



ADVOCATE

Ontario-Montclair Teachers Association

January 2020

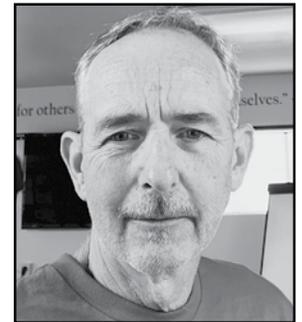
IMPORTANT DATES FEBRUARY

- 3rd OMTA EXECUTIVE BOARD MEETING
- 6th OMSD BOARD OF TRUSTEES MEETING
- 10th LINCOLN'S BIRTHDAY NO SCHOOL
- 17th WASHINGTON'S BIRTHDAY - NO SCHOOL
- 24th OMTA REP COUNCIL MEETING
- 27th OMSD BOARD OF TRUSTEES MEETING

January 31st
OMTA Winter Social
will be at Rodrigo's

FROM THE PRESIDENT'S DESK

I hope everyone's break was restful, as well as fruitful, in terms of regaining one's strength as we head into a new year and the stretch run into Spring. I want to thank all those members who participated in the bargaining survey. We had an even 500 submit responses that help inform our bargaining team represent you, us, when we sit down with the district. 500 is still less than half of our unit members, I can only speculate why more than half our members choose not to participate. Is it because they feel like their input really does not matter, and that the district does not really care what members think? I think that is a viable concern. That will be a story for another day. Is some of our membership of the ilk that just wants to teach? I get that too. I too at a point early in my career, just wanted to focus on my students and the classroom, dutifully went to meetings and never concerned myself with the larger picture of my chosen vocation, until outside forces affected the ability to do my job. That too, is a story for another time...



The focus of this article is the survey, and essentially one question in the survey: money. First though, of the members that answered the survey, the largest group to answer the survey were teachers who teach grades 4-6. Next, it was pretty much a dead-heat between teachers, grades 1-3 and teachers at middle school (7-8), after that we have our Special Education members, followed closely by Kindergarten teachers, Teachers-on-Assignment (at school site), then Speech and Language Pathologists. After that, I need to mention Transitional Kindergarten, Preschool, Nurses, Counselors, our 7-8 grade members at K-8 schools, district Teachers-on Assignment, and "Other" all contributed to this survey.

The first and probably most important question for some is the question in the survey that wanted to know where the focus should be regarding money: Salary or Benefits? There was no bar graph for this response. This was a mixed bag of responses to say the least. However, 270+ respondents say that salary should be the impetus when it comes to money. Many of you know

Continued on Page 2

 Find us on
Facebook

www.myomta.org

Affiliated with



WEAR RED for PUBLIC ED

Every WEDnesday

#redford

Message from President Continued from Page 1

that an on-going raise directly impacts your retirement down the line. We had asks for a minimum of 2% on-going to a maximum of 10% on-going. We also had suggestions of everything in between, and many cited Superintendent Hammond's extremely lucrative contract behind their reasoning.

80+ members wanted to focus solely on Benefits. Benefits are a huge issue for many members; many mentioned neighboring school districts that compensate their members with full-time medical benefits. Full-time benefits would actually "free up" salary for members who pay monthly out-of-pocket premiums to their health care providers. I, like you, pay a considerable amount out of pocket each month to insure for my family's health. It is an amazing "gift" when employers invest in their employees by taking this burdensome piece off their shoulders. 60+ members thought both Salary and Benefits should both be considered with money being divvied up for both. Some believe money should be placed on the Anniversary Schedule. If you look closely at the Salary Schedule in the contract you will also see that Years 13 & 14 are not listed. In other words,

Year 12 extends for two more years... Is this an error? I don't think so. (This will be discussed).

Stipends were mentioned quite a bit in the survey. We have too many members working for little or no pay in the Special Assignments area of the contract. I believe absolutely no members should be monitoring students on the weekends unless they are being adequately compensated. No principal can make you volunteer on the weekend. All committee work should happen Monday through Friday. Special Education teachers also mentioned the amount of extra work they put working on and off the clock and often under challenging conditions. Preschool teachers mentioned the extra time they put in doing work after hours and at home, for very little financial compensation. Nurses also must be mentioned. They continue to be underpaid and over-worked and must be paid commensurate with what neighboring districts are paying their nurses. Last, some members actually mentioned that in lieu of money or benefits, they wanted their time back in the classroom, or smaller class sizes, or aides.

John Egan, OMTA President 

GOVERNOR'S BUDGET

Although it is far too early to get excited regarding Governor Gavin Newsom's proposed budget, and his plans for supporting Public Education, there is plenty of room for optimism. According to an article in the Los Angeles Times published on January 11, 2020, Governor Newsom plans to create an early childhood development department, as well, increase funding to cover costs of teaching students with disabilities, and add more funding to school lunch programs to offset reductions from the Federal Government.

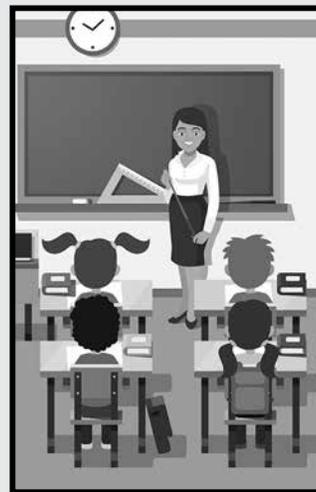
As well, Newsom has proposed as much as \$900 million to recruit and retain teachers due to the lack of teachers coming into teacher education programs. One of the Governor's plans would be to allocate money in the form of a bonus (\$20,000) for teachers who teach a high-need subject at a high-need school. Also planned, is \$400 million toward teacher training programs targeting recruitment of more minority teachers.

Newsom also realizes the distinct link between poverty and student performance. He plans on investing \$300 million in grants for schools to provide "wrap-around" services such as healthcare and counseling, as well as noting family needs and assistance with homelessness, criminal justice, and again the importance of access to healthcare.

Linda Darling Hammond, California Board of Education President, clarifies Newsom's vision: "The Governor, through his budget, is definitely saying that you can't get accountability just by measuring and punishing. You have to get accountability and productivity by investing in people's capacity to do the job". The final budget still needs to pass the Legislature, and in May will be updated. 

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

NEGOTIATIONS 2020

When the OMTA Bargaining Team meets with representatives from the District, our goal is to work out everything we can, from minor language changes to overhauling complete articles, where appropriate. These changes we believe, based on member input, will make OMSD a stronger district.

This year we had 500 people respond to the bargaining survey. This is one way we seek member input. The following is a brief overview to the survey results. This is a summary; we consider all answers. We appreciate your detailed responses as they help when we consider the depth and complexity of each area.

Answers varied on use and duration of meetings. One theme running through most answers was that there is too much time spent in full site meetings where information could be passed on in emails, while much of that time could be better used as teacher planning/prep time. The answers vary greatly on the issue of professional development, however most respondents believe when we need to be given choices and make our own decisions about what PD we need/want to attend. Many people are satisfied that duties at their sites are equitable while many believe they are not. Most respondents believe they are safe at their sites, however the majority believe more work still needs to be done about (admittedly rare in most cases) the extreme behaviors of some on campuses.

The vast majority of teachers believe the time spend on Instructional Rounds could be put to better use. The process is not of much benefit except for those actually visiting classrooms. Most believe that all members of a staff should be given the opportunity to visit colleagues and that all IR should be internal only; sites will use the information appropriately. Responses to our question about testing/assessments varied depending on the test being discussed. Many believe tests are important however the majority believed we spend too much time testing.

For every question, there were many ideas for how to work with the District to make things the best they can be for all. Our members have amazing ideas for how to make our schools the best they can be for students and adults alike. But answering the survey is just the first step. We need to work as partners with one another and the District to make these changes happen. Next step, see you at a school board meeting! 🍏

NCUEA FALL LEADERSHIP CONFERENCE

By: MaryKay Scheid

The National Council of Urban Education Associations (NCUEA) is an advocacy organization of local affiliates of the National Education Association (NEA). Their mission is to promote and advance quality public education in urban schools. The group meets twice each year (fall/winter and immediately prior to the NEA RA in the summer) to provide leadership development opportunities and to discuss the political issues of importance to their constituents.

Last fall, the theme for the meeting was “Take Action to Win for Public Education.” Leaders and activists from across the country gathered to share ideas and tools educators need to move public education forward. I had the honor of serving as a presenter at the conference. My presentation was entitled: “It’s Not a Game: Using Contract Language, Laws, and Policy to Improve Teaching and Learning Conditions.” Educators from across the country (including those states where collective bargaining is against the law) attended to get ideas about how to bring about positive change within our given system of policies and legislation.

When I was not presenting, I had the privilege of attending a wide variety of meetings and presentations focusing on critical issues for our students, for us, and for the future of our profession. Key topics included: gun control, voting rights, teacher recruitment and retention, racial and social justice, and workplace trauma. Our NEA President, Vice President, and Secretary/Treasurer all spoke.

A Keynote Panel addressed “The Perfect Storm in the Teacher Labor Market,” highlighting the magnitude of the teacher shortage and referencing the challenging working conditions that have contributed to that. It is difficult to recruit and support aspiring educators. Enrollment in teacher preparation programs is down 30% nationally. The panelists theorized that attacks on teachers make the prospect of becoming an educator daunting.

Other leaders focused on the importance of the census and implored us all to highlight the “Census Week in Schools” March 2-March 6. Advocates for social justice in education pointed out that many of our families may be reluctant to be counted by the government. Failure to be counted will result in a loss of funding for the schools in that region. Attendees were reminded that elections matter and our vote is important.

As members of OMTA, CTA, and NEA, we are part of a 3-million member organization focused exclusively on improving public education for the benefit of our students, our members, and the communities in which we live. All three groups endeavor to provide us with the knowledge and the tools we need to succeed as professionals. We are stronger together. 🍏

JANUARY SCHOOL BOARD MEETING

I want to thank those members who came out to the Board Meeting on January 16th at Central Language Academy. It was a well-attended meeting, that featured some of our members getting up and speaking to their concerns. Glenn Wong and David Hennessee, both from Vina Danks Middle School, rose to speak about the district developing a matrix for student discipline. They suggested that since our schools have PBIS matrices posted all over campuses detailing what positive behavior looks like, it would make sense for the district to create a matrix detailing the sequence of consequences for not complying with school directives. They posited that since schools develop their own behavior plans there is no consistency throughout the district for discipline and the development of these matrices would be a step in the right direction.

Monica Lite, and Marla Bailey, with assistance from Robin Neuber, rose to speak and illustrate about Prep Time, and the importance it plays in the daily lives of teachers in keeping up with the daily challenges our teachers face in staying current with all the district programs and initiatives foisted on them. Marla Baily especially was eloquent, and masterfully and succinctly outlined everything that takes place within the use of her prep time. Well done everyone! 🍏

Remaining School Board Meeting Schedule

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

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