



The Advocate

October 2025

A Message from Your President

I hope everyone is doing well and has settled into a good groove for this school year! We have kicked off our Listening Tour, and it's been wonderful connecting with so many of you. Along with a fellow Executive Board member and your CTA Staff person, I have visited 9 schools to bring pizza, hear your successes, and discuss your concerns. If we have not visited your site yet, don't worry! We will be contacting you soon to schedule a visit! We really look forward to meeting everyone this year!



My goal is to continue improving communication between members and your Executive Board. Your voice truly matters, and we are stronger together. This is why we are starting our Listening Tour earlier this year and introduced a new digital version of the Advocate. This new format lets you not only read articles, but also access direct links to additional resources which makes it easier to stay informed and connected.

OMTA has returned to the bargaining table! While we did settle salary and benefits, much of the contract remains open. Watch out for Bargaining Communiques for updated information. If you have any questions for the bargaining team, do not hesitate to email them at bargaining@myomta.org. A quick highlight I'm thrilled to share... We successfully negotiated a \$3,000 stipend for early retirement declarations for this year — up from \$1,000! It's still pending School Board approval, but it's worth celebrating. If you haven't contacted CalSTRS yet, I really encourage you to! You might be surprised by what you find out—I sure was. Follow the link below for more information on how to contact CalSTRS.

Finally, a quick reminder: REPS NEEDED! OMTA isn't me or the Executive Board. OMTA is all of us! Most sites can have two Representatives, and we'd love to see more members step up. If

you're interested or have questions, please reach out to your site Rep, an Executive Board member, or me directly. The more voices we have, the stronger we become.

Let's keep listening, sharing, and building together — this is going to be a great year for OMTA!

Pop Quiz (Fun Edition!)

What inspires you most as a teacher?

Learning from students

Collaborating with colleagues

New strategies/resources

Loading...

Student "aha!" moments

Making a difference long-term

 Voting ends in 12 days

 Votes are anonymous but results are public

Above & Beyond: Honoring Our Unsung Heroes - September

Mary Braunstein

We are proud to recognize Mary as our Unsung Hero! For over 30 years, she has poured her heart and soul into Del Norte Elementary. Her dedication to her TK/K students, colleagues, and school community shines through every day. Mary is always ready to share her resources, creativity, and support with anyone in need. Her passion and generosity have truly made a lasting difference—thank you, Mary, for all you do!



Darcie Breeden

Darcie is truly amazing—both as a teacher and a person! She leads our 2nd grade inclusion class with so much heart, helping her students grow into respectful, hardworking learners who still carry her lessons with them years later. Beyond the classroom, Darcie heads our social committee, bringing us together with fun potlucks and celebrations. She's always quick to share resources, lend a hand, and lift spirits with her humor and warmth. Simply put, Darcie is a bright beam of sunshine in our busy days!



OMTA Social



OMTA's Fall Social

Gloria's Cocina — Nov 6th — 3-6pm

401 N. Euclid, Ontario

You're Invited!

Join us for an OMTA Teacher Social – a relaxed afternoon to connect with colleagues, meet other members, and unwind after school! Enjoy appetizers, good company, and great conversation. Then join us for the November school board meeting at Central Language Academy at 6pm.

Beverages are available for purchase.

We hope to see you there! It's a perfect way to catch up, share stories, and celebrate all the hard work you do!



Contract Highlights

Knowing your contract empowers you and lets you know what your rights are. Here is an important topic that has come up so far this year.

Minimum DAYS!

B. Minimum Pupil Days

For parent conferences, Back-to-School Night, Open House, two (2) minimum days for report card/conference preparation, and one (1) mutually identified Community event, school sites shall schedule instructional days that do not exceed 255 minutes in length. The minimum days shall be scheduled on the days of the events or on other instructional days mutually agreed upon by site administration and site unit members; the immediate supervisor will release unit members after classes on the agreed upon minimum days.

Once a minimum day is set, your administrator should release staff after classes end, so you don't have to stay for a full day.

It's important to note that our contract doesn't include specific requirements or qualifications for you to *earn* the minimum day. The key is mutual agreement between staff and administration on when those days will occur.

So, when your site is scheduling or planning your event, make sure it's a shared decision—to ensure clarity and fairness. Make sure to enjoy that shorter day when it comes!

Injured? Let HR Know Right Away!

Whether you sustain an injury on the job or at home, it is essential to inform Human Resources as soon as possible. Your health and safety are their top priorities, and HR is there to support you and ensure your comfort and safety in the workplace.

Please contact HR immediately if you are using any type of assistive device, such as a medical boot, crutches, or a cane—even if the injury was not work-related.

What to Include When You Reach Out

When you contact the HR team, please be prepared to share the following:

- Doctor's Note: Please provide a Doctor's note, if available.
- Accommodations Needed: Whether you will need any accommodations to perform your duties (e.g., modified workspace, temporary duty changes).
- Expected Duration: How long you expect to use the device or require the accommodation.
- If you are placed off work, a return-to-work date must be included on your Doctor's note.

Do not submit your Doctor's notes to your site or supervisor. For confidentiality, all documentation must be submitted directly to your HR Technician, Elizabeth Bailey or Brenda Aguirre.

Not All Heroes Wear Capes!

Every day, educators go above and beyond—not only for their students, but also for their colleagues and the school community. We believe these quiet acts of dedication deserve recognition.

We invite you to nominate a fellow educator who demonstrates exceptional commitment, inspires others, and makes a lasting impact through their service to both peers and students.

Who can be nominated:

Any educator who has shown outstanding work, collaboration, mentorship, and dedication to our shared mission.

How to nominate:

Simply click on the Heroes Wear Capes image and complete the form!



Your nomination can help shine a light on the individuals whose passion and hard work often go unnoticed—but make all the difference.

Unsung Hero Nominations

Together We WIN!

Even with all of today's challenges, there is much to celebrate. Over the past four years, OMTA has successfully negotiated:

- Over 16% in salary increases
- More than 3% increase in benefits allotment
- Lower Special Education caps than surrounding districts
- Higher hourly rates for timecarded work
- Daily prep for middle school teachers at K–8 sites
- Two new minimum days for report card and conference preparation
- Weekly prep time for elementary teachers (2 hours)
- Release days for Special Education teachers

Quick Links

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