



# ADVOCATE

## Ontario-Montclair Teachers Association

February 2020

### IMPORTANT DATES MARCH

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

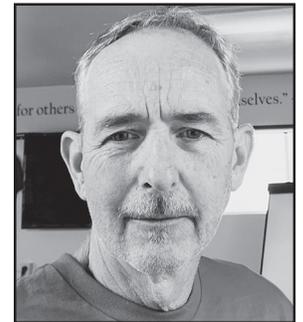
12<sup>th</sup> OMSD BOARD OF TRUSTEES MEETING

23<sup>rd</sup> - 27<sup>th</sup>  
SPRING BREAK  
NO SCHOOL

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

## FROM THE PRESIDENT'S DESK

I know last Advocate I hoped that everyone had a good winter break. Breaks are always a perfect time for reflection for me, especially with the changing of the year. However, in this job I currently have, I do a lot of reflecting... sometimes I wake up in the middle of the night reflecting on decisions I have or haven't made. So, this is where I need to take a step back to a past Advocate where I stated that "good principals are few and far between". I want to make an apology for that statement. I don't want to paint principals in such a negative light, they are all very friendly to me when I step onto their campuses. And I believe their welcoming nature to be genuine.



Principals have the difficult task of trying to create a balance between supporting their teachers and following the directives of their superiors: district administration. You can surely understand where loyalties lie if you believe in the premise or idea of who "butters one's bread". I know very well, that some principals go above and beyond to make the lives of their teachers as comfortable as they can in regard to their time, making sure there are adequate supplies available, supervising challenging students, and understanding that teaching in this district is not like it was ten years ago. A lot has changed.

Yes, a lot has changed since the hiring James Q. Hammond by the trustees of Ontario-Montclair School District's Board of Education. In the past, it was my perception that this school district was financially conservative, and would spend the wealth of their budget on those things closest to the student: materials, curriculum, staff development, teacher salaries, etc.: the people and/or things that directly impact students. For example, an executive director on D Street does not directly impact students. However, over the time that Dr. Hammond has been at the helm of Ontario-Montclair School District, we have seen an incremental increase in district administration and their respective salaries. Those things and people that do not directly impact students. Actually, though in one way they do. Their salary takes money away from students.

*Continued on Page 2*

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## WEAR RED for PUBLIC ED

### Every WEDnesday

## #redford

Message from President Continued from Page 1

As someone who gets to see a lot of budgets and presentations on how money is being spent on students either locally, state-wide, or even nationally, I am always reminded that the largesse of money that makes us “go” is taxpayer funded. And if that money is taxpayer funded, that money should go where it has the most direct effect on students.

Transparent California (<https://transparentcalifornia.com>) is “California’s largest public pay and pension database”, and has records going back to 2013. It has my salary in it, it has your salary in it. It has everybody employed in Ontario-Montclair School District in its records. In 2013, Ontario-Montclair’s superintendent made the nominal sum of \$250,737.63. Which is not uncommon for superintendents to make in 2013. However, when you see that in 2013, Dr. Hammond received a whopping amount of \$187,059.83 in benefits, one must question how many benefits does one in fact need? Moving forward to 2018, (Transparent California only reports up to this date) one finds Superintendent Hammond made \$308,013.00, and also, “Other pay” of \$351,877.61. Add the Benefits of \$25,118.91, and you get a final compensation of \$685,009.82. Remember, this is taxpayer money for public education. Also, in 2017, according to Transparent California, Doctor Hammond was compensated \$579,878.85. The increase in compensation from 2017 to 2018 is about 18.5%. Members received a 4% off-schedule. This happened again when the superintendent’s compensation went from \$437,159.38 in 2014 to \$516,573.13 in 2015. Again, an 18% increase.

Now, we can’t blame really blame Dr. Hammond for this. I believe that this all falls on the Ontario-Montclair Board of Trustees’ shoulders. Dr. Hammond has the right to ask for these increases, but the board votes on whether to approve this kind of raise or not. It can be argued that the school board these past ten years has not exhibited any *fiduciary* responsibility. The definition of fiduciary as defined by Cambridge Dictionary is: **relating to the responsibility to take care of someone else’s money in a suitable way.**

Now, this is just my opinion, but I believe that the Ontario-Montclair School District Board of Trustees is not being responsible with public taxpayer dollars in a suitable way. The Board of Trustees historically votes during the summer, when many constituents who have a vested interest in these matters are away, to increase the superintendent’s pay, as well as other cabinet members’ compensation. Never does the board ever publicly justify paying this huge amount of money to one individual. In my opinion this money could be better served. Just one example; if we were to take the above 2018 Superintendent's “Other Pay” of \$351,877.00, and divide it by the 20,606 students that attended OMSD in 2018-19, we would get \$17.07. Would \$17 a student added to your classroom budget make a difference? I believe it would. We could also hire more nurses with that “Other Pay”, or provide extra days at the beginning of the school year for our Preschool Teachers and Counselors to prepare for the school year. Needless to say, this money is better served supporting our students, than supporting one person.

John Egan, OMTA President 

## Remaining School Board Meeting Schedule

### 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

## 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

# SCHOOL BOARD POLICY

ONTARIO-MONTCLAIR SD | BP 5131 STUDENTS

## Conduct

*The Board of Trustees believes that all students have the right to be educated in a positive learning environment free from disruptions.* Students shall be expected to exhibit appropriate conduct that does not infringe upon the rights of others or interfere with the school program while on school grounds, going to or coming from school, at school activities, or using district transportation.

(cf. 0450 - Comprehensive Safety Plan)

(cf. 5131.1 - Bus Conduct)

(cf. 5137 - Positive School Climate)

(cf. 6145.2 - Athletic Competition)

The Superintendent or designee shall ensure that each school develops standards of conduct and discipline consistent with Board policies and administrative regulations. Students and parents/guardians shall be notified of district and school rules related to conduct.

### Prohibited student conduct includes, but is not limited to:

1. Conduct that endangers students, staff, or others, including, but not limited to, physical violence, possession of a firearm or other weapon, and terrorist threats  
(cf. 5131.7 - Weapons and Dangerous Instruments)  
(cf. 5142 - Safety)
2. **Discrimination, harassment, intimidation, or bullying of students or staff**, including sexual harassment, hate-motivated behavior, cyberbullying, hazing or initiation activity, extortion, or any other verbal, written, or physical conduct that causes or threatens to cause violence, bodily harm, or substantial disruption.  
(cf. 5131.2 - Bullying)  
(cf. 5145.3 - Nondiscrimination/Harassment)  
(cf. 5145.7 - Sexual Harassment)  
(cf. 5145.9 - Hate-Motivated Behavior)
3. **Conduct that disrupts the orderly classroom or school environment**  
(cf. 5131.4 - Student Disturbances)
4. **Willful defiance of staff's authority**
5. Damage to or theft of property belonging to students, staff, or the district  
(cf. 3515.4 - Recovery for Property Loss or Damage)  
(cf. 5131.5 - Vandalism and Graffiti)

The district shall not be responsible for students' personal belongings which are brought on campus or to a school activity and are lost, stolen, or damaged.

6. **Obscene acts or use of profane, vulgar, or abusive language**  
(cf. 5145.2 - Freedom of Speech/Expression)
7. Possession, use, or being under the influence of tobacco, alcohol, or other prohibited drugs  
(cf. 5131.6 - Alcohol and Other Drugs)  
(cf. 5131.62 - Tobacco)  
(cf. 5131.63 - Steroids)
8. Possession or use of a laser pointer, unless for a valid instructional or other school-related purpose (Penal Code 417.27)  
Prior to bringing a laser pointer on school premises for a valid instructional or school-related purpose, a student shall obtain permission from the principal or designee.
9. Use of a cellular/digital telephone, pager, or other mobile communications device during instructional time  
Such devices shall be turned off in class, except when being used for a valid instructional or other school-related purpose as determined by the teacher or other district employee, and at any other time directed by a district employee. Any device with camera, video, or voice recording function shall not be used in any manner which infringes on the privacy rights of any other person.

### Later in the same section:

Students who violate district or school rules and regulations may be subject to discipline including, but not limited to, suspension, expulsion, transfer to alternative programs, referral to a student success team or counseling services, or denial of participation in extracurricular or cocurricular activities or other privileges in accordance with Board policy and administrative regulation. The Superintendent or designee shall notify local law enforcement as appropriate.

I know this page is hard to read, but I wanted to share this portion of Ontario-Montclair School District's Board Policy. I have taken the liberty to italicize and underline the text that raises my concerns and interest. When it states that this is prohibited student conduct, I have concerns on whether the district truly follows through with what is written here in order to support behaviors that interrupts the other 90% of the students' learning in any given classroom. PBIS can only do so much.

# SPECIAL EDUCATION COMMITTEE

In the interest of examining and discussing common issues relative to Special Education among school sites within Ontario-Montclair School District, I am exploring the idea of creating a Special Education Committee in order to discuss common concerns in order to bring to the district. I am hoping this committee would not be a “gripe session” per se, but an avenue to discuss issues that are relevant to a number of school sites, and not a single issue pertaining to Special Education. However, singular issues, especially if they are contractual in nature, will not be discounted.

In a perfect world we would have 32 representatives from each school site within the district. However, I know that this would not be entirely feasible, based upon the fact that many teachers (SPED or otherwise) spend a great deal of time working past the contractual day to stay on top of things. So, I would gladly receive any Special Education members that have an interest in examining what is happening at their site and in the district. And yes, this meeting would be after the contractual day. I am entertaining the idea of the third Thursday of the month, (unless it is encumbered by a holiday schedule) and a 3:30 – 5:00 time slot. This group is not meant to supplant the Special Education Advisory Committee but is another avenue to bring your thoughts and concerns to the Special Education Department.

I will gladly move forward with this idea based upon the interest of members. Please contact me at: [president@myomta.org](mailto:president@myomta.org). 🍏

## 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](mailto: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](mailto: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](mailto:officemanager@myomta.org)  
**Advocate Design:** Dorreen Petersen Davis  
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### 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