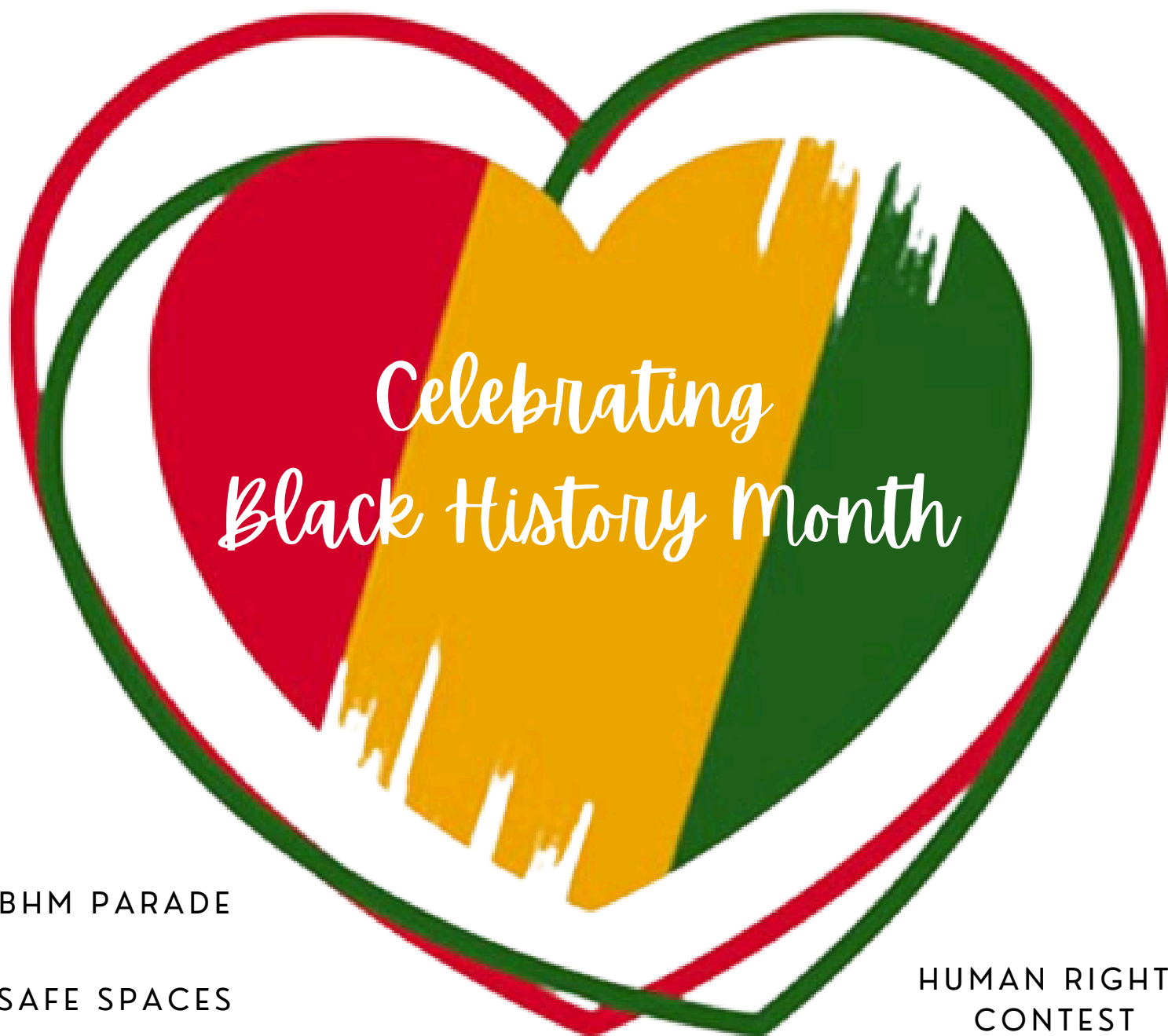


THE FONTANAN

FTA DISCOUNTS

SCHOLARSHIPS



*Celebrating
Black History Month*

BHM PARADE

SAFE SPACES

HUMAN RIGHTS
CONTEST

FEBRUARY 2025

Volume 45 Issue 7

FONTANA TEACHERS ASSOCIATION
EXECUTIVE BOARD

CONTACT INFORMATION

EXECUTIVE OFFICERS

MARK SCHULTE - PRESIDENT
FTAPRES@FONTANATEACHERS.ORG
(909) 251-5719

JODI DOMINGUEZ - VICE PRESIDENT
FTAVP@FONTANATEACHERS.ORG

LISA RIVERA - SECRETARY
74YELLOWROSES@GMAIL.COM

TROY LIGGINS - TREASURER
TLIGGINS@HOTMAIL.COM

ELEMENTARY DIRECTORS

BARBI MADDOX
DASHCHUNDMOMMY@YAHOO.COM

TRENT STILLMAN
CTASTATECOUNCIL@GMAIL.COM

MEG VOLLMER
MARGARETV99@GMAIL.COM

MELINA YAMARONE
MYAMARONE22@GMAIL.COM



MS DIRECTORS

ROBERT BASSETT
EDUCATEDPATRIOT@ICLOUD.COM

KELLEY NEIGHBORS
NEIGHBORSFTA@GMAIL.COM

BIPOC DIRECTOR

WENDY LU
WENDYLUFTA@GMAIL.COM

HS DIRECTORS

ALBERT MURILLO
AGMURILLO75@GMAIL.COM

JENNIFER NORTON
JHHSLIBRARIAN@GMAIL.COM

CTA EXEC. DIRECTOR

CONNIE ROSALES
CROSALES@CTA.ORG



FONTANA TEACHERS ASSOCIATION

Dear Union Sisters and Brothers,

We would like to take a moment to address some important developments that reflect the ongoing collaboration between FTA, Fontana Unified School District, and our sister union, the United Steel Workers (USW). These efforts are crucial in keeping ICE officials off of our campuses in order to provide our students with a safer and more supportive atmosphere within our educational institutions.

FUSD has demonstrated a resolute commitment to safeguarding our schools. They have implemented proactive strategies aimed at preventing ICE officials from entering our campuses and terrorizing our students and staff, thus enhancing the security of our learning environments. This commitment is underscored by their cooperative approach with school administrators and staff, ensuring that our campuses remain secure. Sadly, these threats not only affect us all emotionally, but also financially. Families who are afraid to send their students to school will result in loss of the ADA needed to run our schools and program as well as fund our salaries.

In addition, we are pleased to inform you that FUSD has joined forces with FTA and the USW to produce and distribute "Safe Space" posters. These posters serve as an important symbol of our mutual dedication to creating inclusive and secure environments for all students and staff. Their presence throughout our schools acts not only as a deterrent to negative influences but also as a reinforcement of our collective resolve to maintain a positive and supportive educational atmosphere.

We extend our sincere gratitude to FUSD and the USW for their steadfast support and collaboration. Together, we are making significant progress toward establishing safer and more nurturing educational spaces.

Thank you for your unwavering commitment and support.

In solidarity,

Mark
FTA PRESIDENT

Jodi
FTA VICE PRESIDENT

FONTANA TEACHERS ASSOCIATION

Safe Spaces for ALL

**ESTA OFICINA ES UN
ESPACIO SEGURO PARA INMIGRANTES**

**THIS OFFICE IS A
SAFE PLACE FOR IMMIGRANTS**



We have coordinated with USW and FUSD, and the print shop is making posters for classrooms and school offices stating they are safe spaces for ALL members of the community. If you want one for your classroom, be sure to let your site rep know to pick one up from the FTA office for you - or come get one yourself.

Members are ALWAYS welcome at the office.

16850 Seville Ave, Fontana 92335

JOIN US IN MAKING OUR COMMUNITY SAFE!



FTA LEADERSHIP PARTICIPATES IN FUSD'S BLACK HISTORY MONTH CELEBRATION

In a display of unity and commitment to cultural education, leaders from FTA recently took part in the Fontana Unified School District's Black History Month Celebration. This annual event is a cornerstone for the district, emphasizing the rich history, achievements, and contributions of African Americans throughout history.

A Celebration of Culture and History

This year's celebration was a vibrant tapestry of performances and community engagement activities. Attendees had the opportunity to enjoy the diverse aspects of African American culture. Additionally, educational opportunities provided insights into historical narratives that are often overlooked in traditional curricula.

FTA Leadership's Active Role

FTA Leadership's participation in the event underscores their dedication to fostering an inclusive and supportive educational environment. By actively engaging with the community and students during the celebration, they demonstrated a commitment to promoting diversity and cultural awareness within our schools.

Building Bridges Through Education

The involvement of FTA leadership in events like the Black History Month Celebration is crucial for building bridges between educators, students, and the community. It serves as a reminder of the role educators play in shaping an inclusive society, where every student feels seen and valued.

As members of Fontana Teachers Association, let us continue to support and celebrate these initiatives that enrich our educational landscape and empower our students to understand and appreciate the diverse world around them. By doing so, we not only honor the past but also pave the way for a more inclusive future.



Empowering School Employees to Support Immigrant Families

As educators and school staff, you are vital in fostering a safe and supportive environment for all students, particularly those from immigrant families. California is dedicated to offering continuous support, ensuring access to necessary resources and information. This article provides essential tools and knowledge for effectively supporting immigrant communities.

California's dedication to immigrant families is unwavering. The state continuously updates resources and information to aid students, educators, and families. These resources are designed to help you understand and navigate the unique challenges facing immigrant communities, enabling you to provide the best possible support within your educational environment.

Deferred Action for Childhood Arrivals (DACA) is a critical program that affects many of our students and their families. It is essential to stay informed about the latest developments and resources available. Here's how you can help:

- **Educate Yourself and Others:** Stay updated with DACA policies and immigration information. Share this knowledge with colleagues, students, and their families.

Provide Support: Be a point of contact for students seeking guidance. Offer emotional support and direct them to appropriate resources.



- **Connect with Local Organizations:** Collaborate with local immigrant support organizations to provide additional assistance and resources to students and families.

Understanding one's rights is crucial for protection against unconstitutional actions.

Know Your Rights Red Cards are valuable tools that help individuals assert their rights. Here's how you can assist:

- **Distribute Red Cards:** Ensure that students and their families have access to these cards. They are available in multiple languages to cater to diverse communities.
- **Organize Workshops:** Host informational sessions for students and families to educate them about their rights.
- **Promote Awareness:** Encourage open discussions about rights and protections under the U.S. Constitution to foster a sense of empowerment.

In the face of ICE raids, it is vital to know how to protect our students and communities.

Here are some steps you can take:

- **Create a Safe Environment:** Ensure that your school is a safe space where students feel secure and supported.
- **Develop a Response Plan:** Work with school administration to create a plan for responding to ICE raids, ensuring that all staff members are informed and prepared.
- **Advocate for Policy Changes:** Support policies that protect immigrant students and families, advocating for change at the local and state levels.

As an educator or school employee, your role is crucial in assisting immigrant families. Staying informed, providing resources, and creating an inclusive environment can significantly impact students and their families. Together, we can foster a supportive community for all.

RED CARDS ARE AVAILABLE AT THE FTA OFFICE FOR ANYONE INTERESTED

CTA TO THE RESCUE!



C.T.A.



DISASTER RELIEF FUND

The CTA Disaster Relief Fund is a special fund which provides financial assistance to CTA members who suffer significant losses due to natural and other disasters in California. For available grants, qualification details or to apply, visit www.CTAMemberBenefits.org/drif.

- funded by voluntary contributions from CTA members, and through CTA fundraising drives throughout the year
- Administrative services provided by CTA Member Benefits Department
- The filling deadline is 12 months from the date of the incident. The application and all corresponding documentation must be submitted by 12 months from the date of incident



Celebrating
Unsung Heroes
OUR VETERANS

Gabriel Cannon
Celebrity Grand
Marshall

BLACK HISTORY

*Month
Parade and Expo*

Feb. 22, 2025
10a.m.-3p.m.

Citrus and Sierra Lakes Parkway
North of 210 in Fontana

on Citrus North
210 FWY in
LIVE/LOCAL ENTERTAINMENT

CAR SHOW
VENDORS
LIVE LOCAL
ENTERTAINMENT

for more info
www.blackawarenessparades.com
Expo at Home Depot
909 333-9950

CALLING ALL FTA MEMBERS!

- Support the community
- Join the Equity Team in the Black History Month Parade



2/22 Parade line up 9:30am

- Meet at the corner of Knox and Summit.

2/11 4:30pm

- Poster making, at the FTA Office (Equity Team Meeting)

The Perils of Discarding DEI

Dearest Readers,

It has come to my attention that a troubling notion is sweeping through our society—a notion that threatens to unravel the very fabric of inclusivity and respect that we have so diligently woven. I speak, of course, of the alarming discussions surrounding the abandonment of Diversity, Equity, and Inclusion (DEI) policies. Allow me to illuminate the myriad consequences of such a decision, a decision that, I dare say, would be most unwise.

Imagine, if you will, a world where the simple act of entering a building becomes an insurmountable challenge due to the absence of ramps for those bound to wheelchairs. Or envision the struggle of navigating a bustling event without the aid of subtitles and captions for those who are hard of hearing. In this world, the absence of family restrooms and changing tables in men's facilities leaves parents in a harrowing predicament, forced to compromise dignity for practicality.

Without DEI policies, the workplace could regress into an environment where pay equity and transparency become relics of the past. Women might find themselves faced with the impossible choice between career and family, as the assurance of a job upon returning from maternity leave becomes a mere memory. Let us not forget the specter of workplace harassment, once more lurking in the shadows, unchecked and unchallenged.

In the absence of work accommodations for various disabilities, many might find themselves excluded from opportunities they are more than capable of grasping. The elimination of flexible work arrangements would surely stifle productivity and creativity, as individuals are forced into rigid molds that do not suit their unique circumstances. On a more personal note, the removal of belt extenders on planes and plus-sized clothing sections in stores would alienate those who do not conform to a narrow standard of size.

Furthermore, the loss of diverse food options catering to vegetarians, kosher, or gluten-free diets would leave many without sustenance suited to their needs. The absence of non-smoking areas would force those who prefer clean air to endure environments that disregard their health and comfort.

In sum, to forsake DEI policies is to forsake the very essence of progress and humanity. It is to choose a path of exclusion over one of inclusion, to prioritize prejudice over acceptance. Let us not forget, dear readers, that allowing disdain for a group of people to dictate our policies is a cost far too great for the benefits these inclusive measures afford us all. So, for those of you going around warning our members that some of us may be too progressive to be part of our leadership team, be honest with everyone and disclose your true colors.

It is my earnest hope that wisdom prevails in these discussions, for our society is richer, kinder, and more vibrant when every individual is afforded the dignity and respect they deserve. Until next time, dear readers, I remain your ever-watchful chronicler of society's whims and follies.

Yours Sincerely,

Lady Pencilsdown

REFLECTIONS ON THE CTA ISSUES CONFERENCE IN LAS VEGAS

BY: MARGARET “MEG” VOLLMER

From January 17th to 19th, I had the incredible opportunity to attend the CTA Issues Conference in Las Vegas. Although I have participated in other CTA conferences before, this was my first time at the Issues Conference, and I was thrilled to share the experience with several fellow FTA members.

Navigating Union Challenges

One of the highlights of the conference was the sessions focused on navigating the challenges that naturally arise within unions. We delved into the dynamics of leadership and teamwork that can sometimes lead to conflicts, as well as the strategies that can help us overcome these obstacles. The discussions emphasized the importance of leaders supporting members in difficult situations to collaboratively solve problems.

Enhancing Communication Effectiveness

Another set of sessions provided valuable insights into improving our communication strategies. We explored how to utilize email metrics to gauge the effectiveness of our communications and discussed various methods to disseminate our messages more efficiently.

Empowering Membership Through Action

A standout session provided me with a comprehensive guide of actions—ranging from small to large—that we can use to harness the collective power of our membership. While many of us are familiar with direct actions like wearing a union T-shirt to back our bargaining team, writing letters to the school board, and participating in rallies, the session introduced us to numerous other impactful strategies. Organizing our union and individual sites can lead to quicker resolutions to our issues and enhance our collective strength. Indeed, the power of organizing is an ongoing journey!

Overall, the conference was an enriching experience, equipping us with practical tools and insights to strengthen our union's impact and foster a more cohesive community.





INCREASE YOUR SALARY WITH UNIVERSITY CREDITS



**2024-2025
ENROLLMENT**

FREE UNITS

www.cta.org/credit

EARN 6 UNITS FROM CSU CHICO-FREE!!

- CTA will cover the cost for up to six university credit units from our partner CSU Chico per term and twelve total units per academic year
- Professional growth hours can be accumulated by streaming sessions on the CTA Virtual to Online Learning
- Check with your district HR office to ensure that university credit units can help you advance on your salary schedule.

Spring 2025: February 3, 2025 – May 9, 2025

DUE: 4/9/2025

FTA HUMAN RIGHTS

POSTER CONTEST

THEMES INCLUDE BLACK INDIGENOUS PEOPLE OF COLOR (BIPOC), LGBTQ+, WOMEN'S ADVOCACY, AND/OR PEOPLE WITH DISABILITIES.

Posters will be judged on creativity, originality, appropriateness, spelling, and relationship to the theme(s).

Submit Artwork to Fontana Teachers Association,
16850 Seville Ave, Fontana, CA 92335



PRIZES FOR FIRST PLACE

PRIZES :

PK-2nd grade: \$25 - Gift Card

3rd-5th grade \$25 - Gift Card

6th-8th grade \$50 - Gift Card

9th-12th grade \$100 - Gift Card

Prizes for 2nd and 3rd in each division to be announced.

Please include student's full name and grade, FTA Sponsoring member's full name & school site and member's non-work email.

Celebrate the Repeal of WEP/GPO

California Retired Teachers Association, Division 90, invites the teachers of Rialto Unified, Fontana Unified, and Colton Joint Unified School Districts to a celebration of the repeal of the WEP/GPO penalties.



Please come and enjoy free pizza, free soft drinks, and door prizes as we celebrate our victory for the rights of teachers to receive earned Social Security and spousal Social Security benefits.

Tuesday, February 25, 2025

2 pm—6 pm

Shakey's Rialto

1236 N. Riverside Ave.

Rialto, CA 92376

CalRTA

California Retired
Teachers Association

West San Bernardino Valley
Division 90

CalRTA is your voice in pension protection and retirement security.

FTA MEMBER — DISCOUNTS —

ticketsatwork

Scan this QR code to visit
ticketsatwork.com to find more
offers



February Savings You'll Love!

Find the perfect Valentine's Day gifts, Black History Month specials, and save on tax prep services!

To Register visit ticketsatwork.com and use Company Code **KBFFTA**



Scan QR code or click the link to visit website



Choose the best deals and offers



Find amazing exclusive offers & deals



More savings, more of what makes you happy

Featured Offers

👉 Explore these and hundreds of other offers at ticketsatwork.com
Use Company Code **KBFFTA**



1-800-Flowers.com
Get up to 25% off the Valentine's Day collection + 20% off sitewide



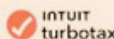
Edible Arrangements
Save \$10 on orders of \$59+



USA Guided Tours
African American History & Culture Tour: Save 17%



FragranceNet.com
Save \$20 off all orders \$50 or more



TurboTax Online
Save an extra 20% on TurboTax



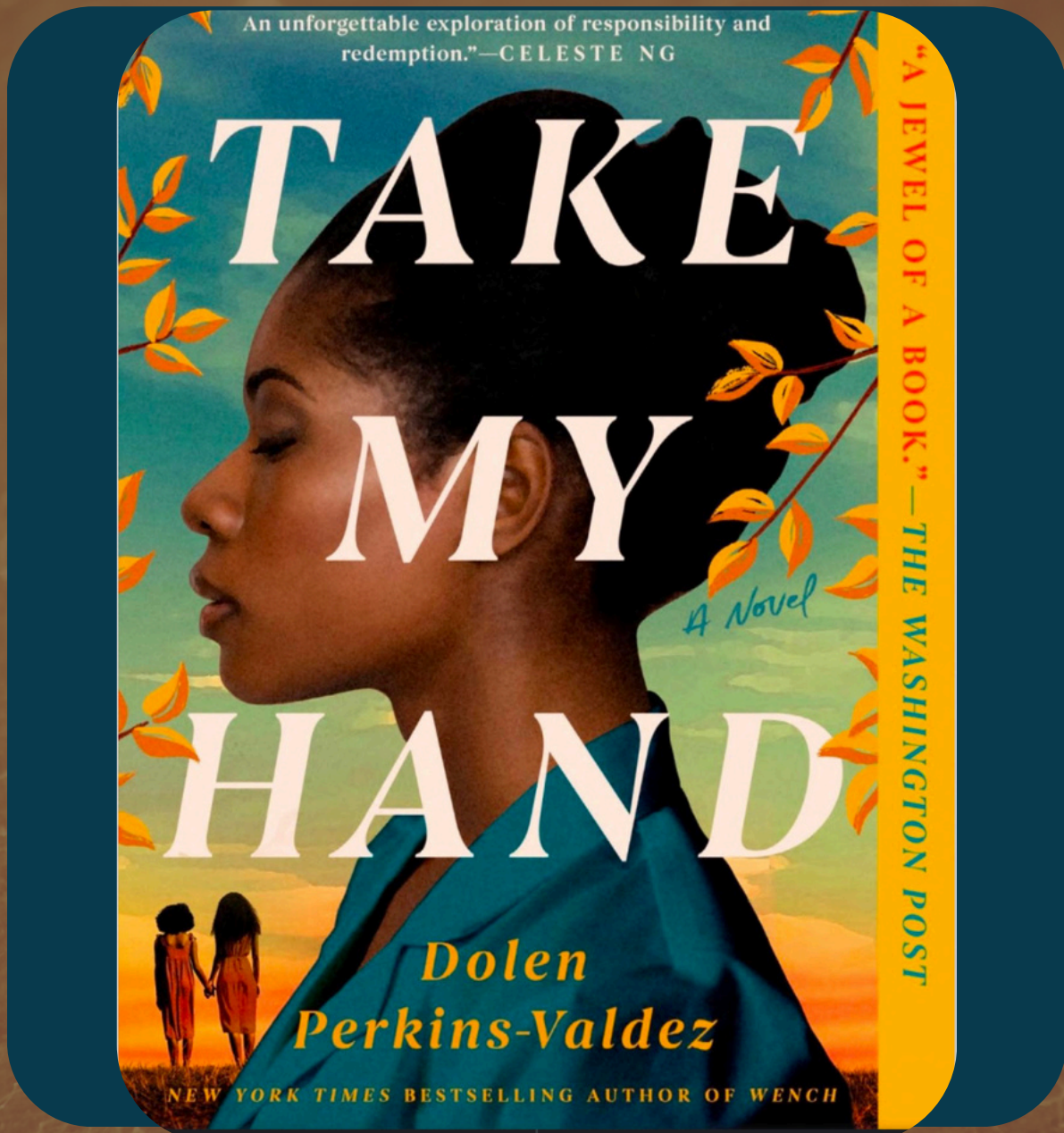
TaxAct
Save 25% on your federal and state taxes

FONTANA TEACHERS ASSOCIATION

Join us for the love of reading and bringing book pages to life!

Equity Team Book Club

Our next selection is...



RSVP for next FTA Book Club meeting:
Pages 138 to end.



Awarding Excellence

PROMOTING QUALITY EDUCATION AND RECOGNIZING THE IMPACT WE HAVE ON PUBLIC EDUCATION AND OUR COMMUNITY

SCHOLARSHIPS & GRANTS

Educational scholarships and grants offer financial support to CTA members and their dependents throughout the academic year.

IFT Grants for Educators & Chapters

Grants for CTA members and chapters to demonstrate what teachers can do when they have the freedom to create and invent.

LGBTQ+ Safety in Schools Grant & the Guy DeRosa Scholarship Program

Grants and scholarships to support groups, projects and presentations that promote understanding of and respect for LGBTQ+ persons as well as for self-identified LGBTQ+ members enrolled in a teacher/counseling credential or graduate program who are pursuing a career in public education.

CTA Scholarships (Multiple)

- **CTA Scholarship for Dependent Children**
Offers a max of 35 scholarships of up to \$5,000 each to dependent children of active, CTA/NEA-Retired or deceased CTA members.
- **Del A. Weber Scholarship**
Offers one scholarship of up to \$5,000 to dependent children of active, CTA/NEA-Retired or deceased CTA members who are attending or attended a continuation high school or an alternative education program.
- **CTA Scholarship for Members**
Offers a max of five scholarships of up to \$3,000 each to active CTA members completing college coursework.

Martin Luther King Jr. Memorial Scholarship Program

Scholarships to encourage BIPOC students to become educators, school nurses, school counselors or school therapists and to promote professional growth for BIPOC educators and Education Support Professionals (ESP) members.

CTA Aspiring Educators Scholarships

Scholarships to recognize the contributions of our members, chapters and advisors.

AWARDS

Awards recognize outstanding social justice and human rights work, effective communications by and for local chapters, excellence in media coverage, local political action and more.

Human Rights Awards

Given annually to CTA members, chapters and service center councils to celebrate the diversity of racial equity and social justice work that CTA members create, challenge and participate in.

César E. Chávez & Dolores Huerta Education Awards Program

Recognition for educators and their students who demonstrate an understanding of the vision and guiding principles embraced by César Chávez and Dolores Huerta.

Communications Awards

Designed to encourage CTA chapters, service centers and UniSerts to communicate with their members as well as to recognize and honor those who are communicating regularly and effectively.



Learn More & Apply At:
[CTA.ORG/SCHOLARSHIPS](https://cta.org/scholarships)

FTA Equity Team

PAID PREGNANCY LEAVE

The state government is once again considering paid pregnancy leave for educators. Please contact your legislator - let them know pregnancy leave is a priority for you. You can find your legislator's contact info here <https://findyourrep.legislature.ca.gov/>

Another powerful way to support the legislation is to tell your personal story of pregnancy planning, loss of service for retirement, or other ways you have been affected personally or professionally using this link <https://www.cta.org/paid-pregnancy-leave>





The SAFETY Act

Support Academic Futures and Educators for Today's Youth

A.B. 1955 (Ward, CA Legislative LGBTQ Caucus)
California Education Code §§ 217, 220.1, 220.3, 220.5

What Does the SAFETY Act Do?



Effective January 1, 2025, the SAFETY Act:

1. Strengthens existing California protections against forced outings of LGBTQ+ students in schools;
2. Directs the California Department of Education to develop and publish resources for parents and families of LGBTQ+ students working towards family acceptance; and
3. Provides additional protections against retaliation for educators seeking to create an inclusive and safe school environment.

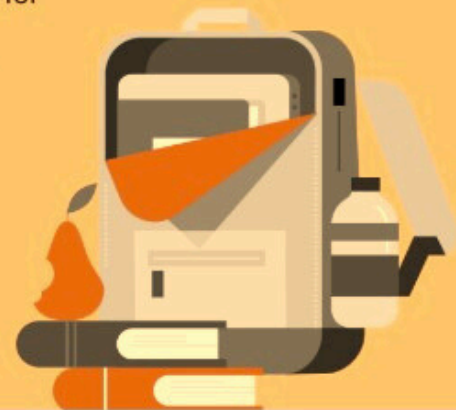
Choosing when and how to come out and to whom is a deeply personal decision that every LGBTQ+ person has the right to make for themselves.

Many parents and families understand this and want to support their children coming out to them on their own terms. Unfortunately, not all young people are welcomed or safe being their authentic selves at home, and in those cases schools can be a critical source of support.

Research shows that affirming school environments result in better mental health for transgender youth. However, since the start of 2023, multiple school boards in California have voted to pass "forced outing" policies requiring teachers to notify parents, if their child identifies as transgender. Moreover, educators have faced retaliation for supporting students' right to a safe and inclusive educational environment.

Policies that forcibly "out" pupils without their consent remove opportunities for LGBTQ+ young people to build up trust and confidence and have these conversations with family when they are ready and in ways that strengthen the relationship between parent and child.

Why Did We Need This Law?



FAQs

I heard there is a lawsuit challenging the SAFETY Act. Will the law still go into effect?

We don't know yet, but the SAFETY Act's prohibition on forced outing policies is declaratory of existing law so regardless of what happens in the case, school districts must continue to support and affirm LGBTQ+ students and protect their privacy.

What about parental notification policies that don't specifically mention gender or sexual orientation?

Even if a school has a general notification policy in place, the SAFETY Act and existing law prohibits any disclosure of information regarding a student's LGBTQ+ identity without the student's consent, unless otherwise required by law.



CALLED INTO A DISCIPLINARY MEETING WITH ADMIN?

The US Supreme Court has ruled that the National Labor Relations Act gives workers the right to request union representation during investigatory interviews by supervisors, security personnel, and other managerial staff. An investigatory interview occurs if 1) management questions you to obtain information; and 2) you have a reasonable apprehension that your answers could be used as a basis for discipline or other adverse action. You must ask for union representation either at the beginning or during the interview. Management does not have to remind you of this right. If your request is refused, and management continues asking questions, you can refuse to answer. Your employer is guilty of an unfair labor practice and charges may be filed.

I REQUEST

If you are called into a meeting with management, read the following when the meeting begins:

REPRESENTATION

If my responses to your questions could lead to my being disciplined or terminated, or adversely affect personal working conditions, I respectfully request that you summon my union representative. Until my representative arrives, I choose not to answer any questions.