



## Message from the Bargaining Chair

*The purpose of this letter is to introduce myself as the bargaining chair as well as the entire bargaining team to our APT unit members and give a synopsis of our work thus far.*

### **Timi King, Bargaining Chair**

This is my 24th year at PUSD, and I am an ELA teacher at Emerson. I worked at Lexington for 4 years, Harrison for 19 years and this is my 2nd year at Emerson. I have been on rep council for many years at Harrison and now at Emerson.

### **Donovan Macleod**

Donovan Macleod is an ELA teacher at Village Academy. He has been with PUSD for 16 years starting as a substitute teacher. He has also worked at Garey and Ganesha. Donovan has been a rep for both Garey and Village Academy.

### **Rita Torres**

Rita Torres has taught social science for PUSD since 2005 and is a life long resident of Pomona. She started at Ganesha, is now at Garey, and has previous experience with community organizing.

### **Yolanda Horn**

Yolanda Horn is an Education Specialist and this is her 19th year with PUSD. She worked in an SDC setting as well as a general education teacher for 10 years and is now in the Resource Specialist Program. She has been an APT site rep for 9 years, has served as the Special Education Chair for 6 years, has served on the supplemental bargaining team for 3 years, and is now serving her 2nd year as a core bargaining team member.

### **Rosalinda Keeler, Alternate**

Rosalinda Keeler has been with PUSD at Emerson Middle School since 2015 as an ELA, ELD, and AVID teacher. She serves on the district English Learner Multilingual Master Plan committee and is also a site rep for APT. She has 12 years ELA secondary experience with other districts as well as management experience. She has been responsible for multi-million dollar budgets with other districts.

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### **The team would like to fill you in on our summer work:**

- We spent time in training with our CTA rep, Phyllis Peters, full time for a week. We have also met to study the current district budget and establish our goals for negotiations. With the varied experiences of



the team members and support from CTA and the supplemental team, we look forward to successful negotiations that better the lives of our unit members.

- As Yolanda shared at the rep council meeting, during one of the many meetings I attended with the district during the summer Silvia San Martin and I agreed on two bargaining dates in the middle of August. We both expressed a desire to complete negotiating compensation as soon as possible with the goal of August in mind.

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**Since school has started, this is what's been happening:**

- Mrs. San Martin canceled the first bargaining session a couple days prior to the date, and then canceled the second date a couple days after. The district has not reached out to reschedule or responded to a request for rescheduling. Another request will be sent on September 1, 2022.
- I went out on medical leave beginning August 17th, and will return on September 12th. Yolanda Horn is acting bargaining chair until I return.
- The team has recently met to update the COVID MOU and include a response to Monkeypox to protect our members.
- I was included in meetings with Juan Ortiz during the summer regarding an observation tool known as OPAL Observation created by CEEL at Loyola Marymount University. Juan has continued conversations about this tool since the beginning of school. At this point we are still gathering information, asking questions and gaining understanding of impact, if any, on teachers (see attached for more information).

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*Yolanda's experience and expertise has prepared us for the hard work ahead and we all look forward to pulling together along with organizing for successful negotiations. We believe that any team is only as good as the individual commitment by not just the bargaining team members but ALL unit members. Let's move forward in unity!*

You may have recently heard about an observation tool Juan Ortiz is rolling out for our Multilingual English Learner program. I have been in communication with Mr. Ortiz through meetings and emails regarding this observation tool. We are examining all of the documents sent to us and have had Mr. Ortiz answer our questions. One of our first questions was whether or not this was mandatory. It is NOT mandatory and teachers have the option to opt out of these. The opt out process will be revealed to administrators and APT prior to the start of the observations.

We recently received a copy of the actual CEEL Observation tool which now has generated many more questions. The tool includes a section titled "questions for teacher reflection." Our questions to Mr. Ortiz include:

- How is this section utilized in the observation process?
- What purpose does it serve in the process?
- What is the overall goal for these questions of reflection?

If these questions are for teachers to actually answer, I will demand to bargain. The way the program was described to us by Mr. Ortiz was that there was no work, or paperwork, or effort required by teachers pre, during, or post the observation process.

**I want to reassure everyone that we have a keen eye on this and are ready to bargain the impact this has on teachers once we have a clear understanding of what the impact actually is.**

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