



ADVOCATE

Ontario-Montclair Teachers Association

August 2016

IMPORTANT DATES SEPTEMBER

5th LABOR DAY
NO SCHOOL

9th OMTA BACK TO
SCHOOL SOCIAL

10th SERVICE CENTER
ONE WELCOME
BACK PICNIC

12th OMTA EXECUTIVE
BOARD MEETING

15th OMSD SCHOOL
BOARD MEETING

29th OMTA REP
COUNCIL MEETING

A MESSAGE FROM YOUR PRESIDENT

MaryKay Scheid



Welcome back! I hope you all had a restful and fun-filled summer vacation. It sure went by quickly!

New Adoption: It's going to be a busy year. We have a new language arts curriculum to help us in our classrooms. Teachers who teach language arts had an opportunity to receive training during the optional professional development day on August 2, 2016. Any language arts teacher who could not attend the training should have been subbed out to participate in the first training module. We have another optional professional development opportunity on Monday, October 31. Again, teachers will be paid their per diem rate for attending the whole day. Though plans for the day have not been finalized, the training will be individualized. If you teach language arts and cannot attend, you will be subbed out to catch up on what you missed. The make-up training will not be individualized to your grade level. Your feedback from the August 2 PD Day will help the Learning and Teaching Department make the October 31 training meaningful.

Many of you are teaching at sites with a specialized focus such as IB or PBL. The lessons that you developed in recent years, when we didn't have a common core aligned curriculum, can and should still be incorporated into your classroom. The new adoption is considered the core curriculum and our benchmark testing will be based upon those materials. But there should still be room for you to be creative.

As a **Mandated Reporter**, you are obligated by the state to complete an online training and pass a 20-question test. OMSD has set a deadline of September 8 for you to complete the task. If you haven't already been given some time, you should be dismissed early from a meeting to get it done before the deadline.

Political Action is Crucial this Fall. OMTA will be getting into the political scene this season. We have a school board election to fill two seats. Your Political Action Committee (PAC) invited all of the candidates to interview with the committee to earn our endorsement. More information will be provided in the next issue of the Advocate.

There are a number of interesting and important issues to be decided at the state level this November. CTA is most concerned about **Proposition 55**, and you should be too. Four years ago, voters approved Proposition 30, which helped put California back on the road to budget stability. I am certain you recall what things were like in this district before 2012. Funds generated from Proposition 30 helped public education recover some of the funds it lost during the recession. We're just now starting to get our schools back on track. But Prop 30 was a temporary remedy and it is set to expire at the end of this year. And so OMTA will be working with CTA to help pass Proposition 55.

LA County Fair Tickets are available to purchase at Cardenas or Ralph's grocery stores. Tickets NOT available at OMTA.

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KNOW YOUR CONTRACT:

Staff Development Tuesdays

For a number of years, different schools had different schedules for staff meetings. Last year, you voted (as part of our contract ratification) to standardize staff development meeting times throughout the district for the next three years. Here are the details:

All sites now have 3 Tuesday meetings (that MAY be 2 hours long, but don't have to be). The meetings are the 1st, 3rd, and 4th Tuesdays of the month; if there is a scheduling conflict (vacation, conferences, open house) and a Tuesday meeting has to be cancelled, it CANNOT be rescheduled for a 2nd or 5th Tuesday. We limited the number of beyond-contract hours you can be asked to dedicate to committee work and meetings (like SSTs) from 5 hours down to 2, exclusive of the Tuesday meetings. Finally, the additional 1 hour elementary PE prep time is now guaranteed for the length of the Tuesday meeting MOU (OMTA/OMSD Agreement).

This is not official contract language; it is an MOU. An MOU is a temporary deviation from contract language and has an expiration date. It gives both the District and the Association a chance to experiment with a different approach. OMTA welcomes your feedback on how the new meeting schedule works at your site.

Materials

As you are still gearing up and making your classrooms look awesome, you should be aware of Article IX, Allotment for Materials. The language reads:

"Teachers will be provided basic class-appropriate consumables, such as paper, pencils, pens, crayons, markers, erasers, glue, tissues, etc. In addition, the District shall annually allot to each school an amount equal to \$10.00 per enrolled child for the purchase by teachers of discretionary instructional materials. Teachers new to a site will also be allotted classroom materials and supplies, such as stapler, scissors, rulers, etc. necessary for classroom set up. The method of apportioning such funds among the elementary teachers shall be on a per pupil basis. The method of apportioning such funds among the middle school teachers shall be by dividing the amount on an equitable basis."

You should not be using your materials allotment for basic supplies. If your administrator has given you more than your allotment and instructed you to purchase basic supplies with the additional funds, that is acceptable. You should clarify how much of the allocation is intended for your discretionary use and how much is to be used for basic supplies. When you have exhausted your budget for basic supplies, your site must provide them.

Evaluation

At the beginning of each year, teachers who are scheduled to be evaluated receive notification of their evaluator. Article XII, Evaluation Procedures, requires the following:

"The site/department administrator will designate the evaluator and provide notice to the unit members by the 20th duty day of school. The designated evaluator will meet with unit members by the 30th duty day of school to discuss and collaboratively determine the form of evaluation. The evaluator shall have the sole responsibility for the final evaluation."

Here are the specific dates for this year: You must have been notified about your evaluator no later than August 30, 2016. You should meet with your evaluator to collaborate on the method of evaluation (formal observation or an alternative as outlined in the contract) no later than September 14, 2016. If you and your evaluator determine you will be using the formal observation method, it is not imperative that he/she do the maximum 3 classroom observations. After each classroom observation, you should receive a written report within 5 duty days. Per education code, all temporary and probationary teachers must be evaluated with the formal observation method each year.

Class Size

It is next to impossible to predict exactly who will arrive on campus at the beginning of each school year, so movement is inevitable. There is contract language specifying when the rebalancing should be completed, and there is monetary compensation if you remain over your class size maximums. Article X outlines the parameters:

1. Transitional/Kindergarten Goals: 26.5 pupils per class average per school, with the maximum 28.
2. Elementary Goals: (Grades 1-6): 29.5 pupils per class average per school, with primary grades (1-3) averaging 26.5, maximum 28; and with intermediate grades (4-6) averaging 31.5, maximum 32.
3. Middle School Goals: (Grades 6-7-8): 32 pupil contacts per class period average with a daily pupil contact maximum of 160.

There are exceptions to these goals and maximums, including "traditionally large group classes" like PE (45 pupils per class average with maximum daily contact of 225) and Band.

The district has a grace period of twenty (20) student days at the beginning of the year to correct over-enrolled classes. After the grace period, any middle school teacher whose daily student contact exceed the maximum allowed for a period of ten (10) consecutive days shall be compensated \$7.00 for each additional student contact per day and shall be paid retroactively to the first day of over-enrollment beyond the grace period. 🍏

NATIONAL EDUCATION ASSOCIATION REPRESENTATIVE ASSEMBLY, JULY 1 – JULY 7, 2016

by Tracy Lee Taylor

Each year, local teachers' associations from across the country send representatives to the annual National Education Association Representative Assembly. It's a big deal. There are between 8,000 and 9,000 teachers and educational support professionals, nurses, counselors, support staff and union leaders in attendance. We are there to vote on NEA policies. We go to help the NEA find their way to move forward. It's a BIG deal.

The RA was held in Washington, DC in 2016. The representatives attending from OMTA were: Trudy Cowan, John Egan, MaryKay Scheid, Tracy Taylor, and Judy Westbrook,.

While your representatives are in attendance at the RA, they are asked to look at the NEA Constitution, Bylaws, and Standing Rules. Then they need to read and listen to ideas for amendments to those documents, debate, and vote on whether the new ideas become a part of the rules that govern the NEA. When 8,000 people participate in a voice vote, it makes an impression.

There are also New Business Items (NBI) proposed to adopt policy or recommend action on the part of NEA. NBIs often deal with issues of civil and human rights for students and teachers in schools. They also cover topics including how NEA ought to deal with school 'reform', curriculum offerings in different states, how teachers are evaluated, and what proper funding ought to be in various areas. This last summer there were 125 NBIs.

In addition to the larger meetings, delegates also meet with their state caucuses. California has between 800 and 1,000 delegates attending the RA. We meet for one full day before the RA is convened, and for two hours each morning before the RA begins for the day. The purpose of the CA meetings is to take a position on all the business going before the RA. California is not like many other states. We talk a lot. We have strong opinions on just about everything, and we let folks know how we feel. California has about ten percent of the delegates in the room. When we talk, we are loud. Not everyone appreciates that. But we continue to express our views because that's why we were elected to attend the Assembly.

One of the very important votes we took this summer was on the NEA endorsement for President of the United States. Hillary Clinton spoke to the RA on July 5th, NEA President Eskelsen-Garcia made a recommendation to the body to endorse Secretary Clinton for President of the United States, and the following day there was a vote using paper ballots. The vote was 84.10% in favor of endorsement.

If we don't talk to politicians, they will make decisions without our input. It's time to get loud make all our voices heard. It only takes a moment to make a call to your representative in the state legislature or to your Congress member. California teachers, we're a BIG deal, get LOUD! 🍏

NEW TO THE DISTRICT? DON'T MISS THIS DEADLINE!

If you're a newly hired employee and an eligible CTA member, now's the time to get CTA-endorsed Disability and Life Insurance from Standard Insurance Company (The Standard). You have a special opportunity to apply for Disability Insurance and up to \$200,000 of Life Insurance within 180 days of starting work. You can apply online at www.standard.com/cta/newhire online.

These plans were created specifically for California education professionals and offer a number of great features, including:

- Coverage for disabilities occurring on or off the job
- Access to the CTA Advisory Panel on Endorsed Services
- Option to add Life Insurance coverage for your spouse/ domestic partner and children with your Life Insurance.

The Standard is the only Disability and Life Insurance provider endorsed by CTA. They were selected by CTA for their

financial stability, integrity and commitment to serving CTA members. Don't miss this opportunity – apply online at www.standard.com/cta/newhire online.

For costs and further details of the coverage and this enrollment opportunity, including the exclusions, benefit waiting periods, and reductions or limitations and the terms under which the policy may be continued in force, please contact Standard Insurance Company at 800.522.0406. GP 190-LTD/S399/CTA.1; GP 190-LIFE/S399/CTA.3 🍏



BYE MR. HARDY

by Judy Westbrook

At the end of last year, we lost a great local advocate of public education, Robert Hardy. Known to his many friends as Bob, Hardy passed away at home on April 14, 2016 at the age of 92 years old.

Bob, a U.S. Marine Corp veteran, served the students, teachers, staff and families of the Ontario Montclair School District for 54 years. He and his wife LaVerne made a home together in Ontario, and his eight children attended local schools. Bob was a teacher and an administrator, retiring in 1985.

Two years after retiring, Bob was elected to the Ontario Montclair School Board of Trustees with the endorsement of OMTA, where he served for 21 years. Bob saw a lot of changes in the District during his five decade tenure. He saw OMSD grow in number of schools, students, teachers, and staff.

Many of us may remember him from when we were his students. At the end of every day we would say, "Bye Mr. Hardy!" as he would send us out into the world.

Donations may be made to Promise Scholars in his memory as Robert Hardy Donations. http://omsd.omsd.k12.ca.us/promise_scholars 

Message from Interim President
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Prop 55, entitled the "Children's Education and Health Care Protection Act of 2016," is written to extend the Prop 30 funding that sunsets this year. CTA warns: "Budget forecasts show that unless we maintain the taxes on the wealthy, our public schools will lose nearly \$4 billion and our state budget will face a deficit of more than \$4 billion in the first full year alone." California students, schools and colleges can't afford to go back to the days of massive teacher and staff layoffs, larger class sizes, and cuts to programs like art and music." By maintaining the current income tax rates on the wealthiest Californians, "we will stop the state from going back to the days of massive educator layoffs, larger class sizes, and cuts to programs like art and music, while also protecting vital services, like health care for children."

Your reps have shared a document with you asking you to voice your support for Prop 55. By signing and returning the document, you can reduce the number of phone calls you receive in September and October. In the 2 weeks prior to the vote, CTA will call members to remind them how critical their vote will be.

Again, welcome back. What you do makes a difference in the lives of all your students and ultimately the world. It is a privilege to represent you. 

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