



# ADVOCATE

## Ontario-Montclair Teachers Association

November 2019

### IMPORTANT DATES DECEMBER

2<sup>nd</sup> OMTA EXECUTIVE BOARD MEETING

12<sup>th</sup> OMSD BOARD OF TRUSTEES MEETING

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

20<sup>th</sup> NON-SCHOOL DAY

23<sup>rd</sup> – 31<sup>st</sup>  
WINTER BREAK – NO SCHOOL

### JANUARY

1<sup>st</sup> – 3<sup>rd</sup>  
WINTER BREAK – NO SCHOOL

6<sup>th</sup> OMTA EXECUTIVE BOARD MEETING

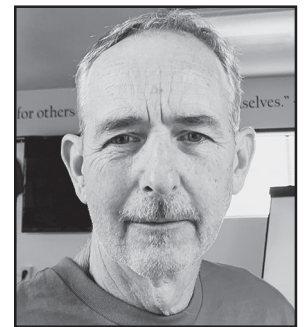
## FROM THE PRESIDENT'S DESK

As you know I go to schools practically every week delivering some pizzas to the members at the school, and conversing and listening to get the gist of what is going on. One of the most common critiques involves the P4SS System and for some schools how SMART goals play into this.

The concern with P4SS is that it is extremely cumbersome and not so user-friendly. It takes time to input the wealth of student data into the system, as well it seems to be labyrinth-like in that teachers must maneuver back and forth between pages to complete reports. It would be a friendlier platform if teachers were able to input the student's ID # into the initial page and the student's demographic information would just be automatically dropped in.

The P4SS System is for tracking the intervention of students in Language Arts, Math, and Behavior. The struggle teachers have is that for every standard or concept in either Language Arts or Math that a student is struggling in, the teacher is required to give a pre-assessment, develop two intervention strategies for that concept for a six week period, and then perform a post assessment. After they do this, the teachers are required to perform another round of pre-assessment, six weeks intervention, and post-assessment, before that student can be considered for additional support from the district.

The concerning issues here is many teachers have much more than one student in their classes that have academic and/or behavior challenges. Regardless, even if they only have one student that needs academic support in their class, how does a teacher adequately assist a student under this system, and also teach a class of thirty-some students? And let's be honest, we know teachers are struggling to meet the needs of all their students because our classes have more than just one or two struggling students inhabiting them. And it is not because OMSD teachers are inefficient or need more staff development.



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## WEAR RED for PUBLIC ED

### Every WEDnesday

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## Message from President Continued from Page 1

When you factor the idea of SMART goals into the equation it really makes me wonder if this process was carefully thought through, and if classroom teachers were involved with the process? My understanding of SMART goals according to teachers is that it is the identification of five struggling students *each* in Language Arts, Math, and Behavior by completing a form for the site administration. If we already have the P4SS system and students with academic and behavior challenges identified, why are teachers doing what is seemingly redundant work?

The other critique was the Q System. According to those in the know this replaced the Zangle System. The issue with Q is the supposed requirement that teachers are to log into Q with reports of behavioral issues and pertinent notes regarding students. Teachers take issue with not being able to see administrative responses to disciplinary issues. I can see teachers' reasoning. Teachers are required to be accountable by monitoring and documenting students' behavior, yet when it comes down to what administration's response is to specific behavior, teachers feel like they are being left out of the loop because they are not able to read what site administrators' decisions are regarding consequence of student behavior. I can understand why teachers stop supporting behavior systems when the teachers' experience is that they are not held with enough high esteem by site administration to know how their students or their classroom environment is being supported by site administration through Q.

Substitutes have become an issue for teachers, or the lack thereof. There is not much the District can do regarding retaining substitutes when teachers are out. It is a competitive market, and subs are known to cancel a job for a better daily rate, or to switch to what they believe is possibly a less challenging job assignment. Compensation for elementary teachers is the daily substitute rate divided by the number of teachers taking the students. For middle

school teachers the compensation is 1/5th the daily substitute rate. I believe this compensation is inadequate and not considerate of our members who are already working under duress, only to take on more responsibility for such little compensation, and for middle school teachers, loss of a prep period. As well, this should be a voluntary decision made only by the teacher.

Substitutes could be less of an issue if site administrators started taking on classes when a teacher is out. This used to be a common practice. But it seems that possibly our principals understand just what teachers, not just in this district, but throughout the state, are dealing with on a daily basis, and that is why they are reticent to take on the challenge. Why do they not do this? It would be invaluable. It would be a great experience for every administrator in this district to sub at a school that is not their own for a couple days. Principals used to be the lead educator at any given school site. They used to be the person a teacher could lean on when they felt under the gun or over-whelmed. I know there are still some good principals out there, but they are few and far between.

Teachers' time is not valued any more. So much so that, prep time and Teacher Tuesdays are being planned for us, as though we do not know how to manage our time. We had the third evening event added a few years back, and we continue to expect teachers to spend some of their Saturdays at school events. School events are wonderful things, don't get me wrong, but every single teacher should be fairly compensated for their time spent at a school event on a weekend. When you look in the contract under Special Assignments you will see different rates for different events, groups, activities, etc. Some make sense, and some do not. I am not going to be specific here as I do not want to single out any one group. But clearly there is inequity going on here.

John Egan, OMTA President



## Red for Ed T-shirts for Sale

We have available a few Red for Ed T-shirts at the OMTA office. They feature on the front of a red t-shirt the California Teachers Association logo with the state of California outline. On the back is a nicely-sized logo of the Ontario-Montclair Teachers Association. I currently have these sizes in office:

1 Small, 6 Medium, 5 Large, 3 XL.

**I will order more shirts depending on the amount of requests for shirts.**

- **Size range** in Adult sizes: Small to 3X
- **Prices:** Small to XL – \$18 | 2X and 3X – \$20

## OMTA Office Hours

Will change to

**8:30 am to 4:30 pm**  
beginning **December 2<sup>nd</sup>**

Normal hours of

**9:00 am to 5:00 pm**  
will resume in **January** when we  
return from **Winter Break.**

# JOIN US AT SCHOOL BOARD MEETINGS

Something that I am going to initiate and that will start in December is the assigning of schools to attend Ontario-Montclair School Board meetings. Obviously, this will not be mandatory, but I do want to see if we can't get more participation from our members to attend these meetings that do impact our profession. Once the 2020 board meeting calendar is finalized, I will post the meeting schedule and school assignments in the Advocate. The meetings are always held on Thursday and have been starting at 7:00 PM. Currently meetings are held at Chino Basin Water Conservation District in Montclair, or at the Linda Vista site in Ontario.

It is important to note that by the time you read this the school board will have decided to: (1) make the meetings earlier in the day, and (2) place both Ontario-Montclair Teachers Association and California State Employees Association #219 back into the Public Comments slot if we had comments or opinions we wished to express.

Most meetings take about an hour, but some do go over particularly if there are awards or presentations. As of this date, only three board meetings are left for this school year, November 7th, November 21st, and December 12th. The December 12th meeting will be particularly interesting in that it is an organizational meeting. The board will elect a new president to preside over the board meeting for the next calendar year.

It is important to note that last year Trustee Sam Crowe expressed his dismay with the rest of the board and cabinet because it has been a past practice when voting to rotate the position of the president amongst the trustees. Elvia Rivas had been presiding over the school board for two years straight and was re-elected for a third straight year. Interesting decisions are made during the closed session of board meetings. 🍏

# Where are we with SCHOOLS & COMMUNITIES FIRST INITIATIVE

One thing you will be hearing a lot about is the Schools & Communities First Initiative which has been building up momentum since well over a year ago, when I first heard about it at State Council. You are going to get tired of hearing about it, but it is so important in regard to securing funding for public education for years on end. I have already gotten push-back on it because it involves Proposition 13 and some of our members hold this proposition "sacred" because it does keep those longtime homeowners property taxes at a manageable level.

Currently this initiative is in the petition stage. We are going to be asking members to sign this petition so that it can be on next year's 2020 ballot in November. Basically, what this amendment to Proposition 13 does is protect homeowners and small businesses from facing any tax increases. For years, homeowners and small businesses have been saddled more and more with being responsible for subsidizing public education. And if you're up on where California stands currently as far as per pupil spending in this country, we rank #41 out of 50 states. This is hard to believe when you understand we are the 5th largest economy on the planet.

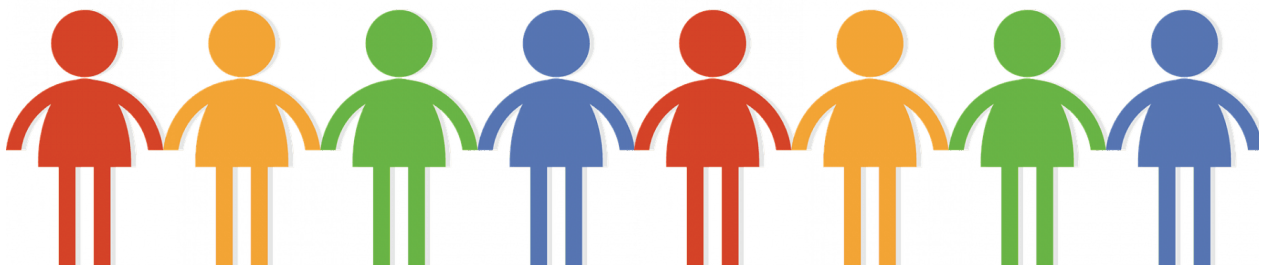
What this amendment to Proposition 13 does is make large corporate businesses pay their fair share. For example, when you understand that Disneyland and Dodger Stadium both still pay 1978 property taxes (and still raise their prices), and Staples Center as well pays little in taxes, as do many other established corporations in the state, this only makes good sense. In Ontario, we have QVC, which also pays little in taxes. Check out this link about Ontario: <https://news.bloombergtax.com/daily-tax-report-state/tax-break-hub-gives-28-million-in-program-lawmakers-want-ended>

According to recent projections, it has been determined that the Schools & Communities First Initiative will generate \$12 billion dollars a year for communities and schools. 40% of that amount will go to public education alone. This money alone could give us the supports our students sorely need and deserve to have a real chance to compete in today's global market.

Your site representatives will be asked to bring petitions to your school sites to get signed so that we can get this initiative on the ballot. A friendly reminder is that your reps should only be asking you to sign during off- contract hours.

You can learn more about the SC&F Initiative by going to:

<https://www.schoolsandcommunitiesfirst.org> 🍏



# INTERESTING RESULTS ON OCTOBER SURVEY

The October Survey results were interesting and certainly our OMTA representatives seem to be losing a little steam in getting results back from members. I know I am asking a lot from our representatives. But what I do love about our representatives is the way they handle the collection of answers, as well, as present the issue at hand by interpreting the information that I give to them to share with you. This is a learning thing for me as well as it teaches me that I may need to clarify the question at hand. I did give some rather lengthy contract information with which to preface the question at hand. Basically, the question was, "Do you feel you have the right of consultation?"

Consultation, at least the way I interpret it, is "the giving of advice". Hindsight being 20/20, perhaps that question should have read, "Are you afforded the opportunity to give advice, or consult on any or all of those things that impact your ability to teach, such as, but not limited to: curriculum, grading criteria, behavioral programs, academic interventions, prep time, professional development, etc."

**The results:** Those that agreed: 84  
Those that did not: 252  
Those abstaining: 45

## WHAT WONDERFUL THINGS ARE YOU DOING IN CLASS?

I would like to initiate something new this year. I would like to visit classrooms, so I can see all the wonderful things that are being taught and accomplished by all your students. If you are comfortable with a visitor and there is something you are excited about that your class is doing, being academic or elective, I would enjoy seeing it! My goal is not to stay long and/or disrupt your teaching; it's simply to pass along the good word to others. If you're interested in having me as a visitor, drop me a line; give me a call with at least three dates & times. And most important, notify your administrator that I'm coming.



Thanks, John Egan  
president@myomta.org 909-986-2414

P. S. I'll bring a little something for your students

### OMTA OFFICERS AND OPERATIONS

**President:** John Egan  
president@myomta.org  
**1st Vice President:** Tracy Taylor  
**2nd Vice President:** Monica Lite  
**Secretary:** Tisha Curry  
**Treasurer:** Daniel Salcido

**CTA State Council Representatives**  
John Egan, MaryKay Scheid, Tracy Taylor  
**Service Center One Representatives**  
Trudy Cowan, Isabel Santos, Judy Westbrook,  
Vickie Harri, Tisha Curry  
**Bargaining Chair:** Tracy Taylor  
**Elections Chair:** Sendai Parker

**Office Manager:** Cindy Newey  
officemanager@myomta.org  
**Advocate Design:** Dorreen Petersen Davis  
**OMTA Office**  
417 West "E" Street • Ontario, CA 91762  
Tel: (909) 986-2414 • Fax: (909) 983-0585

### OMTA REPRESENTATIVES

**Arroyo:** Brenda Zola  
**Berlyn:** Crystal Cook, Erik Kobulnick  
**Bon View:** Abel De Casas, Debbie Roose Baker  
**Buena Vista:** Michael Hatter  
**Central:** Marina Garcia  
**Corona:** Julie Rafeedie  
**DeAnza:** Inaki Bizkarra  
**Del Norte:** Natalie Cantos  
**Edison:** Diana Eberle  
**El Camino:** Susie Imrich/Sandi Missick  
**Elderberry:** Kevin Dixon, Dennis Kelly  
**Euclid:** Wendy Beltran  
**Hawthorne:** Monique Gray, Joyce Johnson  
**Haynes:** Robert Mariani, Cecil Malacarne

**Howard:** Kelly Pawley  
**Kingsley:** Michelle Montes, Robert Paulak  
**Lehigh:** Robin Carr, Jennifer Barringer  
**Lincoln:** Holly Baca, Alice Mungia  
**Mariposa:** Sendai Parker,  
Dionne Treadway Contreras  
**Mission:** Debby Hilak  
**Monte Vista:** Jose China  
**Montera:** Ana Zoque, Dawn Falkenberg  
**Moreno:** John Ross  
**Oaks:** Lisa Eckersley, Malinda Hurley  
**Ramona:** Kelly Albers, VACANT  
**Serrano:** Ana Moreno, Curt Albers  
**Sultana:** Breanna Jones, Terri Tucker

**Vernon:** Regina Kranzer, Rosa Whitton  
**Vina Danks:** Noe Ortiz, Glenn Wong  
**Vineyard:** Nila Delise, Brett Waters  
**Vista Grande:** Annmarie DeHerrera  
**Wiltsey:** Kim Hunter, Brad Joplin  
**Counselors/Orcs:** VACANT  
**Early Ed/Pre-School:** Alison Guadalupe  
**HFB/Hardy Center:** Jeff Quick  
**Health/Nurse:** Dana Smith  
**Music:** Daniel Salcido  
**PE/APE:** Daryl Durston  
**Special Ed:** Aurora Mejico  
**Speech:** Ulla Tang Larsen