



Sue Felt
FTA President

More Than Half Way There

Hard to believe the year is half over already. We are fast approaching evaluation and non re-elect season. If you are a probationary teacher and receive a notice of non re-elect it is important that you let FTA know so we can attend the meeting with you. While it's true they can let you go without cause we can often negotiate a resignation in lieu of termination. If you are terminated you must disclose that on future applications which may make it difficult to get hired elsewhere. For those of you who are permanent, please remember that if you receive a bad evaluation you also have the right to ask for a second evaluator. In addition, if you receive an overall unsatisfactory you must receive an assistance plan. Whether you receive an N or a U it's a good idea to have our grievance team look over the documents and timeline to see if there are grounds to have the evaluation thrown out.

At Rep Council I was asked to give a brief explanation of why you aren't hearing as much details of negotiations as in past years. Last year we moved to interest based bargain which is a negotiation strategy in which parties collaborate to find a "win-win" solution to their dispute. This strategy focuses on developing mutually beneficial agreements based on the interests of the disputants. Interests include the needs, desires, concerns, and fears important to each side. They are the underlying reasons why people become involved in a conflict.

In this process the parties' interests are combined in ways that create joint value. Interest based bargaining is important because it usually produces more satisfactory outcomes for the parties involved than does positional bargaining. Positional bargaining is based on fixed, opposing viewpoints (positions) and tends to result in compromise or no agreement at all. Oftentimes, compromises do not efficiently satisfy the true interests of the disputants. Instead, compromises simply split the difference between the two positions, giving each side half of what they want. Creative, integrative solutions, on the other hand, can potentially give everyone all of what they want. Because of this, there aren't proposals and counter proposals for us to report to you. We continue working until finish then bring the tentative agreement to you for approval. While the process takes a little longer, it is better in the long run. Please understand we share as soon as possible.

CONTINUED ON PAGE 3

Important FTA Email Addresses

Sue Felt
ftapres@
fontanateachers.org

Nancy Hofrock
ftavp@
fontanateachers.org

Barbara "Bubba" Smith
alaridsmith25@aol.com

Grievance Team
grievance@
fontanateachers.org

Social Chair
social@
fontanateachers.org

Nathalie
nalvarez@
fontanateachers.org

Mandy
apeters@
fontanateachers.org

FTA Office
ftaoffice@
fontanateachers.org

Elementary Director
elemdirector@
fontanateachers.org

Middle School Director
middleschooldirector@
fontanateachers.org

High School Director
highschooldirector@
fontanateachers.org

**Don't Forget
to Vote!!**

**Talk to your
site rep if you
haven't voted
yet.**



BURRTEC

WASTE INDUSTRIES, INC.

"We'll Take Care Of It"

(909) 429-4200



www.burrtec.com

Voluntary Transfer Request Timeline

March 2, 2017-Transfer Pool Opens

You can submit a voluntary request to any position in the District for which you are qualified. The position does NOT yet need to be open.

You can submit as many requests as positions or potential positions in which you are interested and qualified.

You should consider submitting a transfer in the event your perfect position becomes unexpectedly available.

April 3, 2017- Transfer Pool Closes

No transfer requests will be accepted until after the 6th week (around September 12) of the 2017-2018 instructional year.

April 3 through Mid- September, 2017 (first six weeks of instruction)

The 5 most senior applicants in the transfer Pool for a position will be offered an interview to fill vacancies.

No additional voluntary transfer requests will be accepted during this time.

Positions will not be posted for unit members as candidates will be drawn from the existing Transfer Pool.

As provided in the contract, the District can exercise its right to hire external candidates. (Article 8.4.2.1)

Mid -September, 2017 (after the first 6 weeks of instruction) through March 1, 2018

Any vacancy occurring after the first 6 weeks of instruction will be posted at the site and concurrently throughout the district and on Ed-join. Priority will be given to unit members at the site.

If the position is not filled by someone at the site, the 5 most senior applicants either in the transfer Pool or from new transfer requests will be offered an interview to fill the vacancy.

As provided by the contract (Article 8.4.2.1), the District can exercise its right to hire an external candidate.

Transfer Pool applications for the 2017-18 instructional year expire March 1, 2018.

I've also been asked to explain the new transfer language in terms easier to understand. Your negotiations team put together an easy to understand timeline. It's too long to explain here so please look for it in another section of this month's Fontanan.

At last week's Board meeting I addressed concerns of many teachers who are being injured by students. I'm pleased to report that the district is hiring behavioral specialist along with interns from local universities to work with our students who may have mental health issues leading to these behaviors. I will keep you posted on the progress of this program. I believe the plan is to put someone at each site to work with these students.

Thank you all for all you do for the students of Fontana. It's not easy and you're doing an amazing job.

Feel free to call, text, or email.

Century 21
KING

JONATHAN PEREA
909.205.7500
www.JonathanPerea.com
RealtorJonathan1@gmail.com

BUYING
SELLING
INVESTING
HUD HOME
SPECIALIST

FREE HOME
EVALUATION
FOR
FONTANA
TEACHERS

LOCAL
AREA
EXPERT

THE ART OF SMILES DENTAL GROUP

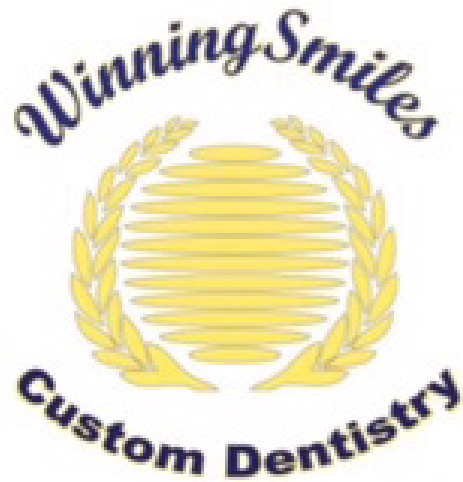
YANG H. KIM, D.D.S.

(909) 882-4363

- DENTAL IMPLANTS
- FAMILY DENTISTRY
- COSMETIC DENTISTRY

17736 SAN BERNARDINO AVE., FONTANA, CA 92335

 **DELTA DENTAL®**



www.winningsmiles.net

909-822-3003



Your dental team: Janice Klim Lemann, DDS;
Frank A. Finazzo, DDS; Ewa Parciak, DDS

WINNINGSMILES Loves Teachers!

**Family
Dentistry**

**Dental
Implants**

**ZOOM
Teeth
Whitening**

**Cosmetic
Dentistry**

**Union Dues
paid in
2016**

**Full time
\$1089**

**Part time
\$544.50**

Don't Forget

**CalRTA Grant Proposal deadline is
March 1, 2017.**

If you anticipate submitting a grant proposal, it must reach Dale Van Camp by March 1, 2017.

Submit your proposal on the
2017 Grant Application form

Email your completed proposal to:
dalevancamp@me.com or

Mail your completed proposal to:

Dale Van Camp
8242 Aster Rd.
Oak Hills, CA. 92344



“Changing Our Community One Member At A Time”

NO MONTHLY FEE CHECKING ACCOUNTS

- ❖ **Free Online Banking**
- ❖ **Free Bill Pay**
- ❖ **And Much More!**

9389 Cherry Ave., Fontana, Ca 92335
(909) 822-1810

Stay in the Loop!
Check out what's going on
with FTA at
fontanateachers.org

**16-17 Rep Council
Meeting Dates**

- ~~August 17~~
- ~~September 14~~
- ~~October 12~~
- ~~Nov. 9~~
- ~~Dec. 14~~
- ~~January 18~~
- ~~February 8~~
- ~~March 8~~
- ~~April 12~~
- ~~May 10~~

Fta Social Events

TGIF at Pancho Villa's
10210 Juniper Ave., Fontana
Friday, March 10, 2017
3:00pm to 5:00pm

Movie Tickets
AMC - \$9.00
Regal/Edwards - \$8.50
Harkins - \$8.00
Cash Only

Restrictions, see ticket for details
Extra Charge for 3D at the Theater

Fontana Teachers Association

16850 Seville Ave
Fontana, CA 92335
909.829.0940
fax 909.829.0466
ftaoffice@
fontanateachers.org



*16-17
TGIF Dates*

- ~~August 12~~
- ~~September 9~~
- ~~October 14~~
- ~~November 4~~
- ~~December 9~~
- ~~January 13~~
- ~~February 10~~
- March 10
- April 7
- May 12



schoolsfirstfcu.org
(800) 462-8328