



ADVOCATE

Ontario-Montclair Teachers Association

October 2015

IMPORTANT DATES

OMTA EXECUTIVE BOARD MEETING

November 2nd

OMSD SCHOOL BOARD MEETING

November 5th

VETERAN'S DAY NO SCHOOL

November 11th

OMSD SCHOOL BOARD MEETING

November 19th

THANKSGIVING HOLIDAYS NO SCHOOL

November 23rd – 27th

OMTA REP COUNCIL MEETING

November 30th

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A MESSAGE FROM YOUR PRESIDENT

Amy Johnson



There are a few things regarding technology that I would like to share with you. The first thing is in regards to your personal use of district technology. There is no privacy when working with district email. Any emails you send out are the property of the district.

Your administrator, however, cannot access your email. The primary reason your email and district computer can be accessed is if there is a reasonable suspicion that something inappropriate is happening with your computer or email. In addition, it is recommended that you not download the district email onto your personal devices such as your cell phone or iPad. It is better to keep your personal devices separated from the district email. Another thing you really want to avoid is using your personal cell phone to contact parents. You should not be calling and texting your parents from your personal phone or your personal email. For your safety, it is important to use district phones and district email to communicate with parents. I have seen teachers unjustly accused of saying and doing things as a result of contacting parents this way. I'm sure as you are posting things on Facebook or social media. You may think, hey I have a first amendment right to say whatever I want, but as a public employee, you don't. You are held to a different standard as a public employee. Teachers have been let go for things they have published on social media. Approximately 300-400 teachers have their credentials reviewed each year by the CCTC for conduct related to social media. We live in a different time and we need to be very cautious of everything we do.

As far as technology working in your classroom, if your Smartboard or projector does not work at all, please work closely with your administrator to have it fixed. A fix could be installing a new board, replacing the light bulb, or providing you with a portable board while they figure out the next steps for you. If a couple weeks go by and your technology is still not working and you are unaware of a plan, please contact me. There is no reason you should not have working technology in your classroom. I know you are dependent upon it to teach your lessons each day. If your technology is starting to break or the images are getting dim, please make your administrators aware. The district has a technology plan to replace old Smartboards and projectors over this year, through the summer, and into next year. There are so many technology needs; your administrators have identified the neediest classrooms to be fixed and replaced first.

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KNOW YOUR CONTRACT

Article VIII: Hours of Work

E. Lunch, Breaks, and Preparation Periods

Please see the following contract language about elementary and middle school prep time. For elementary schools, this goes for both of the PE hours in the week.

The District shall assign sufficient additional personnel to provide not less than thirty-five (35) preparation periods per school year to full time classroom teacher's grades 1-6 (excluding Middle School). The preparation period shall normally be one (1) class period per week of an hour (60 minutes) per teacher, or in the case of scheduling difficulties, of no less than fifty (50) minutes without reducing student instructional time. Preparation period time may be shorter on minimum pupil days. The number of preparation periods for teachers working fewer than 184 days will be prorated. Part-time release teachers will receive staff development days and preparation days proportional to and included in, their assigned work year. If a teacher is not provided his/her scheduled preparation period due to the absence of the curriculum support teacher and a shortage of substitutes, the preparation period shall be rescheduled. Normally, this will be rescheduled within five (5) instructional days. Preparation periods for any unit members shall be used for professional, job related work including preparation for classes, preparation of teaching materials, presentation of or attendance at demonstration lessons, and conferences with administrators, other employees, counselors, students, or parents.

Although the contract says you can be asked to do these things during your prep time, it should not be abused and should not happen weekly.

Article XII: Evaluation

Formal Classroom Observations

D1: If you are being formally evaluated *"the district shall ordinarily conduct three (3) formal classroom observations, each of which shall normally extend for a period of not less than thirty (30) minutes and shall be scheduled with the unit member at least one day in advance. With agreement of both the unit member and the evaluator the number of formal observations may be reduced to two (2) or one (1) in cases of obvious satisfactory performance by permanent (tenured) unit members."*

D2: If you are being evaluated in the traditional formal classroom observation method, per the contract, *"the formal observation shall be followed by a written report to the evaluatee and a conference ordinarily within five (5) duty days."*

Please make sure you ask your administrator for a written report of their observation if you don't receive one within 5 days. You want to make sure you know what the administrator is thinking about your observation so you are not surprised at the end of the year on your end of the year formal observation. 🍏

FINAL NEGOTIATIONS FOR THE 2015-2016 CONTRACT

By: Marykay Scheid

OMTA and OMSD have reached consensus on a tentative agreement in our final negotiations for the 2015-2016 school year. Specific details on the agreement were presented to your reps at the October 26 Rep Council Meeting and should be shared with you soon. A contract hearing will be held at the OMTA office from 2:30-5:00 pm on Tuesday, November 3rd. We will vote on the language from November 9th-18th and results of the election will be posted on November 19th.

The district has enjoyed an increase in its annual funding due to Local Control Funding Formula (LCFF) allocations. LCFF monies are to be used in accordance with the Local Control Accountability Plan (LCAP), which you should have had input in developing. In essence, the district needs to show how expenditures benefit our students. With that in mind, the bargaining teams agreed to increase the allotment for discretionary classroom materials from \$5.00 to \$10.00 per student (to be pro-rated for grade levels that are not self-contained). School sites are still expected to provide basic classroom materials. See Article IX for more details on the sorts of items that should be provided to you outside of your discretionary budget.

The state has asked districts to weave into their LCAP goals a plan for reducing class size in grades TK-3. In keeping with those goals, the teams agreed to cap class size in grades TK-3 at 26.5 with an average not to exceed 28. This represents a change in TK and K classrooms only for next year, lowering their class sizes to those in grades 1-3. We will negotiate class size every year until we reach the state goal of 24:1 by the year 2020 or when LCFF is fully funded.

In our bargaining sessions, we continued to discuss Article VIII: Hours of Work. The district advised our team that MOUs for alternative meeting schedules (meetings on Tuesdays) would not be signed for the 2016-2017 year and beyond. The teams agreed to a 3-year MOU stating that sites would hold staff and professional development meetings on the 1st, 3rd, and 4th Tuesdays of each month. Wednesday meetings have been eliminated.

BERLYN AVENUE ELEMENTARY SCHOOL

By Berlyn Staff

The Tuesday meetings are not to exceed 2 hours in duration. Teachers cannot be expected to participate in more than an additional 2 hours (changed from 5) of meetings beyond contract time, excluding the time beyond contract on Tuesdays. OMTA negotiated to extend the additional elementary PE prep MOU for 3 years as well.

With each site on a consistent meeting schedule, the district and the association will be better able to plan voluntary professional development opportunities. Even though we were negotiating the 2015-2016 contract, this change will not take effect until 2016-2017. Those sites currently on an MOU for an alternative meeting schedule will be permitted to finish the year using those parameters. Any school wishing to switch to the 3 Tuesday, not to exceed 2 hour meeting schedule may choose to do so by participating in a site-wide survey that indicates at least 80% of the members wish to do so.

The teams agreed that full-day professional development workshops are important. Again, for the 2016-2017 school year, without setting any precedents, the district will offer two full-day trainings at each teachers' per diem rate. Many years ago, the state funded professional development at a reduced per diem rate. Even then, teachers appreciated the opportunity to be compensated for developing their craft. The per diem pay rate represents about a 1% salary increase for teachers who participate in both days.

The teams agreed to a 2% ongoing salary increase retro-active to July 1, 2015. OMTA negotiated to increase contributions to benefits as follows: increase single coverage by \$600, increase 2-party coverage by \$1100, and increase family coverage by \$1600, which represents a 1% increase in benefits. The teams agreed that the new monies would be used for the purchase of benefits only.

Please see the official tentative agreement given to your Reps to distribute with more specific details of all of these items negotiated. If you have any questions, please contact your Rep.

The team members for OMTA include: Bargaining Chair – MaryKay Scheid, Dalia Aref, Susanna Casas, Bertha Fitzgerald, Leslie Miller, Daniel Salcido, Tracy Taylor (alternate) and OMTA President Amy Johnson. The team members for OMSD include: Chief Negotiator – Bob Gallagher, Jordan Aquino, Kristie Bennett, Donny Brubaker, Sal Flores, Veronica Bucheli-Souza, and Hector Macias. 🍏



Being greeted with a warm smile and a friendly hello is the first indication that Berlyn Elementary School is a good place to be. When teachers were asked why this school has such a positive culture, one mentioned this welcoming trait that they hadn't experienced at three other sites. Other teachers had additional nice things to say as well. Berlyn has become a favorite of substitute teachers, who keep coming back for the warm welcome they receive.

At Berlyn, we all presume Positive Intentions of each other; this helps minimize miscommunication. We have friendly competitions like FitBit Challenges and The Biggest Loser challenge that benefit us personally and build camaraderie professionally. The Berlyn staff takes care of each other. We have a "Giving Tree," and when teachers need supplies, they send an email out to the staff. They usually get whatever they need right away. Some grade levels have made a decision that the lounge is a place for positivity. So if a situation is work-related, it must be good news in order to be discussed here. Laughter is a common sound all around campus.

Upon entering the office, visiting teachers, families, and all others are greeted by a friendly and professional office staff. Berlyn's office manager, Patty Calzaretta, truly has a "can do" attitude. She goes out of her way to make sure teachers have supplies and any information she can get to help teachers do their jobs. Patty knows all the students, former students, and families at Berlyn. That information helps teachers and administration as well.

Berlyn Administration, Patti Hobbs and Katie Bartosh, really get credit for setting the tone of this positive school. Our principal and EA are joined at the hip and collaborate on everything, even sharing an office. Their teamwork and rapport are very contagious, as they lead by example. They have an Open Door Policy so teachers can come to discuss concerns with them at any time.

Just like the old adage that the way to a man's heart is through his stomach, the way to a teacher's heart takes the same route. For special occasions, like back to school night or birthdays, administrators share their appreciation of educators by writing each person a little note of gratitude attaching it to a healthy snack, and placing it in our mailbox. Then, during busy/stressful times like report cards and parent conference week, the administration may create a banner to hang in the lunch room to say THANK YOU for all you do, while providing treats like cookies, cupcakes, or donuts for teachers. Most importantly, our administrators are very supportive both personally and professionally; they don't have that "I got ya!" mentality. The Berlyn family is so very fortunate to have the teachers and administration that we do. 🍏

President Message Continued from Page 1

I want to let you know there will be a change when OMTA will be running executive board elections starting this year. It doesn't make sense to hold elections for these positions in April because then the new officers don't have time to transition and learn from the outgoing officers. The OMTA executive board has voted to hold elections in late January/early February. The positions that are open for this year's board elections are: President, Secretary, 2 Service Center Representatives, and a State Council Representative. This will leave a lot of time for the new board to learn from the outgoing board members. These new board positions won't actually take effect until July 1st. We want to make sure everyone knows their job and is ready to take over on the first day flawlessly. The postings for these positions and a description of responsibilities will be distributed in December by your reps.

Everything that happens at your school site should be transparent. Your site budgets are public documents and should be open and accessible to every teacher on campus. You should know how and where your site is spending money. You should be aware of your sites SPSA (single plan for student achievement). You should be giving input on these documents too, either as an individual teacher or as a grade level leader/leadership team. This is the map for your site

and sets your site's priorities. You should know things like where your fundraiser money is going and how it's being spent. Every site should have two teacher/certificated representatives that were elected by teachers to serve on the School Site Council. School Site Council votes on the SPSA and the site budget. If you share your input with the elected teachers on the committee, they can advocate for your needs and wants.

The next OMTA celebration with membership will be on November 6th at Don Jose's in Montclair at 3:00. We won't have another celebration until January, so we hope to see you there to engage with members from around the district. There's lots to learn from members at different sites. It's good to compare notes sometimes!

I hope you enjoyed your visit at lunchtime with an executive board member at your site in the month of October. All the information you shared with them will be compiled and all the information read carefully and reviewed by the executive board. This information will be used to plan the next steps as they relate to what OMTA needs to advocate for on your behalf with the district. The executive board will be back at your sites in late winter to visit with you again and give you updates on the information you shared. 🍏

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DeAnza: Armando Arredondo
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El Camino: Susie Imrich/Chris Scoleri
Elderberry: Kevin Dixon, Roxanne Hernandez
Euclid: Wendy Beltran/Anna Young
Hawthorne: Monique Gray, Dale Johnson

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Howard: Kelly Pawley
Kingsley: Linda Bell, Michelle Montes
Lehigh: Robin Carr, Jennifer Ron
Lincoln: Kellie Wilson, Denise Dryden
Mariposa: Jeff Williams, Lisa Inga
Mission: Debby Hilak, Vince DeFabiis
Monte Vista: Kay Hoover, Tonya Scott
Montera: Ana Waldschmitt, Kelly Cook
Moreno: John Ross
Oaks: Lora Dahms, Vickie Harri
Ramona: Trudy Cowan
Serrano: Sam Sager, Brad Holtan

Sultana: Terri Tucker, Bertha B. Fitzgerald
Vernon: Isabel Santos, Diana Verdugo
Vina Danks: Ryan Highstreet, Jeff Rogers
Vineyard: John Borrowman, Nila Delise
Vista Grande: Helen Cieslik/Monica Lite
Wiltsey: Steve Taylor, Kim Hunter
Music: Daniel Salcido
PE/APE: Vacant
Speech: Ulla Tang Larsen
Health/Nurse: Marissa Sitz
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