



# ADVOCATE

## Ontario-Montclair Teachers Association

September 2020



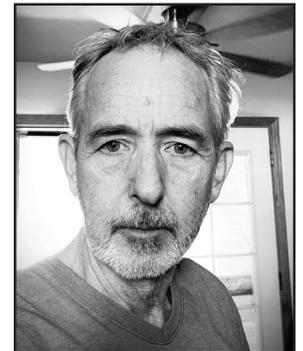
### IMPORTANT DATES OCTOBER

- 1<sup>st</sup>** OMSD BOARD OF TRUSTEES MEETING
- 12<sup>th</sup>** OMTA EXECUTIVE BOARD MEETING
- 15<sup>th</sup>** OMSD BOARD OF TRUSTEES MEETING
- 26<sup>th</sup>** OMTA REP COUNCIL MEETING



## FROM THE PRESIDENT'S DESK

In the recent past we would talk “affectionately” about this period of the school year as “The Grind”. From August until November’s Thanksgiving break (save for Labor Day and a non-student day) all teachers would consistently report to work for 14 straight weeks. The heat of August and September did not make this any easier either. But with what teachers have had to deal with this academic year with the dangers of coronavirus, parent/student orientations, online instruction from the classroom, the frustrations of the Work from Home Agreement, the inconsistency of how the District and principals define the prescribed minimum minutes of synchronous and asynchronous instruction recommended by the California Department of Education, the Independent Study being foisted onto many teachers without additional compensation or the transfer of this important and time consuming task to a teacher NOT assigned to a classroom, and most recently the student attendance and participation piece asked for by the CDE. The amount of stress on teachers not only in Ontario-Montclair, but everywhere throughout the state and the nation cannot be discounted. I cannot say enough about the amount of time and effort being put forth by each and every one of you during these times. I know I’m stressed; I can’t imagine the duress many of you are under. I am glad that many of you are not shy about telling me what is going on at certain school sites.



I know one of the unpleasant surprises that has happened with the advent of the new school year was the California Department of Education’s mandate for teachers to take attendance and account for the instructional minutes each of your students have received through both synchronous and asynchronous learning. I have had many pointed responses aimed at the association as if this were a bargaining issue that we heartedly agreed to without pushback. Nothing could be farther from the truth. I must give credit to the District and Jeremy Wood for reaching out to OMTA and enabling us to share our thoughts and consult on paring down the extremely cumbersome checklist the CDE released to be used to mark attendance and participation. In all honesty, what you are using now, could have been even more laborious.

All school districts in California must account for their students’ attendance and participation. This is another consequence from the current pandemic that has impacted us. Because of the pandemic, obviously students are not having to report to school sites to receive instruction. We can all agree that when students are in their seats in their respective classrooms, they are in fact receiving instruction and have their attendance taken whether they are active participants or

 Find us on  
**Facebook**

[www.myomta.org](http://www.myomta.org)

Affiliated with



*Continued on Page 2*

not. However, when students are sitting at home in front of their telecommunication device we cannot necessarily come to a foregone conclusion that the face that is looking back at us is observing a lesson, and possibly looking at another screen we are not privy to. We cannot truly say that said student is actively “participating” with the teacher’s lesson.

During a normal school day, attendance is taken and as you know, the District receives a specific amount of money for each student that attends a day at school. This is the primary way that public education is funded. Because we currently have no students populating our school sites because of COVID, we are not being funded this way this school year. The state has given schools the same amount of funding they generated based on last year’s attendance. In order to account for student learning, the state is asking for teachers to record to the best of their ability, their students’ participation for synchronous and asynchronous learning.

As you also know, because of COVID there has been a lot of concern about a drop in student learning while the virus still persists.

I do know that with everything that classroom teachers do currently amid online learning and trying to keep students engaged, this is the last thing they wanted to see coming down the pike. Yes, this is a time-consuming piece. As members have reached out to me, I need to remind them of the minimum required minutes of instruction that are listed in the online MOU. The maximum number of minutes listed is 240 minutes for an upper grade elementary classroom. The 240 minutes is to account for synchronous (at the same time) and asynchronous (not at the same time) instruction. This is 4 hours out of your 6.75-hour instructional day. I know many of you are using your full day to help your students, but you should find some time to carve out those participation minutes into your daily routine if possible. 🍏

## SALARY AND BENEFITS

I recently received a text from a member that informed me about a very minor change in the Transparent California database. The change was the absence of a name. I have no idea what is going on here as far as the omission of a name. However, it does remind me public education is funded by taxpayer dollars and more importantly how those tax-payer dollars are used. These salaries are also approved by the School Board. The “Other Pay” is of great interest to me, as well as the amounts of the benefits changes. "Other Pay" according to Transparent California, includes all forms of pay not reported in the previous categories and may include, among other things, car allowances, meeting stipends, longevity pay, incentive pay, and bonus pay. 🍏

Search within these records:  
 2019

Name	Job title	Regular pay	Overtime pay	Other pay	Total pay	Benefits	Total pay & benefits
Not Provided	SUPERINTENDENT Ontario-Montclair, 2019	\$340,321.00	\$0.00	\$250,887.00	\$591,208.00	\$74,996.00	\$666,204.00
Phillip Hillman	CHIEF BUSINESS OFFIC Ontario-Montclair, 2019	\$211,473.00	\$0.00	\$0.00	\$211,473.00	\$65,186.00	\$276,659.00
Hector Macias	ASST. SUPERINTENDENT Ontario-Montclair, 2019	\$200,261.00	\$0.00	\$0.00	\$200,261.00	\$55,539.00	\$255,800.00

Search within these records:  
 2018

Name	Job title	Regular pay	Overtime pay	Other pay	Total pay	Benefits	Total pay & benefits
James Hammond	Superintendent Ontario-Montclair, 2018	\$308,013.30	\$0.00	\$351,877.61	\$659,890.91	\$25,118.91	\$685,009.82
Phillip Hillman	Chief Business Office Ontario-Montclair, 2018	\$207,127.50	\$0.00	\$8,105.42	\$215,232.92	\$24,438.37	\$239,671.29
Hector Macias	Asst. Superintendent Ontario-Montclair, 2018	\$200,429.62	\$0.00	\$7,330.23	\$207,759.85	\$21,799.14	\$229,558.99

Search within these records:  
 2017

Name	Job title	Regular pay	Overtime pay	Other pay	Total pay	Benefits	Total pay & benefits
James Hammond	Superintendent Ontario-Montclair, 2017	\$333,632.00	\$0.00	\$185,412.00	\$519,044.00	\$60,834.85	\$579,878.85
Phillip Hillman	Chief Business Office Ontario-Montclair, 2017	\$200,859.00	\$0.00	\$890.00	\$201,749.00	\$51,358.94	\$253,107.94
Hector Macias	Asst. Superintendent Ontario-Montclair, 2017	\$168,458.00	\$0.00	\$2,414.00	\$170,872.00	\$48,418.50	\$219,290.50

Our labor unions are not narrow, self-seeking groups. They have raised wages, shortened hours and provided supplemental benefits. Through collective bargaining and grievance procedures, they have brought justice and democracy to the shop floor.

~ John F. Kennedy, speech, 8/20/1960

# UPLAND SCHOOL BOARD MEETING

*This is the second of an ongoing piece re: how other local school boards conduct business. By looking at other practices and procedures whether it be instruction, planning, community outreach, school board, etc., it can help inform regarding our own practices.*

I attended the Upland School Board meeting that was held on September 22, 2020. It was held via Zoom and had 103 participants, some participating with their cameras on and some with their cameras off. Regardless, it was an encouraging experience and it worked well. The Trustees in Upland are President Wes Fifeld, Jack Young, Bob Bennett, and Mary Locke. The Superintendent is Lynn Carmen Day. After the Pledge of Allegiance, Superintendent opened up the meeting with comments. She talked about an audit of the school district, the importance of having precautions in place when opening up schools, as well as recognizing state guidelines for the next board meeting which will be the first public board meeting Upland Unified will conduct in person this school year.

All trustees then discussed their visits and Zoom visits, at school sites and the local associations. Trustee Locke also recognized the seniors in the audience taking notes for a government class and talked about the efficiency and benefits of grab and go meals for students and their families. Superintendent Day introduced three Upland High School seniors, who gave a presentation for Hispanic Heritage month and addressed and recognized LatinX heritage. Director of Special Education, Anthony Farenga, then gave a presentation on Creating and Maintaining Positive School Culture that focused on conflict resolution in Special Education. He stressed the need to resolve conflicts at the lowest possible level, and the need to utilize a neutral mediator with no interest in the outcome of a case.

After this presentation came comments from the public. There were six speakers who had rather harsh words regarding the presentation by Mr. Farenga. All six talked about recent legal action taken by the school district that involves the hiring of three lawyers and a considerable amount of taxpayer money being used to recoup \$8.20 that was mentioned by two different speakers. The term, “we need more teachers and less lawyers” was mentioned at least twice. After that a speaker announced her candidacy for school board, followed by a speaker wanting to know if the Zoom platform would continue for visitors who were still reticent to attend public meetings.

Greg Lander, Upland Teachers Association President, then spoke about the cooperation between the school district and the association to reopen schools. He liked the plan to reopen but reiterated the need

for safety. The CSEA representative then spoke to reopening schools and mentioned the required safety of the cohorts when they return.

The consent calendar was next on the agenda. Trustee Bennett wanted an item pulled to discuss after the other items were approved. Discussion among the trustees involved the money allocated to Baldy View ROP for this school year. ADA funding was discussed, and how school funding was rolled over this year. It was determined that the ROP is a critical program for many students and was receiving the same amount it has always received. Bennett then moved the item for approval.

Last came a discussion that some of us have had here in our District, and that is when teaching online should students be showing their faces? Shinay Bowman, Assistant Superintendent, Elementary Instruction, talked about this being a new school year and how for many students coming into a new school or new classroom it can be stressful for students. She stated many students stress over their appearance and their voice when in an online class. As well, revealing their home environments is also a concern since students do not have the opportunity to install virtual backgrounds. Trustee Young also talked about the “Speaking and Listening Standard” and how this applies also to online instruction, and how it can impact learners who are unfamiliar with seeing themselves on camera. President Lander also talked about the important of choice for learners, and believed that when students were comfortable, they would be more willing to turn on their cameras. There was however some concern from Trustee Bennett about the lack of engagement when not seeing being able to see a learner’s face, which nobody disagreed with either. 🍏

## 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

# SCHOOLS & COMMUNITIES FIRST INITIATIVE

Proposition 15, the Schools and Communities First Initiative, made it onto the ballot this November. As you might remember, there was quite a push from your site representatives before we shut down due to COVID, to get petitions signed to get this important initiative onto the ballot. You might have even received a phone call urging you to vote in favor of this important measure to help increase money to help support public education and to maintain and rebuild communities around the state.

What this measure does is ensures that corporations that have been parked on land for decades, pay an equitable and fair amount on

their property tax by closing corporate tax loopholes. Businesses like Disneyland, JP Morgan, Chevron, etc. are still paying 1970s property tax rates while continuing to raise their prices. These businesses will

be flooding media outlets with negative campaign ads because they have the millions of dollars to hire someone to do so, and because they want to keep those property taxes down at the expense of the consumer, us.

Also, if you are willing to participate in phone-banking for this important cause in keeping

our communities and public education vital, please contact the OMTA office: 909-986-2414 🍏



## OMTA OFFICERS AND OPERATIONS

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

**CTA State Council Representatives**  
John Egan, MaryKay Scheid, Tracy Taylor  
**Service Center One Representatives**  
Judy Westbrook, Vickie Harri, Tisha Curry,  
Isabel Santos, Glenn Wong  
**Bargaining Chair:** Robert Mariani  
**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:** Janean Rogers/Cindy Smith  
**Elderberry:** Dennis Kelly, VACANT  
**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:** Alice Mungia, VACANT  
**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, Trudy Cowan  
**Serrano:** Ana Moreno, VACANT  
**Sultana:** Breanna Jones, Terri Tucker

**Vernon:** Regina Kranzer, Rosa Whitton  
**Vina Danks:** Noe Ortiz, VACANT  
**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