Will you be docked a day’s pay?

Jingle & Mingle

INNOVATIONS DEADLINE DEC. 14th
President’s Message

November is here and so begins our season of gratitude. Being grateful is not always easy because it requires that we make a genuine effort to look at our life and take honest stock of what we have and where we are. Negotiating is one of the most important things we do and I think it’s worth reflecting on our process.

There has been some discussion about the method of negotiation our team has been using with the district. A couple years ago, FTA and FUSD agreed to use Interest-Based Bargaining (IBB) instead of positional bargaining. Some people feel we are being too accommodating to the district at the table. Those critics suggest that IBB causes us to give up too much, to get less than we would otherwise.

The facts do not bear out this position. For example, one of the less popular agreements in the last ten years was over the 7.5 hour workday which was reached using positional bargaining. But, the last two agreements reached under IBB resulted in salary schedule raises as well as one-time bonuses. For these reasons, and others, I think that IBB has been very helpful to our Negotiations Team and members.

Traditionally, negotiators use positional bargaining. Let’s say you’re a smuggler named Han Solo and you have been offered a job from Jabba the Hutt. Solo tells Jabba that he can’t smuggle the droids past the Imperial blockade for less than a million Imperial dollars. Jabba laughs at this because he will lose money on the deal. He says half that amount. They finally agree on a price of 3/4 of a million dollars. In this example, they reach a compromise that seems fair. Jabba will still make money and Han gets compensation for the risk of being caught by the Empire.

The trick in positional bargaining is to ask for enough to get what you need and not lose, but also not to ask for too much and risk the other party leaving the table. Imagine if Han had asked for 2 million dollars. Jabba might have seen him as unrealistic and come to the conclusion that Han isn’t someone with whom he can negotiate reasonably. Maybe he will give the job to another smuggler. Or, maybe Jabba would offer so little that Solo doesn’t want the job.

Another risk is that one side will become upset or insulted by the other team’s position. If this were to happen, teams may become too locked into their positions, unable to compromise. Or, imagine if Han and Jabba were representing others in the negotiation. Han might be afraid to ask for too little and leave money on the table, angering his people. Or, Jabba gives up too much and the other Hutts fire him as lead negotiator. These aren’t things you want your negotiators worrying about when they are at the table. These kinds of pressures might lead them to do and say things at the table that foster mistrust and ill-will between the two parties. It might mean that the relationship between them is damaged and long-term cooperation between them might be difficult or impossible.

In the previous example, Solo and Jabba settled on $750,000. Han wanted the money to pay off a huge gambling debt. He was hoping there would be enough left over to upgrade the hyper drive on the Falcon and make some other improvements to the astro-nav computer. But, his gambling debt was $700,000, therefore he had very little left over, not enough to get the upgrades he wanted.

If Solo and Jabba had used IBB, they would have discussed their interests. The amount of money Han wanted and Jabba was willing to pay was a position. But, Han wanting to improve his ship was an interest. If he explained his interest, Jabba might have been able to tell Han that he knew where he could get the astro-nav computer and a new hyper drive. Han might have taken the ship parts plus some money for compensation that would have allowed Jabba to make a bigger profit. In this way, by focusing on interests instead of positions, both would be able to get more of what they needed.

I began talking about gratitude because I am grateful that we use IBB. I remem-ber the times when we used positional bargaining. I think what members are missing is the conflict. It used to be that because we were adversarial with the district at the table that our communications had more information, more about the conflict. This was necessary because it helped put pressure on the district to give in to our demands. But, under IBB, this is not helpful. Conflict leads to confusing the discussions and taking us further from finding solutions.

Interestingly, IBB-style discussions have taken place during positional bargaining sessions. But, usually that only happens when impasse is a possibility and we are down to the wire, trying to get a deal done in the late hours of the night. Then, people start discussing interests and how to get a deal done that would benefit both sides and break the deadlock. To me, IBB actually saves time and energy because we can look for solutions to the problems before we start thinking about impasse.

This is why I am grateful for IBB. I know some members don’t trust the district or administrators. But, it is in beneficial to us to have a good relationship with the district. IBB helps us be able to maintain a professional, cordial relationship where positional bargaining might not. Current events in the world today illustrate the damage that can be done when adversarial negotiating is taken to the extreme. The “other side” is seen as the enemy. If you give up anything in the negotiation, it is a loss. For me, this difference is clear. IBB puts the emphasis where it should be, on solving problems for our members and finding ways to improve the workplace.

BY:
Curtis Dison

Gratitude
On October 23, 2018, the District sent out and email regarding our additional member directed work day for 2018-2019.

Some members are under the impression that it does not pertain to them.

It does.

IT PERTAINS TO ALL CERTIFIED EMPLOYEES!

When we ratified our latest contract we agreed to work an additional two days. One day is to be member directed and the other is an additional Professional Development day.

Since the 2018-2019 school year calendar was already set when we ratified the agreement, there was difficulty in adding two additional days. The result of this was that for the 2018-2019 school year only, the District will accept 7 hours (or 8 if that is your normal workday) of work that was NOT conducted during your work day.

These 7 (or 8) hours of “flex time” count beginning July 1, 2018. Any time you spend from July 1, 2018 to present (but no later than December 11, 2018) working on things like preparing lessons, creating or prepping your room environment, grading, preparing presentations, etc., may be counted toward the accrual of these seven (or eight) hours.

YOU MUST TURN IN YOUR FLEX TIME FORM indicating when you completed these hours and what type of work you did OR YOU WILL BE DOCKED A DAY’S PAY!

The FLEX TIME form was emailed to you, but if you need a copy emailed to you, please email the FTA Office at ftaoffice@fontanateachers.org, or visit our website at fontanateachers.org to download a copy from the home page. After you fill it out, please submit to your site administrator and they will sign and forward the form to the District Office for processing.

You must submit it by DECEMBER 12, 2018 or you will lose one day of salary!

The additional Professional Development day was added to the end of the school year. Please see the October 23, 2018 email for details.

If you have any additional questions, please contact Certificated Human Resources at (909) 357-5000 ext. 29035.
DEADLINE FOR SUBMITTING
A NOTICE OF INTEREST
FOR NEW OR CONTINUING
INNOVATIONS IS:

—
December 14, 2018
—

Please send a simple
email indicating that your
site is interested in an
innovation for the 2019-2020
school year to:
—
Linda Young
Linda.Young@fusd.net
&
Curtis Disson, FTA President
FTAPres@fontanateachers.org

Want ideas for Innovations?
Take a look at some of the Innovations currently in place for the
2018-2019 school year on the FTA website.
Go to: fontanateachers.org - NEGOTIATIONS - INNOVATIONS
Jingle & Mingle

PLEASE JOIN US FOR OUR ANNUAL F.T.A. HOLIDAY BASH!

Hosted by Fontana Teachers Association

December 7, 2018
3pm-5pm
Pancho Villa’s – 10210 Juniper Ave., Fontana

APPETIZERS, DESSERTS, AND NON-ALCOHOLIC DRINKS PROVIDED
Moved Recently? Name Change?

Please email the F.T.A. office at:

ftaoffice@fontanateachers.org

with your updated membership information.

Thank you!
Keep Having FUN!

Fontana Teacher's Assoc

reminds you membership includes TicketsatWork. Register now, and you’ll have access to exclusive savings and special discounts to theme parks and attractions including the Walt Disney World® Resort, Universal Studios®, Las Vegas and New York City shows and performances, Disneyland®, SeaWorld®, Six Flags, and Cirque du Soleil! Also check with TicketsatWork.com for savings on car rental, hotels, tours and attractions across the US. If you’re staying local, save on movie tickets, sporting events, and other special events. And feel free to share the code with friends and family!

Enjoy the Savings!

*Promotional offer valid on purchases over $50, now through December 31, 2018.

HOW CAN I ORDER TICKETS?


2 Click on the “Become a Member” box at the top of the homepage.

3 You will then be prompted to create an account with your email address and company code.

4 Or, you can place your order by phone. Call customer service at 800-331-6483.

Sign Up Today & Save an Extra 10%
Promo Code: CF10%

Company Code:
KBFFTA
Our “Little Free Library” is a blessing to many! Please continue to donate your unwanted books. Take them to the F.T.A. Office, give them to your Site Rep., or send them via District mail addressed to “F.T.A. Office.”

Save over 25% Six Flags

Save over 30% AMC

Save over 30% Universal Orlando

TicketsatWork.com is the leading Corporate Entertainment Benefits provider, offering exclusive discounts, special offers, an access to preferred seating and tickets to top attractions, theme parks, shows, sporting events, movie tickets, hotels, and much more. TicketsatWork is a unique benefit offered exclusively to companies and organizations and their employees and members.

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.

www.CTAMemberBenefits.org/Access

Auto and Home/Renters Insurance
Provided by California Casualty
Preferred Rates, Educator Benefits, Exceptional Service, Generous Discounts
For your quick quote, visit:
www.CTAMemberBenefits.org/calcas

Protect Your Loved Ones and Income With
Life & Disability Insurance From The Standard
www.CTAMemberBenefits.org/Standard

Your Federal Student Loan Forgiveness Resource
www.CTAMemberBenefits.org/studentloans

We want you to have a long and happy retirement
CTA-endorsed 403(b) Retirement Savings Plan:
Low fees and fiduciary standards 650.552.5200
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, 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
- Reduced Interest Rates
- FHA and Conventional Loan Options Available
- Can be Used With Other Downpayment Assistance Programs
- Not Limited to first time homebuyers
- One Free Float Down - During the first 30 days after the Rate is locked (and before Closing Disclosure (CD) is issued), if rates become lower you can “float down” to the New Lower Rate
- Call today for more information!

Contact Me Today!
Fernando Rosales
Mortgage Loan Originator | NMLS# 605313
Fernando.Rosales@mwfinc.com
www.909HomeLoans.com
909-568-7599

All applications are subject to underwriting guidelines and approval. Not all programs available in all areas. Rates and terms are subject to change without notice. This form may not be reproduced. Licensed by the Department of Business Oversight under the California Residential Mortgage Lending Act. NMLS# 164497.

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