

ADVOCATE



ONTARIO-MONTCLAIR TEACHERS ASSOCIATION

417 West "E" Street, Ontario, CA 91762 (909) 986-2414

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FEBRUARY 2010

ON MARCH 4, 2010, START THE DAY FOR STUDENTS

On March 4 CTA is asking local chapters statewide to demonstrate before school about the devastating budget cuts to public education. We are asking all schools in OMSD to start the school with an activity. Your reps will have all the details for you.

WHY MARCH 4?

We are at a crossroads for the future of public education and for the future of our entire state. Our students, schools, colleges and universities are suffering from billions in funding cuts and politicians are threatening even more cuts this year.

WHAT ARE OUR GOALS AND OUTCOMES?

More funding for education: This day of action continues a critical, long-term struggle that's part of CTA's organizing campaign to achieve adequate, equitable and stable funding for all schools and to provide a quality public education to all students. March 4 is one day of actions to ring the alarm that the magnitude of the cuts to public education will have consequences for generations of students and the future of California.

Build public awareness: If we make parents aware that the kindergarten class in their school now has 30 five-year-olds instead of 18, they might begin to understand that their local school district is making significant policy changes due to state budget cuts that directly impact their kids. If we make communities aware that state budget cuts are gutting critical academic programs and the ability for students to attend college or get good-paying jobs, voters are more likely to connect their vote for school board, state Legislature and governor to the quality of their local public schools.

We are asking you to do one of two events at your school:

- **HOLD A "TAILGATE BREAKFAST" PARTY:** Teachers, principals, classified staff and school board members hold a "Tailgate Breakfast" party in the staff parking lot. Use it as an opportunity to serve up some good food and information about the cuts at your school to parents dropping their kids off at school, students, new members and community members. Don't forget to invite the press.
- **HOLD A STREET DEMONSTRATION FOR PEOPLE ON THEIR WAY TO WORK** (this is for Euclid, Montera, Corona, and Vineyard).

The success of this event statewide is important for us in OMSD and in every other district as well.

FROM YOUR PRESIDENT

Rick McClure



On March 4, the Education Coalition, made up of every major educational organization including CTA, CSBA, PTA, CSEA, and ACSA, will be sponsoring demonstrations of one kind or another to call public attention to the devastating cuts that have been imposed on public education in California. We

are fortunate in OMSD that we do not have the level of cuts to our programs (and jobs) that we are seeing in other districts, but those cuts aren't far off if things don't change soon. CTA and OMTA, as you have read on the front page of this newsletter, are sponsoring demonstrations before school starts to alert the public, and the media, just how dire this situation is becoming. I don't think it's exaggeration to say that the future of public education in California as we know it is at risk. Your building reps will have the plan for your school. Please help them inform our parents and community how serious this is.

I want to thank all of you who contacted board members about the superintendent search. We were not successful in persuading them not to spend the money on a consultant, but we were successful in showing them how seriously we take this process. Nothing is more important to the future of OMSD than the selection of the next superintendent. It is my intention, as well as the intention of the OMTA Board of Directors, to do everything we can to assist the board in making a good selection.

In my opinion, there are two things above all others the board should be looking for in their search. First, and most important, is finding a superintendent who will continue the movement we have had the last two years in giving more control to teachers and schools in what they do. The best prescription for improving student learning is to trust teachers and schools to collaborate and work together. It takes more than trust, though. They also need the resources and time. Resources are limited as we all know, which makes it that much more important to have a superintendent who believes what limited resources we have belong at schools, not the district office. Teachers also need time to meet and collaborate with each other. I firmly believe that this, above all else, will lead to improved learning.

The second thing we need in a new superintendent is someone who will continue to work with OMTA and CSEA as partners. We have a long history in OMSD of good relationships between the district and our bargaining units. I can't stress enough how important this is in helping create an environment that is good for our students. Teachers need to be able to concentrate on their classrooms and students, not in helping their association fight the district for benefits, competitive pay, and productive working conditions. We have not had significant disagreements since the early 1990s. It will take a new superintendent who is committed to working with us, though, to prevent disruptive tension as we move forward. The board has my commitment that OMTA will do its part.

I'd like to recognize Board President Steve Garcia for his remarks at the last board meeting. He stated that he agreed with the comments I've made in the last few Advocates about teachers not needing agendas created by someone else when they meet to collaborate. He also stated that he agrees that teachers need the time to do this. Thank you Steve for acknowledging this.

TEACHER PLACEMENT AND TRANSFERS FOR 2010 – 11

OMTA realizes that there is a lot of anxiety about next year for many of you, so the following is a step-by-step guide about what to expect. The first thing the district is going to do before staffing schools for next year is to determine what the staffing needs are, based on enrollment projections. How many openings will exist, or how many transfers will be needed, will depend on those projections, how many retirements, if any, there are at the site, and how many temp teachers are at the site. Temp teachers are automatically released from their contracts at the end of the school year and must be rehired. Because of that, positions they currently hold will be considered vacant and can be filled by probationary and permanent teachers.

If you are at a site that has more permanent or probationary teachers than the projection dictates will be needed, then some teachers will need to be administratively transferred (see the article about transfers for how this works). Also being transferred will be those teachers who have been in TOA (teacher on assignment) positions that have been eliminated, or TOAs who desire to return to the classroom, and are at a site that does not have any openings., Teachers returning from a leave of absence may also need to be transferred. Any teacher who is being transferred will be notified as to where openings exist, and, to the extent possible, will be given an opportunity to list in preferential order where they would like to go. There may also be an opportunity to interview for openings in order to allow for teachers and principals to find a “match.”

Once the administrative transfers have been done, there will be an opportunity for permanent and probationary teachers to apply for voluntary transfers to whatever openings still exist. By contract, any teacher who wants a voluntary transfer, and has filed “the appropriate Transfer Request Form in HR shall have the opportunity for at least one interview.”

Once the voluntary transfer window has closed, those teachers who are temps in their second year will be placed. First year temps will be placed after that. It is the intention of the district to place as many teachers on temp contracts into positions next year as possible. At this time it is unknown how many the district will be able to place.

Finally, open TOA positions will be filled by an interview process. No one will be transferred into one of these positions. Notification will go out to all sites as to when this process will start, and where openings may exist. All permanent and probationary teachers can apply for those positions.

KNOW YOUR CONTRACT: ARTICLE X, TRANSFER PROCEDURES, B ADMINISTRATIVE TRANSFERS

We have reached that time of year when the district does administrative transfers. There are two reasons those transfers will occur this year: One is because of declining enrollment at a school, and the second is because of the reduction of the number of categorically funded positions (Teachers on Assignment, or TOAs), such as SPAC, ORC, and Coaches. The TOAs who will be transferred will be those whose positions are being eliminated at a site due to budget cuts. Other transfers will be selected as per contract.

Under B. 6. Selection of Personnel to be Administratively Transferred, it says, “When an administrative transfer is deemed necessary, the district shall base its selection of personnel upon any or all of the following non-ordered criteria:

- Credential authorization,
- NCLB “highly qualified” status,
- Level of training/professional development,
- Educational program needs and requirements (see 5-b),
- School staff balance in terms of experience, sex, race, and ethnicity,
- Number of staff moves involved in new assignment(s), and/or reassignment of pupils so as to have the least detrimental effect on the educational program.

When application of the above criteria does not result in the selection of the transferee, contracted certificated hire date shall determine priority among those under consideration.”

The contract also states, “an opportunity must be provided for the unit member to meet with the administrator recommending the transfer prior to affecting the proposed transfer, and to be advised in writing of the reasons for recommending such transfer.” The association is also available to consult with members who are notified that they are being transferred.

OMTA REPRESENTATIVES

Arroyo: Karen Hirschfield
Berlyn: Crystal Cook, Erik Kobulnick
Bon View: Sally Field, Angela Pratt
Buena Vista: Teyana Smith
Central: Susana Casas, Marina Guevara
Corona: Paul Leal, Dawn Falkenberg
DeAnza: Debbie Roose-Baker,
Hilda Castillo
Del Norte: Tish Curry, Christine McCartin
Edison: Maria Martin
El Camino: Susie Imrich-Snow,
Chris Scoleri
Elderberry: David Morales, Susan Matter
Euclid: Linda Nelson, Trish Odle
Hawthorne: Elizabeth Alapizco,
Monique Gray
Haynes: Robert Mariani, Leslie Miller
Howard: Christy McPherson
Kingsley: Brad Richards
Lehigh: Regina Kranzer, Susan Meyer
Lincoln: Edris Boyll-Kuzia/Jamii Jordan
Clark Thornton/Jessica Woerz
Linda Vista (SOAR): Vacant
Mariposa: Faye Ferguson, Nick Reimers
Mission: Patricia Hawkins, John Egan
Monte Vista: Kay Hoover, Tonya Scott
Montera: Erine Ames
Moreno: John Hamman, John Ross
Oaks: Lora Dahms, Barbara Nastase
Ramona: Tracy Taylor
Serrano: Dana Cox, Dennis Askew
Sultana: Olivia Borrero, Lee Hager
Vernon: Jeff Joines, MaryKay Scheid
Vina Danks: Teresa Collins, Henry Dutra
Vineyard: Lisa Beasom/Julie Rafeedie
Vista Grande: Helen Cieslik
Wiltsey: Ken Aven, Linda Boren
Music/PE/APE: Gordon Reed
Speech: Susan Yee
Health/Nurse: Denise Mick
Early Ed Center: Leticia Martinez
Hardy Center: Linda Meyer
HFB: Vacant



STRS RETIREMENT OPTIONS

If you are married when you retire, you will probably want to select an option so that, if you predecease your spouse, your spouse will continue to receive a monthly income. A member can preselect an option anytime after reaching age 55. The closer you are to age 55 when you make that selection, the more money you'll get when you retire. That bears repeating: the closer you are to age 55 when you make that selection, the more money you'll receive. There is another advantage to preselecting an option. If you die before you retire, your spouse will receive a lifetime monthly income. Without preselecting an option, your spouse will only receive a refund of your contributions (but not the district contribution) plus interest.

If you are 55 or older, or are going to turn 55 soon, are married, and haven't made a retirement option selection, you should schedule an appointment with a STRS counselor to do so. It's worth money to both you and your family.

OMTA Executive Board Meeting
March 1st at 3:45pm

OMTA Rep Council Meeting
March 29th at 3:45pm

OMSD School Board Meeting
March 4th & 18th
7:00pm at Central School

OMTA OFFICERS AND OPERATIONS

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1st Vice President
Shari Megaw
2nd Vice President
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Service Center 1
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Denise Free
Melanie Gomez
Bruce Sarver
Fred Young
MaryKay Scheid
Bargaining Chair
Shari Megaw

PAC Chair
Melody Kelly

Office Manager
Cindy Newey
officemanager@myomta.org

Advocate Design
Dann Dunst
Advocate Editor
Marykay Scheid

OMTA Office
417 West "E" Street
Ontario, CA 91762
Tel: (909) 986-2414
Fax: (909) 983-0585
E-Mail:
President@myomta.org