



ADVOCATE

Ontario-Montclair Teachers Association

August 2015

IMPORTANT DATES

LABOR DAY

No School
September 7th

OMSD SCHOOL BOARD MEETING

September 10th

OMTA WELCOME BACK PARTY

September 11th

OMTA EXECUTIVE BOARD MEETING

September 14th

NON-STUDENT DAY

September 21st

OMTA REP COUNCIL MEETING

September 28th

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A MESSAGE FROM YOUR PRESIDENT

Amy Johnson



Welcome back to another school year! I hope you had a great vacation and enjoyed your much-needed time off with family and friends. As we start up the 2015-2016 school year, I am hoping for a less hectic and less stressful year for you (one can hope, right?).

We are a bit more settled now in Common Core and are starting to have a grasp on what it all means. Of course the state is still changing things, which does cause the district to change things on us too. The good news is that over the summer the Language Arts curriculum teams for the state reviewed and made recommendations to the State Board of Education of possible materials to adopt! The State Board will make a final approval of these materials in November. I am hearing very positive feedback about these programs. Should all go as planned, we may be able to pilot curriculum this year in the winter/spring and purchase it to have ready for next year. Don't worry; you will not have to drop everything you've developed the last few years in Language Arts. You will be able to incorporate your materials and use them with the new adoption.

We have a bargaining update for you. You will be receiving information from your OMTA reps about the Tentative Agreement reached with the district in May. We will be voting on this Tentative Agreement in mid-September. The Tentative Agreement covers language changes only, we will be bargaining on salary, benefits and class size in September to be retro to the beginning of the year (and class size for next year). The key changes you will see in this TA deal with evaluations. We have updated the CSTPs to the latest version (still very old, 2009) and we have updated the traditional classroom observation form. There are no longer numbers from 1-4 for the ratings. The new ratings are now **M**-Meets Standards, **P**-Progressing Towards Meeting Standards and **N**-Does Not Meet Standards. We hope you will like a 3-tier rating system without numbers much better. We did a lot of research with a subcommittee of the bargaining team made up of teachers, district personnel, and administrators. We looked at many other districts rating systems to help us come up with this new system. Nothing is ever perfect; there will be kinks to work out and training to be done for administrators and teachers on the new rating system. We hope to get feedback and fine tune this rating system and make it work for everyone as the year goes on. There will be a contract hearing with the bargaining team on September 8th at the OMTA office from 2-5 pm if you have any questions about anything from the Tentative Agreement.

The district recognizes that getting enough substitutes is an issue and has been an issue for the last few years. Unfortunately this is a problem all across the state and country. The district has increased the sub pay from \$125 a day to \$130 a day (for days 1-20) from \$135 to \$140 (for days 21-50) and from \$150 to \$155 (for days 51 and up). This puts us amongst the top-paying

Continued on Page 4

KNOW YOUR CONTRACT: BEGINNING OF THE YEAR

There are many deadlines, timelines, and procedures you need to be aware of for the beginning of the year. If you'd like to access your contract you can find it at www.myomta.org.

ARTICLE IX - MATERIALS (The following is new language from the 2014-15 contract negotiations)

A. Allotment for Materials: 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 \$5.00 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.

ARTICLE X - CLASS SIZE

1. Transitional/Kindergarten Goals: 27.5 pupils per class average per school, with the maximum 29.
2. Elementary Goals: (Grades 1-6): 29.5 pupils per class average per school, with primary grades (1-3) averaging 26.5, maximum 29; and with intermediate grades (4-6) averaging 31.5, maximum 32. Combined grades T/K/1 or 3/4 are covered by the primary ratio.
3. Middle School Goals: (Grades 6-7-8): 32 pupil contacts per class period average with a daily pupil contact maximum of 160. For physical education, 45 pupil contacts per class period average with a daily pupil contact maximum of 225.

- a. The District has a grace period of twenty (20) student days at the beginning of the year to correct over-enrolled classes.
- b. After the grace period, any middle school teacher whose daily student contacts 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.

ARTICLE XII - EVALUATION PROCEDURES

2. Notification: 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.

***The dates that go with this language are as follows: You must have been notified who your evaluator will be by August 28th. You should have a meeting with your evaluator to collaboratively determine the type of evaluation you will do by September 14th. Your administrator does not need to do all 3 classroom observations if you should choose the traditional observation method, it is up to 3 (the amount they do is up to them). After your classroom observation, you should receive a written report within 5 days of the observation. Unfortunately, per education code, all temporary teachers and probationary teachers must be evaluated each year. 🍏



EDUCATION IN THE NEWS.....AGAIN

Friedrichs v. California Teachers Association

I'm sure many of you have heard about the Friedrichs case in the media; it is a court case that will greatly affect your union. Here's a little background information: Friedrichs v. California Teachers Association was filed on April 30, 2013, in federal court in Santa Ana and deals with the collection of representation fees from individuals in a collective bargaining unit who do not wish to become members, but nevertheless benefit from union representation (fair share/agency fee). The Supreme Court of the United States has "granted cert" on Friedrichs v. CTA, which means the court will hear the case in its session next year with a decision expected in June 2016.

The case asks that the justices overturn long-standing workers' rights. These rights were unanimously affirmed by the Supreme Court in 1977 and gave tens of millions of Americans (particularly women and people of color) a free and fair shot at joining the middle class. There is a strong legal defense team in place to defend this case, and the NEA has significant communications and organizing efforts underway to support affiliates and members. This is not a partisan issue. This is defending the right for people to have a voice and stick together for better working and living conditions. This decision will go beyond education. This decision will set the tone for unions all across our country.

What is Fair Share?

Fair Share (also known by many as agency fee payers), is a way to ensure fairness and protect equity, individual rights, and the pocketbooks of educators. Every educator who enjoys the benefits and protections of a negotiated contract should, in fairness, contribute to maintaining the contract. Fair Share fees are in no way used for political or ideological activities. Fair Share does not force individuals to join CTA. In fact, Fair Share protects the individual rights of educators to choose whether to join the Association. Under Fair Share, all members enjoy the benefits, rights, and protections of the bargained contract, but the similarities end there.

Association membership has benefits and privileges. These benefits include: a voice in running our Association, strength in numbers,

added protection and expertise, impact on public policy, access to professional development and financial savings. One of the most important benefits you receive as a member of the association is legal services. If something happens to you and you need the Association or legal services, it would be too late to join and obtain assistance.

Doe v. Antioch Unified

Doe v. Antioch Unified is a new lawsuit filed on July 16, 2015 by the Students Matter group (the same group who filed the Vergara lawsuit challenging teacher tenure and other protection laws), that claims 13 districts violated the state law requiring student scores on

state standardized tests be a component of a teacher's evaluation. The lawsuit claims that these 13 districts illegally agreed in contract negotiations with teachers to exclude test scores as part of teacher evaluation. The 13 districts being sued are: Ontario-Montclair School District, Chaffey Joint Union High School District, Chino Valley Unified, El Monte City School District, Fairfield-Suisun Unified, Fremont Union High School District, Inglewood Unified, Pittsburg Unified, Saddleback Valley Unified, San Ramon Valley Unified, Upland Unified School District and Victor Elementary School District.

CTA's legal team is reviewing the case, but no educators or unions were named as defendants in the case. The lawsuit is sadly not surprising as this groups' goal seems to be to file lawsuits and waste taxpayer money. This group tries to change policy at the ballot box and when they are not successful, try to change things in the courtroom. If anything changes I will update you about the situation.

As you can see from these two lawsuits, our profession and our Union are under attack. It is very important for you to stay involved, informed and engaged in OMTA. You are the Union. If you are new to the district, chances are you have not signed up yet to become a member. There is a lot of paperwork you will fill out as a new hire at the district office but an OMTA membership form is not one of them. Your OMTA rep will have a membership form for you to fill out. If you'd like you can also contact our office at 909-986-2414 or email me at president@myomta.org to receive a form or information.



districts in San Bernardino County. If you know of people who want to sub in the district, please email me or HR with their names and contact information. According to the California Department of Education, Linda Darling Hammond and other top education experts, we are starting to see a teacher shortage all over the country, this includes substitute teachers. Nationwide, many teachers were laid off during the recession, but the situation was particularly severe in California, we lost 82,000 jobs in schools from 2008 to 2012, according to Labor Department figures. This academic year, districts have to fill 21,500 slots, according to estimates from the California Department of Education, while the state is issuing fewer than 15,000 new teaching credentials a year. In California, the number of people entering teacher preparation programs dropped by more than 55 percent from 2008 to 2012, according to the California Commission on Teacher Credentialing. Nationally, the drop was 30 percent from 2010 to 2014, according to federal data.

There are many reasons to reach out to your local legislatures and make calls and write letters. One thought (not such a positive one) about education in California to think about as you come back to school with not enough money at your site: California spends \$47,000 a year to incarcerate one prisoner (according to CA LAO) and spends \$9,375 a year to educate one student. We spend five times more on prisoners than on schools. What is wrong with our system? OMTA will be giving you information throughout the year on how you can contact your legislators and what your union (OMTA, CTA, NEA) is doing to fight for students and

teachers. Please help us by simply telling your legislators your personal story and what you do every day in the classroom. They need to hear from teachers who teach every day. I know many of us don't like to get involved in politics, but it is more crucial now than ever before for us to speak up for our profession. We often post this type of information on our OMTA Facebook page. Please find us on Facebook and like our page for updates! 🍏

NEED LA COUNTY FAIR TICKETS???

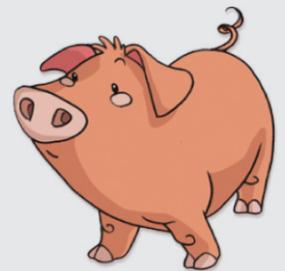
September 4-27, 2015

Adults\$12

Kids 6-12\$6

5 and underFREE

Ticket valid any day



Contact OMTA at 909 986-2414

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Vina Danks: Ryan Highstreet, Jeff Rogers

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Vista Grande: Helen Cieslik/Monica Lite

Wiltsey: Steve Taylor, Kim Hunter

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PE/APE: Shaun Walters

Speech: Ulla Tang Larsen

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Early Ed/Pre-School: Vacant

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