

January 2025

THE FONTANAN

New Year Goals

- CTA DISASTER RELIEF
- SCHOLARSHIPS & GRANTS
- BOOK CLUB
- AND MORE...

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FONTANA TEACHERS ASSOCIATION

Dear FTA Sisters and Brothers,

As we usher in the New Year, we extend our warmest wishes to each and every one of you. May this year bring you joy, health, and fulfillment in both your personal and professional lives. It is a privilege to serve as your FTA President and Vice President, and we are continually inspired by the dedication and resilience you demonstrate as educators.

Reflecting on the past year, we are proud of the solidarity and strength that our union has shown. Through every challenge, you have stood firm, embodying the core values of our profession—commitment to our students, advocacy for quality education, and support for each other. As we move forward, please remember that FTA is here to support you. Whether it's through professional development opportunities, legal assistance, or simply a listening ear, we are committed to ensuring that you have the resources and backing you need.

While we celebrate the successes of the past year, we must also prepare for the challenges ahead. The landscape of education is ever-changing, and we anticipate facing issues such as budget constraints, policy shifts, and the ongoing need for adapting during all of the unprecedented disasters our state is facing. However, we are confident that together, we can navigate these challenges. Our strength lies in our unity, and by working together, we can advocate for the resources and policies that will enable us to provide the best possible education for our students.

In the spirit of the New Year, we encourage each of you to remain engaged and proactive. Your voice matters, and your participation in union activities, meetings, and advocacy efforts is crucial. Together, we can continue to make a difference in our schools and communities.

Let us embrace the New Year with optimism and determination. Thank you for your unwavering commitment to education and for being a part of our collective journey. We look forward to working alongside you as we strive to create a better future for our students and ourselves.

Mark

FTA PRESIDENT

Jodi

FTA VICE PRESIDENT

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/drfs.

- funded by voluntary contributions from CTA members, and through CTA fundraising drives throughout the year
- Administrative services provided by CTA Member Benefits Department
- The filing 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

READY FOR ANYTHING?

By: Elizabeth Elliott-Solis

My mom was frustrated with me when I told her I was hungry. It was a busy afternoon in our home. There were seven kids, and the three younger than me were in diapers. "What would you do if you were on a deserted island?" she said with a wink and a baby on her arm while changing a load of laundry. I was stumped, so I went to look up the word "deserted" in the dictionary. That day, I began a lifelong quest to always be prepared, as the idea of an island with no one but myself to depend on slightly frightened me. For years, I have given my siblings items to keep them prepared and gently reminded them of the hazards that may happen in the home where they live. They always joked when I gave them emergency blankets and earthquake kits as gifts. However, these gifts became very useful when my older brother, who lives in Altadena, was evacuated due to a fire. I'm writing this article mostly to remind everyone that no one's coming to save you, and you need to get ready to help yourself.

This might make me sound like a Doomsday prepper, but really it's just like putting money into a 403b or saving money for a rainy day. Eventually, something's going to happen. We don't know when it's going to happen, but depending on where we live, we know what's going to happen—whether it's a fire, a flood, or an earthquake. So, I recommend that the best antidote to anxiety is action.

Get Training

Every city has a CERT program that is free to join. The city of Fontana offers them in English and Spanish! It is a great way to meet your neighbors as well as get free training on what the city does in the case of an emergency and then what you can emulate in your home[1].

Know Your Hazards

I also recommend that you look at the hazard maps for your area. Are you in a flood plain? Are you near an earthquake fault, which we all are in Southern California? Are you in a fire-prone area? You can get answers to these questions with maps from the government. Usually, help from the government scares me, but they collect so much data. This is one of their reliable areas. Type your home address into the [MyHazards page](#) [2] on the CalOES website to discover the hazards that exist in your area and learn how to reduce your risk. Enter your home address into this [FEMA website](#) [3] to find updated flood hazard information.

If your commute is from Apple Valley to Fontana, what would you do if the roads were shut down due to an earthquake? What if you had to walk home? Do you have shoes that would allow you to walk home comfortably? Likely, you will need some type of preparedness kit both at work and at home, but I would start with home. Here are some resources from the federal government to add to your kit [4]:

- Water (one gallon per person per day for several days, for drinking and sanitation)
- Food (at least a several-day supply of non-perishable food)
- Battery-powered or hand crank radio and a NOAA Weather Radio with tone alert
- Flashlight
- First aid kit
- Extra batteries
- Whistle (to signal for help)
- Dust mask (to help filter contaminated air)
- Plastic sheeting, scissors, and duct tape (to shelter in place)
- Moist towelettes, garbage bags, and plastic ties (for personal sanitation)
- Wrench or pliers (to turn off utilities)
- Manual can opener (for food)
- Local maps
- Cell phone with chargers and a backup battery

Earthquake Preparedness

For those living in Inland Southern California, it's crucial to be prepared for earthquakes. The "Staying Safe Where The Earth Shakes" guide provides valuable information on how to prepare, survive, and recover from earthquakes [5]. It includes steps like securing your space, creating a disaster plan, and assembling an emergency kit.

This doesn't have to be a costly expenditure, and you can do it slowly. But I do recommend that you start because, just like a retirement account, your future self will thank you when the inevitable emergency strikes.

References

- [1] [Outreach Events and Training | Fontana, CA - Official Website](#)
 [2] <http://myhazards.caloes.ca.gov/>
 [3] <https://msc.fema.gov/portal>
 [4] [Build A Kit - Ready.gov](#)
 [5] [Staying Safe Where the Earth Shakes - Earthquake Country Alliance](#)

Choose Wisely

In halls of candidates, tread lightly, beware,
Some of them threaten the immigrants' flair,
Others against LGBTQ+ rights without any care,
While some folks are just in it for their own share,
In sheep's disguise, wolves may stare.

Spot those who share our mission's glow,
Who move our cause forward, not make it slow,
Raise their voices, not just for show,
But support those who actually aim to grow,
As they step up, our members in tow.

Let your heart find the genuine few,
With their boots to the ground when there is work to do,
Among the Fakebook, let truth break through,
For only together, our strength will renew,
With real leaders, our paths shall ensue.

Don't choose those with promises grand,
Who censor voices that dare to defy,
Seek the wise who truly understand,
For the promises of swift change is a fleeting lie,
Knowledge is key, and patience stands by.

Avoid those who silence dissenting speech,
Find those who grasp how systems entwine,
Real change is a journey, within reach,
Not a moment's blaze, but a steady sign,
Choose with wisdom, where true leaders shine.

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)

The ASA Fontana Drama: What's Really Going On?

Dearest readers,

Word has reached my ears that last month's revelations may have caused quite the stir among some of you, prompting a flurry of pearl-clutching and indignant whispers. Fear not, for this month's discourse shall offer you a respite. Yet, do be mindful, for those fervent responses may have revealed more than intended.

Now, let's gather around for the latest morsel of intrigue from the ever-scandalous corridors of Allegiance Steam Academy - Thrive, more commonly whispered about as ASA Fontana. This free-spirited charter school for our young scholars, spanning grades K through 8, opened its doors amidst the summer sun of August 2023. Yet, the opening was not without its share of controversy. Picture this: the Fontana Unified School District (FUSD) was compelled to relinquish part of the hallowed grounds of Locust Elementary School to accommodate this newcomer. Despite ASA Fontana's independence from FUSD, they are bound by the same sartorial rules of conduct, lest they risk losing their precious charter altogether!

Complaints and the Brewing Storm

Fast forward to June 2024, and the plot thickens considerably. Disturbed whispers among ASA Fontana's parental ranks began to surface, suggesting a veil of unsavory activities cloaking the institution. Allegations of sexual harassment, neglect, bullying, and a most egregious mishandling of these grave matters set tongues wagging. Concerned parents, in a bid for justice, approached FUSD, prompting them to prod ASA Fontana into action. Alas, ASA Fontana's promised investigation updates were as elusive as a summer breeze.

FUSD Steps In

With ASA Fontana's inaction, FUSD took matters into their own capable hands. By October 2024, an avalanche of operational and safety shortcomings was exposed, revealing flagrant breaches of both the school's charter and state laws. The situation was dire, my dear readers!

The ASA Fontana Drama: What's Really Going On?

District Actions and New Allegations

November 5, 2024, marked a significant turn of events as FUSD issued a stern Notice of Concern, demanding rectification by January 6, 2025, lest ASA Fontana face expulsion from the educational fold. The scandal escalated when, on December 2, 2024, a formal complaint was lodged accusing the school's leadership of discrimination and bullying based on a student's sexual orientation. Scandalous, indeed!

Financial Drama Unveiled

In an astounding twist, ASA Fontana's financial woes came to light. Their budgetary projections for 2024-25 painted a portrait of impending insolvency by 2026-27, ending the 2023-24 fiscal year utterly penniless. But the plot thickens! On December 17, 2024, it was revealed that ASA Fontana had clandestinely secured a \$3.2 million loan from ASA Chino. Financial mismanagement, thy name is ASA Fontana!

Final Notices and the Clock Ticking

December 18, 2024, saw ASA Fontana scrambling to redeem themselves with an updated report, yet it fell short of expectations. FUSD granted them until March 7, 2025, to rectify their myriad issues, or their charter would be revoked. While some matters have been addressed, the sands of time are swiftly slipping away.

Why This Matters

But why, you may ask, should we invest our interest in such affairs? Parents, ever-vigilant in their quest for the finest educational opportunities, often ponder the allure of charter schools. However, with tales of mismanagement shadowing their reputation, such institutions frequently fail to deliver the promised security and educational excellence. It is imperative we remain informed about the escapades of these schools within our communities. Remember, darlings, the drama is ceaseless!

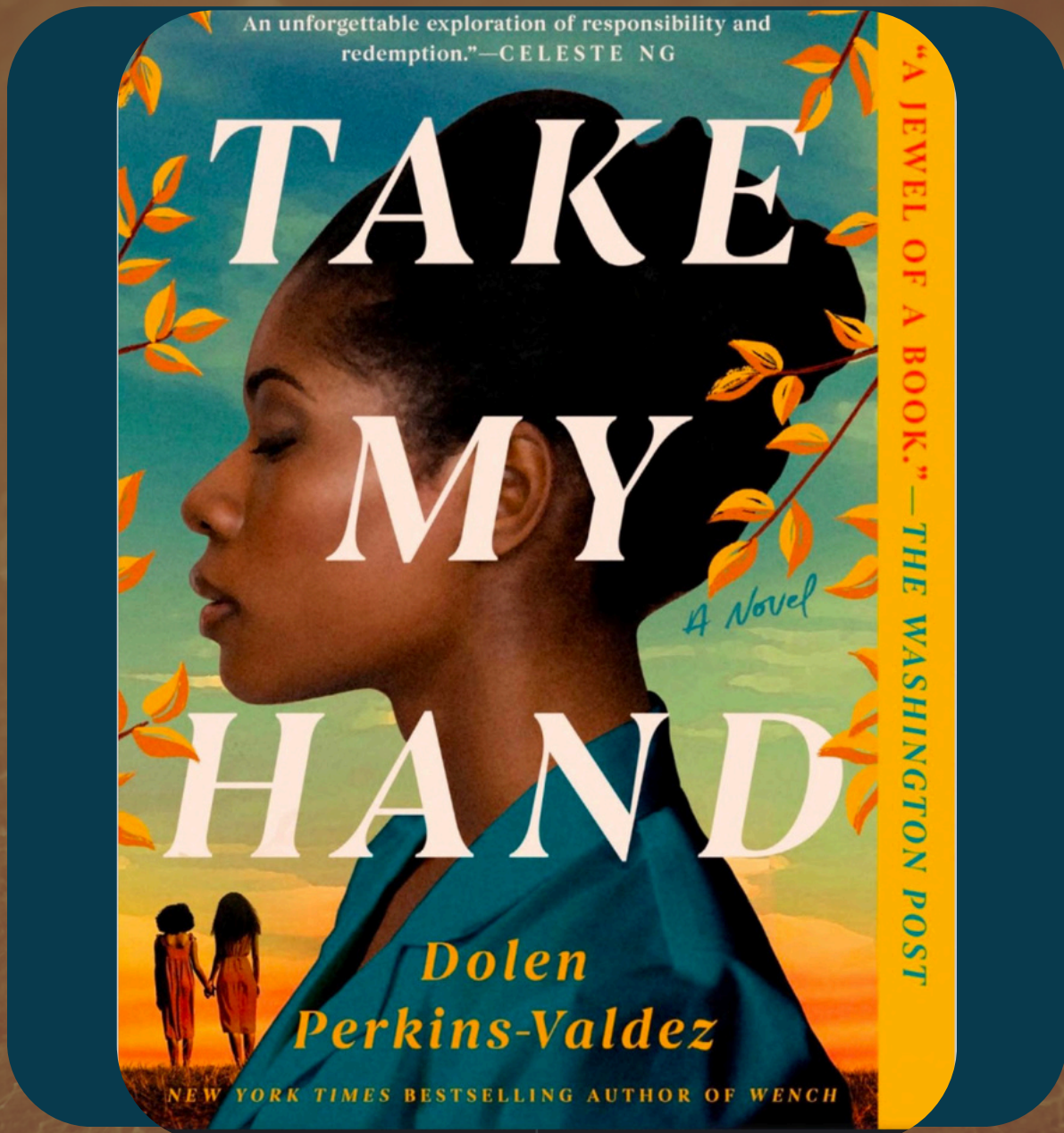
Yours truly,
Lady Pencilsdown

FONTANA TEACHERS ASSOCIATION

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

Equity Team Book Club

Our next selection is...



Next Book Club Meeting: January 29th - 7pm
Pages 1-138





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**2024-2025
ENROLLMENT**

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- 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

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Cruises

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Garmin

Save up to 20% on select Garmin products



HelloFresh

Get 55% off your 1st box with free shipping + 15% off for 51 weeks



Gold's Gym by HUSK

Get started for \$0

New Salary Schedule

of 9

**FONTANA UNIFIED SCHOOL DISTRICT
CERTIFICATED SALARY SCHEDULE
Effective 1/1/25
186 days**

STEP	Class A	Class I	Class II	Class III	Class IV	Class V
	B.A. Degree No Credential	B.A. Degree Credential ¹	B.A. Degree +30 Semester ¹	M.A. Degree or B.A. Degree +45 Semester ¹	M.A. Degree +60 Semester or B.A. Degree +70 Semester ¹	Professional Growth
1	\$ 60,343	\$ 64,367	\$ 64,557	\$ 65,892	\$ 68,860	
2	\$ 63,009	\$ 64,557	\$ 65,845	\$ 68,808	\$ 71,908	
3	\$ 65,806	\$ 65,806	\$ 68,763	\$ 71,857	\$ 75,091	
4	\$ 68,717	\$ 68,717	\$ 71,808	\$ 75,041	\$ 78,417	
5	\$ 71,757	\$ 71,757	\$ 74,988	\$ 78,363	\$ 81,890	
6	\$ 74,934	\$ 74,934	\$ 78,306	\$ 81,832	\$ 85,516	
7		\$ 78,252	\$ 81,776	\$ 85,454	\$ 89,299	
8		\$ 81,719	\$ 85,390	\$ 89,232	\$ 93,253	
9			\$ 89,176	\$ 93,186	\$ 97,380	
10			\$ 93,122	\$ 97,313	\$ 101,689	
11				\$ 101,620	\$ 106,193	
12				\$ 106,120	\$ 110,894	
13					\$ 115,802	
14					\$ 120,929	
15						
16						
17						
18*		\$ 83,558	\$ 95,217	\$ 108,507	\$ 123,650	\$ 2,512
22*		\$ 85,438	\$ 97,359	\$ 110,949	\$ 126,432	\$ 5,023
26*		\$ 87,360	\$ 99,550	\$ 113,445	\$ 129,277	\$ 7,535
30*		\$ 89,326	\$ 101,790	\$ 115,998	\$ 132,186	

¹ Fully credentialed employees ONLY. Interns, PIPs, STSPs, etc., are placed at Class A.

* Eligibility for these steps is based on initial step placement at time of hire and years of service in Fontana Unified School District Certificated Bargaining Unit, effective July 1, 2024.

* Longevity is included to the preceding step for rows 18, 22, 26, and 30.

Credit for Previous Teaching Experience and/or Military Service

Credit is granted on salary schedule for prior teaching experience and/or military service as follows:

- Teaching experience is one (1) step for each year, not to exceed thirteen (13) steps for all bargaining unit members hired on or after July 1, 2024.
- Military service is one (1) step for each 20 months of active duty, not to exceed three (3) steps.
- A combination of teaching experience and military service not to exceed thirteen (13) steps.

EFFECTIVE JANUARY 1, 2025

FTA Equity Team

Did you know that FUSD has a teacher/staff member at each site dedicated to ensuring equity for students and staff. If you have concerns over equitable treatment - be it racism, sexism, or ableism - there is a Site Equity Leader you can go to. "SEELs" as they are called, have been trained in social justice and equity and have access to resources to help of you need it. If you don't know who is the SEEL for your site, your administration will!

Here's the link to one of the resources that SEELs received recently - how to handle conversations about election results your classroom:





**California Retired
Teachers Association**

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CalRTA's professional staff and 34,000 volunteers work tirelessly on your behalf at both the State and National levels of government to protect your pension!



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The cost of a CaRTA membership is a small price to pay for the protection we need: Only \$66.00 a year, which is \$5.50 a month, or .18 a day. Quite a bargain!



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OF MIND**

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To become a member of CalRTA, just click this link
[**calrta.org/join-us**](http://calrta.org/join-us) OR type it into your browser.



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.