

# ADVOCATE



**Ontario-Montclair Teachers Association**

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April 2012

## OMTA AND OMSD REACH AGREEMENT ON CONTRACT FOR 2011-12

OMTA and OMSD reached agreement on a new contract that adds \$2 million a year in ongoing money to pay for fringe benefits. For unit members paying for family benefits this will mean an increase of \$4,150 per year, for unit members paying for 2-party coverage an increase of \$2,650 per year, and for unit members paying for single coverage, or opting out an increase of \$500 per year.

It is the intention of the district to ultimately have a common fringe benefit plan for all employee groups (certificated, classified, and management) as well as a plan that fully pays the cost of the lower cost medical and dental insurance plans. There will need to be future increases in the amount of money available to pay for insurance in order for that to happen.

The agreement also includes a retroactive payment for this year of \$750 for singles, \$3,125 for 2-parties, and \$3,350 for families. These amounts are different than the ongoing amounts due to the use of opt out pool monies that have gone to unit members paying for family coverage (it was \$3,261 this year). In addition, it was agreed that starting in 2012-13 opt out pool monies would be used to support unit members paying for both 2-party and family coverage.

The agreement also has new language in regards to meetings. It explicitly says that meetings on Tuesdays may not extend beyond the contract day. It also says that prior to the start of the year site administrators must consult with teachers about the content of staff development. This will provide an opportunity for teachers to have some say over what the professional development at each site will consist of. The agreement also makes clearer that the schedule of meetings established by the association and the district prior to the start of the year may be changed only for special circumstances and must be approved by the association and the district.

Because of the new Transitional Kindergarten program due to start in 2012 we agreed to add "transitional" to kindergarten everywhere it occurs in the contract so that there are no contractual differences between regular and transitional kindergarten.

The final change in contract language was to the evaluation section and will allow the district to assign a new evaluator in the event of some kind of mid-year change, such as an administrator moving to another assignment.

Ratification of the contract is scheduled for the week of May 14 – 18. Please bear in mind that all of the above is subject to ratification by OMTA members and approval by the Board of Trustees.

# From Your President

**Rick McClure**



As everyone should be aware by now, OMTA and OMSD have reached an agreement in negotiations for this year. That agreement includes the biggest addition to our benefits in the almost 20 years that I've been involved in bargaining. I would love to take credit for it, but honesty demands that I give credit where it's due, and that's to Superintendent Hammond and the

Board of Trustees. Dr. Hammond realized when he became the OMSD Superintendent that benefits were a huge issue for all OMSD employees. He made a commitment to do something about it. Given the huge reserve that OMSD currently has, devoting a big chunk to benefits is not only appropriate, but also an intelligent strategic move to make the district more competitive as the economy starts to improve and school funding increases.

OMSD benefits have historically benefited employees who need only single party coverage for their health insurance needs. This worked well for the district as long as the amount of money that employees had to pay for dependents was not financially prohibitive. For at least the last 10 – 15 years, that cost has become increasingly expensive, to the point that many teachers, and other employees, found it very difficult to pay for benefits for their dependents. Many of our classified employees have family members they can't afford to purchase health insurance for. Many of our teachers either cover their children with privately purchased health insurance or they are burdening themselves with thousands of dollars of out-of-pocket cost to do so. The trend was unsustainable and the district realized that something had to be done.

We took a big first step this year with the district putting an additional \$2 million into certificated benefits. They also plan for similar increases to what they contribute to classified and management benefits. This is just a start, though. We have a ways to go before we have a benefit package that is not only satisfactory, but also one that is competitive with the surrounding districts. Dr. Hammond has committed to me that there will be additional funds next year and in the future. The plan is twofold. First, we will have a benefits package in OMSD that is the same for all employees. Second, we will have a benefits package that is competitive with the districts around us. To that I say it's about time, but I also say thank you. Dr. Hammond is the 4<sup>th</sup> Superintendent I've worked with in this district, but he's the first to do something meaningful about our benefits problem. Particularly given the terrible financial circumstances that exist for California schools, this is a move that takes some courage. I know many of you will thank me and your OMTA bargaining team for this. I'll say thank you in advance for that, but I'd also like to encourage you to say thank you to Dr. Hammond and our Board.

OMTA just completed an election for officers that included the election of Amy Tompkins as our next President. My term is coming to an end, as our by-laws call for, and it's time for someone new to take over. I've been working with Amy for the last 2 years to get her ready for this big job. I'm confident she will be an excellent President and will ably represent all of you. She has written elsewhere in this newsletter to introduce herself to you. Please be assured I will do everything to help make her successful and I trust all of you will support her the same way you've supported me over the years.



## I am Amy Tompkins

I would like to introduce myself to you as your next OMTA president, and give you some information about me and my vision. I have been a teacher for 11 years, all in Ontario-Montclair. Though I currently teach 1<sup>st</sup> grade at Sultana Elementary School, I have also taught 2<sup>nd</sup>, 3<sup>rd</sup> and 4<sup>th</sup> grade. In summer school I taught Kindergarten and 5<sup>th</sup> grade. I have been involved with OMTA for 7 years. I am currently First Vice President, State Council Representative, a member of the bargaining team, and on the insurance committee. I have been on the OMTA executive board in various positions for the last 4 years. I have attended 5 NEA Representative Assemblies. I have had extensive training attending multiple conferences at both the state and national level. I am confident I have the knowledge and experience to represent you effectively.

I fully understand that the needs of middle school and elementary educators can be very different. Middle school teachers see about 160 students daily creating an enormous amount of paperwork in contrast to elementary teachers teaching multiple subjects and dealing with parents on a regular basis. I realize the needs of special education teachers, counselors, nurses, and speech pathologists are different from the needs of teachers. I will work to understand those needs and I am committed to addressing those concerns. I am proud that my participation as a leader in OMTA's bargaining team, working in collaboration with the district, has allowed us to avoid furlough days, pay cuts, and layoffs. I have been an integral part in negotiating an increase

in our insurance benefits. It is my primary goal to continue guiding us through the budget crisis to ensure continued fair and equitable treatment for members. Additionally, it is important that we remain able to collaborate with our colleagues to make teacher-driven decisions about what is best for kids. As president, I plan to provide critical information to members based on their needs and current issues in education. I will offer training opportunities and work to inspire involvement and leadership among new and veteran members.

I am an upbeat, positive person, a problem solver, and a person of action. I believe the priority of the Association is protecting members' rights and listening to individual and collective concerns. I am committed to representing *ALL* our members fairly. I am excited and look forward to representing you for the next two years.

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### IMPORTANT CONTRACT DATES BEFORE THE END OF 11-12 SCHOOL YEAR

Date your final evaluation to be delivered to you:  
**April 25** (it needs to be in your box, not given to you at a meeting with your evaluator)

Date by which you have your final evaluation conference: **May 10**

Date by which you must be given your tentative assignment for 12-13 school year: **May 3**

## OMTA REPRESENTATIVES

**Arroyo:** Karen Hirschfeld  
**Berlyn:** Crystal Cook, Erik Kobulnick  
**Bon View:** Wayne Bradley, Nancy Mason  
**Buena Vista:** Michael Hatter  
**Central:** Tina Foglesong  
**Corona:** Paul Leal, Julie Rafeedie  
**DeAnza:** Debbie Roose-Baker  
**Del Norte:** Tish Curry,  
Kathy Franco-Rogers  
**Edison:** Rayvelyn Swift  
**El Camino:** Susie Imrich-Snow,  
Chris Scoleri  
**Elderberry:** Kevin Dixon, Renita Hernandez  
**Euclid:** Leticia Montes, Anna Young  
**Hawthorne:** Monique Gray, Dale Johnson  
**Haynes:** Robert Mariani, Leslie Miller  
**Howard:** Vacant  
**Kingsley:** Brad Richards, Monica Smirl  
**Lehigh:** Carol Alvarez, Susan Meyer  
**Lincoln:** Denise Dryden, Gary Shan  
**Mariposa:** Dennis Kelly, Jeff Williams  
**Mission:** Ann Roozee, Daniel Salcido  
**Monte Vista:** Kay Hoover, Tonya Scott  
**Montera:** Erine Ames, Kelly Cook  
**Moreno:** John Hamman, John Ross  
**Oaks:** Lora Dahms, Vickie Harri  
**Ramona:** Trudy Cowan,  
**Serrano:** Dalia Aref, Brad Holtan  
**Sultana:** Bertha Fitzgerald,  
Vanessa Spencer  
**Vernon:** Isabel Santos, Diana Verdugo  
**Vina Danks:** David Hennessee, Glenn Wong  
**Vineyard:** Lesia Beasom/Nila Delise  
**Vista Grande:** Helen Cieslik  
**Wiltsey:** Ken Aven, Linda Boren  
**Music/PE/APE:** David Moody  
**Speech:** Kimberly Cieslik  
**Health/Nurse:** Marissa Sitz  
**Early Ed Center:** Leticia Martinez  
**HFB:** Vacant



**OMTA  
Executive Board Meeting  
May 7th  
Rep Council Meeting  
May 21st**

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**OMSD  
School Board Meetings  
May 3rd & 17th  
7 pm at Central Language  
Academy**



## OMTA OFFICERS AND OPERATIONS

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1st Vice President  
**Amy Tompkins**  
2nd Vice President  
**Shari Megaw**  
Secretary  
**Susan Yee**  
Treasurer  
**Brad Richards**

CTA State Council  
Representatives  
**Cindy Lopez Elwell**  
**Melody Kelly**  
**Amy Tompkins**

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**Bruce Sarver**  
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