



**C. Transfers Initiated by Unit Members:**

All unit members who have initiated a voluntary transfer have the right to apply for any posted opening for which they are qualified. Any unit member who has completed the appropriate Transfer Request Form shall have the opportunity to interview for at least one position on Posting #1 that is reflected on their request form. Unit members will be responsible for making the contacts with the site administrator(s) for an interview and that interview will be granted within a reasonable time up to and inclusive of the first week of Posting #2. At any other time, a unit member may contact Human Resources to determine where openings exist. Each unit member who applies for a posted position shall be granted an interview or written notification, upon request, stating why he or she was not interviewed. Anyone granted an interview but not selected shall, upon written request, be notified in writing within ten (10) days as to the reasons for the denial.

The filing of a Request for Transfer shall be without prejudice to the unit member, and shall not jeopardize his/her present assignment. The Request for Transfer may be withdrawn at any time prior to official confirmation that the transfer has been effected. A transfer has been effected at the time the receiving administrator, the applicant and the Personnel Division concur to the transfer.



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