

ADV OMTA CATE

ONTARIO-MONTCLAIR TEACHERS ASSOCIATION

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A SPECIAL ONE PAGE EDITION



SEASON'S GREETINGS from The President's Desk

I hope that you all had a restful Thanksgiving break, and that the last few weeks have had less distractions and were fruitful for you and your students as we head toward Winter Break and the year 2020...

The first item that I am going to address is the creation of a schedule that will assign school sites a date to attend an OMSD Board Meeting. I know many of you attend board meetings for special events, such as Years of Service, PBIS, Awards, Student Achievement, etc. However, it is also important to know how this district operates as a business, and to sit in and listen to LCAP presentations, budget presentations, MTSS presentations, et al. The calendar below is *not mandatory*, (no one will be taking names) but is just a means to get our members en masse to board meetings, particularly as we head deeper into the bargaining calendar. The meetings starting in January will start at 5:30 PM and return to Central Language Academy. I hope to see you there! The schedule:

January 16, 2020: Arroyo, Corona, Euclid, Lehigh, Monte Vista, Vista Grande, Vina Danks

February 6, 2020: Berlyn, Del Norte, Hawthorne, Lincoln, Moreno, De Anza, Wiltsey

February 27, 2020: Bon View, Edison, Haynes, Mariposa, Ramona, Oaks

March 12, 2020: Buena Vista, El Camino, Howard, Mission, Sultana, Serrano

April 16, 2020: Central, Elderberry, Kingsley, Montera, Vineyard, Vernon

The next item I wanted to write about is the \$1,000 incentive for our members to declare their retirement early. As of this writing I am still not sure how I feel about the District's offer. When first approached with this incentive again this year, it was broached to me by Assistant Superintendent of Human Resources, Hector Macias, that he wanted to talk about the offer. When someone brings forth 'wanting to talk', it is my understanding that there is the possibility of negotiation. But alas, there was no consideration whatsoever for negotiation, it was basically "take it or leave it." It made me feel like "Why are you asking me then?" Even our Representative Council though the offer was inadequate, save for one lone voice.

Regardless, I suggested making the offer a little more substantial, to alleviate the tax hit this \$1,000 will take on. I was also concerned why our members have to wait until July to see this money. "Declare early, money early" makes sense to me. Also, be aware anyone declaring early is "locked in". You cannot backout of the agreement. For me, and from a purely financial standpoint, removing a substantial amount of money from the General Fund that was used to compensate a group of highly-qualified, veteran teachers begs the question: Is this soon to be "freed up" money previously allocated for those teachers, now going to be used for increasing teacher salaries and benefits?

Granted, this money is not going to be a largesse of wealth that is going to drastically impact salaries. But the question is valid. What will the District do with the money it is saving? It is an important question. Considering that at the last representative council meeting, we still have site reps saying that teachers at several school sites are still having problems with getting enough paper to fulfill their job responsibilities.

(continued on back)

CALENDAR

January 6th - Return from Winter Break

January 16th - OMSD Board Meeting
5:30 pm
Chino Basin Water
Conservation District

January 6th - OMTA Executive Board Mtg.
3:45 pm OMTA Office

January 27th - OMTA Rep Council Mtg.
3:45 pm OMTA Office



Contract states under Article IX, that :

“Teachers will be provided basic class-appropriate consumables, such as paper, pencils, pens, crayons, markers, erasers, glue, tissues, etc.”

(This is a grievable issue, if you are being denied paper)

So, that being said, it is very important to understand that the \$1,000 is not deemed a “golden handshake”. It is just an offer to those teachers who have been planning on retiring to let the district know they in fact are retiring. It is my understanding that this gives a bit more planning time so district administrators can make staffing plans for the upcoming 2020-21 school year. I expect the turnout of this survey to be a bit erratic and a substantially smaller sample size due to the Thanksgiving holiday and the abbreviated December schedule. As of this point in time:

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 • Is \$1,000 a credible amount to
 • notify the district of the intent to
 • announce retirement early?

 Ayes: 73
 Nays: 208
 Abstain: 55



I have had a lot of interest in regards to bargaining. As has been mentioned before the whole contractual agreement of 22 Articles as well as Salary Schedules, Evaluations and Appendices is open to negotiations. I have the utmost faith in our bargaining team, and their abilities. Because we are negotiating under Interest Based Bargaining principles, I am not open at this point in to time to making comments or thoughts on the meetings due to violating Public Employment Relations Board guidelines. I do understand that our members have an interest in what is transpiring, and for that I am grateful that members are curious. As you should be.

What I can say is that the process begins with Article I , and slowly both groups commence through the entire contract and spend a considerable amount of time fine-tuning and haggling over language as currently presented in all 22 Articles. Salary and Benefits are always the last thing discussed.

There has also been much interest in the bargaining survey. The survey was recently emailed out to all. We always try, and hope to address all members’ needs. Please remember that we have a diverse group of educators, and do not just represent classroom teachers. Please be respectful of this. No one’s fight is any greater than the other’s, and we need to pull for all our groups, as a victory for one group is a victory for all. Making up the survey is not an easy job as we try to create a sample that reflects each of our groups. I know sometimes we fall short in this regard, but if you feel like you are not being heard in the survey, you know how to contact me:



president@myomta.org

Finally, going to different schools sites, many members are not afraid to display to me their passion for their vocation, and are very vociferous in their wants and wishes for themselves, their colleagues, and of course, their students. I absolutely hear you and appreciate you, and I only wish you could see and hear the individual power I see. I want every single one of you to know the gifts you bring to the students of OMSD are distinct and special, and deserved to be heard and respected for the insight you bring to your respective sites. Please understand, you as teachers are essential to the success of this district. I know it, and you should know it. Sometimes, I don’t think the district knows it, or wants you to know it. Have a BLESSED holiday... ~ J.