What is the Catastrophic Leave Bank?

Toy Drive!

WIN A DOORBELL FOR YOUR CLASSROOM!
President’s Message

BY: Curtis Dison

I can tell we are in October because the days of blistering heat seem to finally be done for the year. We can look forward to cooler nights and possibly cloudy days. And wind. Don’t forget about the winds that always seem to show up as soon as the heat leaves. Did you know that October has the most amount (23) of student contact days of all of the months? It’s true. There are zero holidays during October. Now, that’s scary! But, cooling temperatures and the scent of Fall and Winter holidays around the corner will sustain us.

Recently I was thinking about the minimum days that were negotiated two years ago. Our Association fought hard to make sure that we got member-directed days 50% of the time from those minimum days. This was extremely important to us because we knew people needed that time.

Member-directed days are our own days to engage in whatever work-related tasks or activities that we deem important that day. It’s a chance to score papers, create lesson plans, reflect on past lessons and design interventions or adjust future lessons, enter grades into grade books, put up bulletin boards, organize, clean, or whatever else needs to be done to prepare or catch up for the success of our classes.

On those member-directed days, you are not obligated to attend trainings, professional development, staff meetings, ILT sessions, PLC meetings, department chair/leadership meetings, or any other similar meetings, unless you want to, that is. It’s your prep time, your time to do what you think is best. If you get asked to attend a PLC meeting, or department meeting on a member-directed day, you don’t have to go.

Member-directed minimum days belong to us. While administrators can schedule meetings during our prep period with proper notice (24 hours), they should not be doing so on member-directed minimum days. If you have any problems or questions around this, give the office or your site rep a call.

FYI, contract time is still contract time. In other words, member-directed time on minimum days is contract time and we are being paid to work then. Please make sure that whatever you are doing during that time, that it is appropriate and work-related.

Wishing you all the treats and no tricks this October,

Curtis
What is the Catastrophic Leave Bank?

The Catastrophic Leave Bank is open for enrollment now until November 2, 2018.

It may sound a bit scary or ominous, but the Catastrophic Leave Bank is like an insurance policy. Each of us gets 10 days of sick leave every year. That’s enough to recover from a cold, or a bout with the flu. But, what if you get really sick? Some of us are lucky enough that we have extra days now. Sick leave doesn’t expire for Certified Bargaining Unit Members (FTA). So, it’s possible to have many more days than only 10 available to you in a given year. But, what if you run out because you need surgery, or are in an accident?

That’s the purpose of the Bank. When you join the Bank, you can tap in to an additional 40 days of leave after you use up your own sick days! Basically, to join, you donate 5 sick days to the Bank. You have to be a permanent employee (not probationary or temporary) and you need to have at least 15 days already accrued and unused in your account.

You can pick up an enrollment form at the FTA Office. There is more specific language and further information in the contract (CBA) under Article 12 (Leaves of Absence), section 4 (12.4 Catastrophic Leave Bank).

If you have the days, it might be a good idea for you to join. One reason is because once you join the Bank, you are always in it! If the Bank was ever to run low on days, you might need to donate more, but that’s a rare occurrence. Meanwhile, you can enjoy the peace of mind that you won’t be left in a spooky situation without enough days to get well.
The other day, I couldn’t sleep because I was having bad dreams, so I went in to work early. Being Fall, it was still dark in the morning. Hardly any other cars were out and a heavy fog lay over the road as I drove, my headlights seeming to die only 10 feet from my car. I got to campus so early that the parking lot was empty, or at least seemed so. The dense haze enveloped the school and clung wetly to the buildings and my vehicle. It muffled sound so that my footsteps only made dull thuds as I walked to my classroom. The fog seemed to slither across the tarmac and concrete, smothering all the land.

I got into my classroom and the lights flickered on, then off and on again, now weakly scattering the shadows. I sighed, turning on my computer so I could send an email and request a work order to fix my lights. Outside, a dog (or was it a wolf?) howled from a nearby yard. Then, the building creaked suddenly, and I thought I heard laughter from outside. Finally, I thought, people are showing up.

I decided to go over my lesson plans. As I got out my books and papers, powering on my laptop, the entire room went dark. I got my books and papers, powering on my computer so I could send an email and request a work order to fix my lights. I whirled around and she was snarling, rage and fear mingling across the features of her face, wrestling, it seemed, for dominance.

“The other day, I couldn’t sleep because I was having bad dreams, so I went in to work early. Being Fall, it was still dark in the morning. Hardly any other cars were out and a heavy fog lay over the road as I drove, my headlights seeming to die only 10 feet from my car. I got to campus so early that the parking lot was empty, or at least seemed so. The dense haze enveloped the school and clung wetly to the buildings and my vehicle. It muffled sound so that my footsteps only made dull thuds as I walked to my classroom. The fog seemed to slither across the tarmac and concrete, smothering all the land.”

“I’m sorry, can I help you?” I stammered.
“I’m looking for your Learning Intention,” the woman croaked in reply. “It should be written on your board.”
“I’m looking for your Learning Intention,” the woman croaked in reply. “It should be written on your board.”
“Who are you?” I asked.
“Do you dare to question your new administrator?” she roared.
“I’m the new boss. And things are going to change now that I’m in charge. So, where is your Learning Intention?”

It was cold in my room. I shivered, getting out the plan for today. Where was it? I could see my breath condensing in the chilled air.

“I don’t know what happened. I was just getting out my lesson plans. I came in early today —”
“No excuses!”
“What? I’m not making excuses. I’m just trying to tell you —”
She cut me off again. “This is irresponsible. I’m going to have to write you up. See me in my office today during your prep period.”
“Uh, wait. That seems uncalled for. I’m going to need to bring my union rep to the meeting.”
“Your what?” She seemed genuinely confused.
“My rep. My union rep. The person who represents the union.”
“There’s no such thing.”

I stopped. She seemed so sure. And now that I thought about it, I wasn’t. I turned around and reached for my copy of the Collective Bargaining Agreement. She hissed loudly.

“Silence!”
She held a long wooden staff in her gnarled hands and pointed it at me, or more precisely, at the CBA I held in front of me, like a shield.
She sneered at me, “Your outdated tome has no power here! It will avail you nothing. Begone!” And with that last word, she thrust the staff toward me and I felt a great force slam me and my hands got hot, burning, and I dropped the CBA to the table in front of me. The cover was scorched, illegible, and smoking.

“I invoke my Weingarten rights! And I want to file a grievance!”

The hands pulled at me, dragging me, shaking me. “No! No! Nooowww!” I was going down. I couldn’t keep my feet beneath me. My head pressed into the ground. The hands roughly clawed at me.

And then I woke up. I looked at the alarm clock, my heart racing. Five minutes until I had to get up. Of course. I wanted to sleep. I wanted to sleep. I wanted to sleep.

Laughter greeted my cries. Hands reached out of the mist to grab at me, slowing me. The ground beneath my feet was mud, sticky, slurping at my shoes. I couldn’t get away.

“Listen, I don’t know what your game is, but I’m going to call the union office as soon as it opens.”

The crone raised her arms, black sleeves draping over them with funereal black cloth, and as she did, the door to my room flew open. Mist, fog, or smoke, it was hard to tell, began to billow into the room. Two human figures shambled into the room. Their clothes were tattered and they looked from the crone, to me and veered toward me.

“Ah, my assistants are here,” she said. “Finally. Take him to my office.”

Panic seized me. I began to run for the door, bowing over the assistants who were weaker than they looked. I burst past them into the darkness outside, running blindly through the thick fog. Voices came from all around me. “No due process for you.” “Go to the principal’s office.” “This is going into your personnel file.”

I began to shout, “I want to file a grievance! I want to file a grievance!”

Laughter greeted my cries. Hands reached out of the mist to grab at me, slowing me. The ground beneath my feet was mud, sticky, slurping at my shoes. I couldn’t get away.

“I invoke my Weingarten rights! And I want to file a grievance!”

The hands pulled at me, dragging me, shaking me. “No! No! Noooooo!” I was going down. I couldn’t keep my feet beneath me. My head pressed into the ground. The hands roughly clawed at me.

And then I woke up. I looked at the alarm clock, my heart racing. Five minutes until I had to get up. Of course. It was just a nightmare. I still had a union and CBA to protect me from scary administrators. Happy Halloween from the Grievance Team!

GRIEVANCE TEAM CHRONICLES by: Glennon Poirier

GRIEVANCE COMMITTEE
Ready to try a new gadget for Classroom Management?

A wireless doorbell to get your students attention!

FTA CLASSROOM MANAGEMENT GIVEAWAY

GET THE ATTENTION OF YOUR CLASSROOM WITHOUT CLAPPING, COUNTING, CALL AND RESPONSE, OR FLICKING THE LIGHTS.

WINNERS ANNOUNCED: 10/29/18

THIS DOOR CHIME HAS 32 MELODIES YOU CAN CHOOSE.
FLEXIBLE DESIGN, EASY TO USE, NO WIRING REQUIRED.
REMOTE CONTROL RANGE UP TO 50 FEET.
3 WINNERS WILL BE SELECTED!
### F.T.A. EMAIL ADDRESSES

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<thead>
<tr>
<th>Position</th>
<th>Email Address</th>
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<tbody>
<tr>
<td>FTA Pres, Curtis Dison</td>
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**Moved Recently? Name Change?**

Please email the F.T.A. office at: `ftaoffice@fontanateachers.org`

with your updated membership information.

Thank you!
HELP SUPPORT FONTANA SANTAS

WE ARE AT 2% OF OUR GOAL. THANK YOU TO THOSE WHO HAVE ALREADY DONATED!

Please consider donating at least one toy to support this cause. You can drop off your toy donation at the union office or give it to your site rep to bring to the next Rep Council meeting.
November 9
December 7
January 11
February 8
March 8
April 12
May 3

TGIF DATES
Pancho Villa’s

November 14
December 12
January 16
February 13
March 13
April 10
May 8

REP COUNCIL
FTA Office

$10.50
$8.50
$8.00

Cash Only

Harkins Theatres
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FTA OFFICE
HOURS

MONDAY-FRIDAY
8:30am-4:30pm

Fontana Teachers Association

16850 Seville Ave.
Fontana, CA 92335
ftaoffice@fontanateachers.org
Phone (909) 829-0940
Fax (909) 829-0466
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FTA’s Discount Code: KBFFFTA
UNION CODE OF CONDUCT

• I will not criticize any union colleague except to the individual directly.
• If any union colleague is being criticized in my presence, I will confront the criticism and ask that it stop.
• I will not participate in any conversations with management that criticize, or negativity speculate about any union colleague.
• I will settle my differences with colleagues within the union.
• I will engage in debate, offer others every opportunity for debate and respect the minority viewpoints, but I will observe and support the majority mandate of the union.

NEW!

GRIEVANCE HOTLINE

Think you have experienced a contract violation? You can text the Grievance Hotline to get more information!

Just text: 909.278.7130 with your name, school site, position, and your question. A Grievance Team member will respond as soon as possible.
LEARN ABOUT YOUR MEMBER BENEFITS
at www.CTAMemberBenefits.org

ACCESS
Save Money while traveling, dining out, purchasing apparel, or buying school supplies, at over 350,000 discounts nationwide through the Access to Savings Program.
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Auto and Home/Renters Insurance
Provided by California Casualty
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www.CTAMemberBenefits.org/rsp

CTA Credit Union
New $150 Account Bonus & Auto/Home Loan Discounts
www.CTAMemberBenefits.org/Provident

This is a brief description of the CTA and NEA Member Benefit Programs. All benefits and eligibility requirements are subject to the terms of the plan certificates, Summary Plan Descriptions, or custodial account agreement. The benefits described herein may be modified or terminated by CTA and NEA Member Benefits at any time.
Fontana Teachers Association
IPD Training Offerings and Dates
2018-2019

All Trainings Held at FTA Office 3:45-5:45

Tuesday, November 27/Safety  
Tuesday, January 22/IEP’s  
Thursday, February 21/Technology & Social Media  
Tuesday, March 26/ELD  
Tuesday, April 16/Assessment & Universal Design  
Tuesday, May 14/Crispy Around The Edges

Attention Teachers...
Now is the time to buy or refinance your home with CalPATH

Program Features:
- Available to members of the Fontana Teachers Association, California State Teachers Retirement System (CalSTRS) or Public Employees of a Local, County, or State Municipality
- Reduced Processing and Underwriting Fees
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10% of all commissions resulting from this ad will be donated to St Mary's Ballet Folklorico Of Redlands

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