



# ADVOCATE

Ontario-Montclair Teachers Association

October 2016

## IMPORTANT DATES NOVEMBER

3<sup>rd</sup> OMSD SCHOOL BOARD MEETING

4<sup>th</sup> OMTA FALL SOCIAL

7<sup>th</sup> OMTA E-BOARD MEETING

8<sup>th</sup> ELECTION DAY

11<sup>th</sup> VETERANS DAY – NO SCHOOL

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

21<sup>st</sup> – 25<sup>th</sup> THANKSGIVING HOLIDAY

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

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## A MESSAGE FROM YOUR PRESIDENT *MaryKay Scheid*



Fall is finally in the air. I hope you are enjoying the cooler weather. I am virtually certain you are anxiously awaiting some much-needed vacation. Hang on! The November and December holidays are right around the corner.

**LEARNING AND TEACHING:** As I have visited your sites with pizza, one recurring concern revolves around the new assessment system –especially at the primary level. Please continue to document your experiences and share them with your administrators and OMTA Site Reps. Every insight is valuable. You may recall that Learning and Teaching made some modifications for the next test administration based on the feedback you have provided, but discussions are ongoing. At the recommendation of the Superintendent and with the support of Learning and Teaching, we have formed an assessment committee composed of teachers and administration. The group will be meeting a few times before the winter holiday to share concerns and give input on possible solutions regarding the issues you have reported.

**HUMAN RESOURCES:** Last month, I wrote about the difference between Personal Leave and Personal Necessity Leave. Recently, I have had questions about long-term illnesses. Once a unit member has exhausted his or her sick time, he or she will receive differential pay for up to 5 months per illness. Differential pay is the difference between your per diem rate and the cost of a sub (currently \$140 per day). The 5-month clock does not include summer holidays, so a differential pay cycle beginning in April would continue through May, August, September, and October. Human Resources and/or Payroll will be in touch with you to provide the exact date differential pay will end well in advance of the deadline. All unit members are subject to the differential deduction, even when a sub is not provided. Many TOAs, for example, have jobs that cannot easily be done by a substitute employee. In order to maintain equity, however, they will still have the sub cost deducted from their pay. When the 5-month time period is up, the unit member will receive no additional compensation until he or she returns to work. Beyond that, unit members will be required to pay for their own medical insurance through COBRA. You will be paying out of pocket both what you typically pay and what the district contributes on your behalf. This can be quite costly. You are urged to make sure that you have purchased disability insurance in advance so that it is available when you might need it unexpectedly.

I hope to have visited all of your sites before the end of the calendar year. It has been such a pleasure to have the opportunity to serve as a guest lecturer in classrooms on the days of my pizza visits. I am offering my services to teachers who are NOT reps (but who will promise to visit me in the lunchroom that day). If I haven't visited and you'd like me to teach for you, talk to your site reps. If I have already been assigned, I will put you on the list for my return visits in the spring – which I am going to call Cookies and Conversation. 🍎

# FOCUS SCHOOL – ELDERBERRY

by Roxanne Hernandez and John Packer

So often with today's 24-hour news cycles, educators and educational institutions are viewed in a very negative light. We as educators are put in a position to defend our passions, and we are left feeling underappreciated for all our hard work and dedication. But here at Elderberry, we keep going. So what makes working at Elderberry so amazing? It's the lack of negativity and the willingness of each member to do whatever it takes to meet the common goal. It's full of wonderful, supportive people who strive to make learning fun and meaningful to the students. There is always someone willing to lend a helping hand instructionally and emotionally. Each teacher has a commitment to support each member of our educational community in order to be the best he or she can be whether it's students, teachers, or administrators. We are always pushing boundaries in an attempt to excel.

The administration at Elderberry strives to work as partners in our pursuit to create a community of lifelong learners and active members of a democratic society. They treat the teachers as true professionals. They facilitate a collaborative model for the staff as instructional leaders and are always willing to roll up their sleeves and get "dirty" in the trenches with us. Without them, Elderberry wouldn't have the positive school culture or strong instructional programs and models it has today.

There are many things that make working at Elderberry both rewarding and fun. We are like one big happy family. The teachers are actually excited to be at work. We are quick to laugh with each

other making things light and rewarding. The teachers at Elderberry are what make working here so joyful. The staff comes together to work collaboratively on many different projects. We have teacher-led fundraisers, box top collection competitions, and we strive to create an entertaining work place. We laugh and have fun with each other and that rubs off on our students.

Elderberry is active in our community with charity work. We support Toys for Tots, recycle pull tabs for the Ronald McDonald House for Children through Loma Linda Medical center, and we conduct canned food drives for the local food bank. We also have a very active student council that coordinates monthly spirit days, red ribbon week, and our spring festival. This platform also teaches the students about the democratic process getting them ready for life as adults.

Elderberry is now in its 2nd year of PBIS implementation. This program has enabled the entire community at the school to have a structure in which expectations of behavior are consistent throughout the school in all activity areas as well as in the classroom. The strongest piece of this program's implementation is the positive, and expected, behaviors that are posted in each area of the school so that the standards are well known to all students. Having access to the standards enables students to familiarize themselves with the expectations on a frequent basis. In addition, if a behavior is negative, our staff can easily review the standard in a positive manner. The key to the success of this program is the entire community's involvement and "buy-in." 🍏

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## UPDATE ON DOE VERSUS ANTIOCH

*Excerpt from: <http://www.scpr.org/news/2016/09/19/64843/court-rejects-california-teacher-evaluation-lawsuit/>*

Northern California Judge Barry Goode denied the claims in the Doe v. Antioch Unified lawsuit – the second legal setback in recent months to education advocates who believe ineffective teachers have too many job protections.

Lawyers who filed the suit on behalf of the parents of school children and California taxpayers claimed that the 13 districts, including seven in Southern California, blatantly violated the Stull Act by prohibiting the use of standardized test scores to evaluate teachers.

The school districts countered that argument by submitting testimony from school district officials that described how student test

scores were used at the central office to the school sites, including in how to evaluate teachers.

In his 40 page ruling, Judge Goode said that the testimony was sufficient to demonstrate that districts do use test scores and that districts have flexibility over how the scores should be used. "I think [the decision is] a victory for California school districts and local control," said lawyer Mark Bresee, who represented five of the school districts. "It is consistent with the spirit of the education code and the teacher evaluation provisions because all of these districts have been and will continue to incorporate student test score data into their teacher evaluation processes." 🍏

# HEALTH ADVOCATE IS HERE TO HELP

Health insurance can be too complicated for the average consumer to understand; Health Advocate can help. Health Advocate is a benefit available to help you and your family find answers about your medical, hospital, dental, mental health, medication and other healthcare issues.

Members who have their health insurance through the district can call Health Advocate (toll-free) at 866-695-8622. A Personal Health Advocate will be assigned to you to help you cut through red tape, talk to your doctors and insurance company, and get to the heart of your issue. The Personal Health Advocate is typically a registered nurse, supported by medical directors and benefits and claims specialists. You will have to provide background information before he or she can begin to address your problem.

Health Advocate is available to your entire family; spouse, dependent children, parents, and parents-in-law can call as often as needed, at no cost. Your privacy is protected. The staff complies with

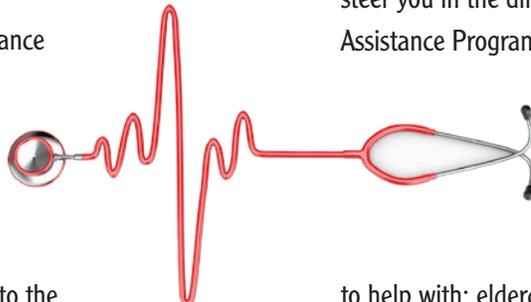
all government privacy standards. Medical and personal information is strictly confidential.

In addition to providing assistance in navigating the complicated world of insurance referrals, claims, and billing, Health Advocate can steer you in the direction of better health. They offer an Employee Assistance Program (EAP), through which you can talk to a Licensed

Professional Counselor to learn coping skills. Counselors can address a multitude of issues, including: stress, depression, anxiety, relationships, family/parenting issues, drug and alcohol abuse. They also provide referrals

to help with: eldercare, childcare, legal, financial issues, time management, parenting and adoption. You get five FREE visits per issue (not per member) with an EAP provider.

Healthcare Help is available 24/7. Normal business hours are Monday-Friday, between 8 am and 9 pm Eastern Time. After hours and during weekends, staff is available for assistance. Take a look at the Member Video at [www.HealthAdvocate.com/members](http://www.HealthAdvocate.com/members) or pick up the phone and call 866.695.8622. 



## OMTA SADDENED BY LOSS OF LONGTIME SUPPORTER

*by Judy Westbrook*

Recently, we lost one of our past OMTA presidents: Barbara Antrim. She taught in OMSD for over 30 years. The bulk of that time was spent at Hawthorne Elementary School in Ontario. At the end of her career, she became OMTA President, where she was effective, compassionate, and found the political process and the representation of teachers invigorating. She is remembered by her friends and colleagues for her kind heart, sense of humor, love of music, and dedication to her students. Barbara, you will be missed. 

## GET OUT THE VOTE!

**Election day is right around the corner.  
Educators endorse . .**

- Ontario-Montclair School District:  
**Moe Mendoza and Alfonso Sanchez**
- Chino Unified School District:  
**Irene Hernandez-Blair, Joe Schaffer, and Don Bridge**
- Chaffey Joint Union High School District:  
**Sue Ovitt and Shari Megaw**
- Upland Unified School District:  
**Jeff Hackbarth and Jack Young**

**If you live in one of these districts,  
please support the teachers' choice.**

Don't forget to  
**vote yes on Proposition 55!**

## MEMBER BENEFITS THAT FIT EVERYONE!

NEA member benefits is a wide umbrella of savings opportunities spanning financial, insurance, travel, professional savings, and discounts. Members can potentially save thousands of dollars every year from programs such as guaranteed life insurance, new car discounts, and regular shopping. Some of the most popular stores in the country such as Macey's, AT&T, and Lowes, offer immediate savings offers to members. Just visit the NEA member benefits site or to receive easy notifications of offers you can sign up for the NEA newsletter, NE Achieve, and get the latest tips and advice delivered right to your inbox!

This FREE monthly e-newsletter, exclusively for NEA members, delivers useful tips and information that can help you...

- save time and money
- manage your finances
- stay healthy
- plan your vacations
- get creative in your classroom
- and so much more!

Remember these are great benefits to take advantage of especially with the holiday season fast approaching! 🍏

## OMTA REPRESENTATIVES LEARNING AND LEADING.



*OMTA leaders at the Service Center One meeting. From left to right, Amanda Howser, Shari Megaw, Vickie Harri, Tracy Taylor, Cindy Lopez. Not pictured, MaryKay Scheid, photographer.*



*OMTA attends the Service Center One Saturday Training with Trustee Flores. From left to right: Julie Rafeedie, Bertha Fitzgerald, MaryKay Scheid, Vickie Harri, John Egan, Michael Flores*

### OMTA OFFICERS AND OPERATIONS

**President:** MaryKay Scheid

President@myomta.org

**1st Vice President:** Tracy Taylor

**2nd Vice President:** Daniel Salcido

**Secretary:** Tisha Curry

**Treasurer:** Erine Ames

**CTA State Council Representatives**

Cindy Lopez Elwell, Amy Johnson, Tracy Taylor

**Service Center 1 Representatives**

John Egan, Trudy Cowan, Amanda Howser, Shari Megaw, Vickie Harri

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### OMTA REPRESENTATIVES

**Arroyo:** Mary Ann Bantillo

**Berlyn:** Crystal Cook, Erik Kobulnick

**Bon View:** Abel De Casas, Nancy Mason

**Buena Vista:** Michael Hatter

**Central:** Tina Foglesong, Marina Garcia

**Corona:** Paul Leal, Julie Rafeedie

**DeAnza:** Alissa Garcia

**Del Norte:** Kelly Albers, Natalie Jensen

**Edison:** Janna Southworth

**El Camino:** Susie Imrich/Chris Scoleri

**Elderberry:** Roxanne Hernandez, John Packer

**Euclid:** Wendy Beltran, Kelly Duffy

**Hawthorne:** Monique Gray, Dale Johnson

**Haynes:** Robert Mariani, Leslie Miller

**Howard:** Kelly Pawley

**Kingsley:** Michelle Montes, Javier Sandoval

**Lehigh:** Robin Carr, Jennifer Ron

**Lincoln:** Kellie Wilson, Denise Dryden

**Mariposa:** Sendai Parker

**Mission:** Debby Hilak, Vince DeFabiis

**Monte Vista:** Kay Hoover, Tonya Scott

**Montera:** Ana Waldschmitt, Fran Kranich

**Moreno:** John Ross

**Oaks:** Lora Dahms, Lisa Eckersley

**Ramona:** Trudy Cowan, Lindsay Gallagher

**Serrano:** Sam Sager, Brad Holtan

**Sultana:** Terri Tucker, Bertha B. Fitzgerald

**Vernon:** I-Esha Scott, Rosa Whitton

**Vina Danks:** Ryan Highstreet, Jeff Rogers

**Vineyard:** John Borrowman, Nila Delise

**Vista Grande:** Monica Lite

**Wiltsey:** Steve Taylor, Kim Hunter

**Music:** Daniel Salcido

**PE/APE:** Vacant

**Speech:** Ulla Tang Larsen

**Health/Nurse:** Dana Smith

**Early Ed/Pre-School:** Vacant

**HFB/Hardy Center:** Vacant