

ADVOMTACATE

The logo for the California Teachers Association (CTA) is a red oval containing the letters "CTA" in white, with a small white graduation cap icon above the letter "A".

Ontario-Montclair Teachers Association

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The logo for the National Education Association (NEA) is the word "nea" in a lowercase, sans-serif font, with a small American flag icon above the letter "a".

February 2012

KNOW YOUR CONTRACT – EVALUATION

According to the contract, final evaluations are due to you 30 calendar days prior to your last duty day. That will be April 13 this year. Your evaluator must then meet with you 15 calendar days prior to your last duty day, which will be May 4.

According to the contract, "in preparing the Final Evaluation Report for placement in the unit member's personnel file, the evaluator shall rely primarily upon data collected through objectives, observations, and observation conferences. Any deficiencies which may have been brought to the attention of the unit member, and subsequently corrected, shall not be included in the final evaluation form."

This means, among other things, your evaluation should not have any surprises on it. It should be based mostly upon the formal observations that were done, and then discussed with you. In addition, your evaluator must have followed contract on those observations. Contract requires that a formal observation be followed by a written report and conference within 5 days of the observation.

Evaluations can be grieved if the evaluator has not followed contract in either writing the evaluation (i.e. had things in it that had never been discussed with you before), or in doing the formal observations (not having done a sufficient number of them or not having completed them by the prescribed deadline). You cannot grieve an evaluation simply because you don't agree with it. In that case, you can write a response to be attached to it. It is usually not advisable to do that without assistance from the association.

All probationary and permanent unit members are to be evaluated at least every other year (unless you're on the "5 year plan" to be discussed later). If a probationary or permanent unit member receives an unsatisfactory evaluation they are to be evaluated every year until a satisfactory evaluation is achieved. "An unsatisfactory evaluation is defined as one in which the teacher receives a score of "1" on any of the first 5 CSTPs or receives a majority of "2s" on the first 5 CSTPs. If your evaluation is satisfactory you should not be formally evaluated more than every other year.

Unit members who have been employed by the district at least 10 years, are "highly qualified" as defined by NCLB regulations, and whose previous evaluation was satisfactory may: "upon agreement of the evaluator and the unit member, be formally evaluated at least every 5 years." In order to be on the "5 year plan" you must have the consent of your evaluator. In addition, that consent can be withdrawn at any time –by either your administrator or by you. This frequently happens when a school gets a new principal. If you believe that you should be on the "5 year plan" you should discuss it with your evaluator. If your evaluator denies your request, you should at least be given a good reason for it.

From Your President

Rick McClure



In the September issue of the Advocate, I wrote about “teaching to the test.” My concern was that I was hearing about sites where it was encouraged to take benchmark assessment questions, change them slightly, and then teach them. I’m hearing reports now where teachers are actually passing out the benchmark test itself, or portions of it, and directly teaching it. Even worse, both principals and the district are overtly encouraging these practices by singling those teachers out for praise for having their students score so well on the tests. This is, in my opinion, a very dangerous road to be going down. I realize that the district values the benchmark tests because they believe those tests predict how a school will do on the CST, but I most respectfully disagree. I think testing’s value is in informing teachers how well they are teaching and how well the students are learning. To reward outright cheating, though, is setting a precedent that is potentially disastrous if it leads to similar behavior on the CST. I advise teachers again, tests are not worth putting your credential and career at risk.

In November there will be an initiative on the ballot that, if passed, will prohibit union dues collected by payroll deduction from being spent for political purposes. Since nearly all union dues in California are collected by payroll deduction, this would effectively prevent unions from participating in politics at all. At first glance, this might appear to many of you to be a good thing. After all, if you are a Republican, or otherwise politically conservative, you might like the idea the CTA can’t spend your dues money to support political candidates you don’t vote for. Did a little deeper though and it’s something all of you should be against. That’s why CTA and other unions are calling it Paycheck Deception.

The backers of the proposal have written it in such a way as to make it appear that it treats unions and corporations equally because it prevents both from using money collected by payroll deduction from being spent on politics. Corporations, though, don’t collect money they spend on politics through payroll deduction. It would have absolutely no effect on corporate political donations or activity at all. Unions, on the other hand would be taken almost completely out of politics.

I read many years ago a column in the LA Times that described CTA as the 600 pound gorilla in Sacramento. All these years later we still are. The reason we are such a powerful force is because we get involved in politics. We support candidates for office who support our issues. Imagine a bill in the legislature that would require teacher evaluations be based on student test scores. I think all of us want CTA to be able to defeat ideas like that. It’s happening in a lot of the rest of the country, but it’s not happening here because CTA is politically strong. If Paycheck Deception passes, CTA won’t be able to defeat proposals like that because we won’t have the influence anymore.

Between now and November you’ll be hearing a lot about this from CTA. Please listen. In fact, do more than listen. Talk to your family, friends, and neighbors about this and urge them to vote no. It’s about silencing our voice, not about giving you more say about where your dues money goes. Silencing teachers isn’t good for our profession, or for our kids.

KNOW YOUR CONTRACT

– TRANSFER

Because we are entering the time of year when schools are going to be staffed for next year, some of you may be subject to being administratively transferred. The contract does spell out when an administrative transfer can take place and how teachers are selected to be transferred. Projected enrollment at schools is the major reason for administrative transfers. To determine if a school must administratively transfer anyone, the school must first determine how many teachers will be necessary for the number of students projected to attend next year. From that number, any teachers on temporary contracts are subtracted. If the school is still over staffed at that point, administrative transfers will be necessary.

How someone is selected to be administratively transferred is covered in the Contract (Article IX, starting on page 36). When it is determined that a school must lose teachers, the first thing an administrator must do is to ask for volunteers. If there are none, or not enough, “administrators shall base their selection of personnel for administrative transfer upon unit member seniority unless they can provide justification that a specific transfer would negatively impact students because of the programmatic expertise of a less senior unit member is crucial for the continued success of a current curriculum/instructional program or because the credential held by the less senior member is essential to the immediate program needs of his or her present site.” Further, no one can be administratively transferred more than once every three years.

Administrative transfers should be done by the end of March or first part of April. After that will come the time for voluntary transfers, followed in late April to early May of the rehiring of temporary teachers. It is anticipated at this time that there will be no more than a few temporary teachers that will not be rehired.

For a voluntary transfer, you must have permanent status and have a voluntary transfer form filled out and on file with Human Resources. Voluntary transfers can take place after administrative transfers are completed and the district begins

considering placement of temporary teachers and new hires for the remaining vacancies.



DID YOU KNOW?

A FEW FACTS ABOUT YOUR BENEFITS:

OMSD purchases its medical insurance (Kaiser and Health Net) through the Southern California Schools Benefits Association (SCSEBA).

SCSEBA offers to all Kaiser and Health Net subscriber access to Health Advocate and Healthy Roads. Health Advocate can help you with problems you're having with any health-related issue, be it with your doctors or the insurance companies. Healthy Roads can help you get healthier with weight loss coaching, smoking cessation programs, etc. Phone numbers for both can be gotten from the district benefits office, the OMTA office or in the OMSD benefits handbook. Children can now be covered under your medical insurance until age 26 regardless of whether they are students, your tax dependent, living with you, employed full time or even married. If you have children under age 26 who need health insurance you can add them to your OMSD health insurance plan during open enrollment.

The IRS Section 125 plan in OMSD allows for you to set up a medical reimbursement plan. You can put up to \$2500 into your plan to pay for out of pocket medical expenses. By doing so you make those expenses tax free. For more information, check the OMSD Employee Handbook. If you don't have yours you can find it on the OMSD website on the employee benefits page.

CTA has a website devoted to advice on 403 (b) and other retirement plans. You can find it at ctainvest.org. Anyone who wants to retire comfortably should take a few minutes and look it over.

OMTA REPRESENTATIVES

Arroyo: Karen Hirschfeld
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Bon View: Wayne Bradley, Nancy Mason
Buena Vista: Michael Hatter
Central: Tina Foglesong
Corona: Paul Leal, Julie Rafeedie
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Mariposa: Dennis Kelly, Jeff Williams
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Vina Danks: David Hennessee, Glenn Wong
Vineyard: Lesia Beasom
Vista Grande: Helen Cieslik
Wiltsey: Ken Aven, Linda Boren
Music/PE/APE: David Moody
Speech: Kimberly Cieslik
Health/Nurse: Marissa Sitz
Early Ed Center: Leticia Martinez
HFB: Vacant



NEA RA ELECTION



We will be having an election for the NEA RA when you get this newsletter in your box. On the state ballot please vote for OMTA members Mary Kay Scheid, Melody Kelly, Rick McClure, and Amy Tompkins. For every member voted to be a state delegate that is either one more OMTA member who can go, or one less that OMTA has to pay for. Thanks!

READ ACROSS AMERICA DAY DR. SEUSS BIRTHDAY MARCH 2ND



OMTA
Executive Board Meeting
March 5th
Rep Council Meeting
March 26th

OMSD
School Board Meetings
March 1st & 15th
7 pm at Central Language
Academy

OMTA OFFICERS AND OPERATIONS

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Rick McClure
1st Vice President
Amy Tompkins
2nd Vice President
Shari Megaw
Secretary
Susan Yee
Treasurer
Brad Richards

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Melody Kelly
Amy Tompkins

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