



# *Your Union, Your Voice* *Your Newsletter*

[www.hesperiateachers.com](http://www.hesperiateachers.com)

Hesperia Teachers Association

April 2016

## *Your E-Board:*

**Thomas Kerman**

President

[hta.pres@gmail.com](mailto:hta.pres@gmail.com)

**Gordon Williamson**

Vice-President

[hta.vpres@gmail.com](mailto:hta.vpres@gmail.com)

**Paula Kondratko**

Secretary

[hta.secr@gmail.com](mailto:hta.secr@gmail.com)

**Jim Garrett**

Treasurer

[hta.tres@gmail.com](mailto:hta.tres@gmail.com)

**Mike Egan**

Director at Large

[hta.directatlarge@gmail.com](mailto:hta.directatlarge@gmail.com)

**James Resvaloso**

Secondary Director

[hta.2direct@gmail.com](mailto:hta.2direct@gmail.com)

**Rebekah Swanson**

Elementary Director

[hta.edirect@gmail.com](mailto:hta.edirect@gmail.com)

## Your Rep. Council

**Canyon Ridge**

Dennis Canady

**Carmel**

Barbara Beechum

**Cedar**

Krista Rodriguez

Renee Singer

**Cottonwood**

Robert Balder

**Eucalyptus**

Phoebe Gutierrez

**DO**

Katrina Jackson

Tina Viayra

**Cypress**

James Fogo

Carolyn Stayton

**Hollyvale**

Marla Baty

Today's decision vindicates decades of experience that show many local districts across the state are working collaboratively with teachers to help public education thrive. We need to take those best practices and expand them, not wipe out education codes that protect students and teachers.

~Joshua Pechthalt, president of the California Federation of Teachers on Friedrich's decision

## **President's Message**

We have had some good news the last couple of weeks. The Freidrichs vs CTA case went before the Supreme Court was returned to the lower court ruling in our favor, preserving our right to collect dues for representation. The Vergara vs the State of California was ruled in our favor keeping our due process and seniority rights intact. The movement is spreading, as just recently, North Carolina struck down legislation that would have taken permanent status from current teachers. After years of defending our profession we may be seeing the tides begin to turn. The rulings show that what we need are teachers who can speak out and advocate for their students with out the fear of repercussions. These decisions affirm the arguments of educators, civil rights groups, legal scholars and education policy experts that the state statutes affirming educator rights do not harm students. Although we have won these battles, we must continue to stand together and speak out for our profession and our students.

For more information about the Friedrich's and Vergara cases, please go to the following links:

CTA on Vergara ruling:

<https://www.cta.org/Issues-and-Action/Ongoing-Issues/Vergara-Trial1.aspx>

CTA on Friedrich's ruling:

<https://www.cta.org/Issues-and-Action/Ongoing-Issues/Friedrichs.aspx>

## Human Equity and the Laws in Education

### **Hesperia High School**

Ellen Stephen  
Devon Bostock  
Maq McNair  
Stephanie Seitz

### **Hesperia Junior High**

Cheryl Franks  
Cindy Walker

### **Joshua Circle**

Lorelei Bibler

### **Juniper**

Cynthia Greenlee

### **Kingston**

Todd O'Neal

### **Krystal**

Jamie Barnhardt

### **Lime**

Penny Hale

Christine Robinson

### **Maple**

Virginia Marquez

### **Mesa Grande**

Kim Kelly

### **Mesquite Trails**

Louise Oliekan

Elizabeth Krall

### **Mission Crest**

Susana Castillo

Teri Jo Muzquiz

### **Mojave**

Evelyn Puentes

### **Oak Hills**

Steve Trudeau

Sean Shea

Jim Kutch

Rocky Comberlati

Russ Ary

### **Ranchero**

Jamie VanHill

Sahar Afsari

### **Shadow Ridge**

Kelly Ford

### **Sultana**

Shane Haldeman

Darin Grebil

Brett Simmons

Joe Ardito

Hector Armendariz

### **Topaz**

Marcia Rhodes

Alysia Van

As educators in the public school system we do have free speech rights, however in our classrooms we are bound by a different set of rules. Discussion may come up with and between students that may be considered sensitive or questionable. We are bound to remain unbiased in all matters regarding religion, sexual orientation, politics or any of the other subjects that are considered controversial.

Whatever our personal opinions or beliefs, the law is clear and in order to protect our students, and ourselves it is recommended that members familiarize themselves with these laws.

For example, we usually think of the provisions of Title IX as they relate to sports. However, Title IX goes much further. Title IX is a federal civil rights law that prohibits discrimination on the basis of sex in federally funded education programs and activities. Specifically, the guidance states that "Title IX's sex discrimination prohibition extends to claims of discrimination based on gender identity or failure to conform to stereotypical notions of masculinity or femininity and OCR accepts such complaints for investigation."

Practices as simple as lining students up by gender can be categorized as a violation of Title IX. Members should be cautious that they are not categorizing student behaviors or achievements based on gender.

### Other laws to consider:

#### **AB9 – Seth's Law**

Seth's Law is named after a 13-year-old California student who tragically took his own life in 2010 after years of anti-gay bullying that his school failed to address.

Seth's Law specifically contains the following requirements; "If school personnel witness an act of discrimination, harassment, intimidation, or bullying, he or she shall take immediate steps to intervene when safe to do so"

[www.ggea.org/assets/documents/HRC/Seth's%20Law.pdf](http://www.ggea.org/assets/documents/HRC/Seth's%20Law.pdf)

#### **AB537 – Student Safety and Violence Protection Act**

Changed California's Education Code by adding actual or perceived sexual orientation and gender identity to the existing non-discriminating policy.

AB537 protects students AND school employees against discrimination and harassment

<https://gsanetwork.org/resources/legal-resources/ab-537-fact-sheet-california>

#### **SB48 - The Fair, Accurate, Inclusive, and Respectful Education Act (FAIR 2011)**

The FAIR Act requires schools in California to integrate age-appropriate, factual information about social movements, current events and the history of people with disabilities and lesbian, gay, bisexual and transgender (LGBT) people into the existing social studies lessons that include contributions of both men and women, people of color, diverse ethnic communities and other historically underrepresented groups.

<http://www.cde.ca.gov/ci/cr/cf/senatebill48faq.asp>

### AB 887 - Gender Non-Discrimination Act

AB 887 places "gender identity and expression" alongside other protected classes in our states non-discrimination laws. The intent is to help people to understand the law and effectively address discrimination against transgender people.

AB 887 amends the California Fair Employment and Housing Act. It requires an employer to allow an employee to appear or dress consistently with the employee's gender expression. It also mandates that new employee handbooks and trainings must explicitly mention that California law does not tolerate any type of gender discrimination.

[www.leginfo.ca.gov/.../ab\\_887\\_bill\\_20111009\\_chaptered.pdf](http://www.leginfo.ca.gov/.../ab_887_bill_20111009_chaptered.pdf)

### AB1266 - The School Success and Opportunity Act

Requires a pupil be permitted to participate in sex-segregated school programs, and activities, including athletic teams and competitions, and use of facilities consistent with his or her gender identity, irrespective of the gender listed on the pupil's records.

AB 1266 makes it clear that students have the right to participate in school extracurricular and athletic activities based upon their gender identity, regardless of their biological sex.

AB 1266 provides a statutory right for a student to use the relevant facilities based solely upon gender identity.

[https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill\\_id=201320140AB1266](https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=201320140AB1266)

## Did you know....

The CTA has a separate website just for member benefits? Take a minute to explore and find what discounts and benefits you may be missing!

Go to <https://www.ctamemberbenefits.org/> to find the following...

**CTA** CALIFORNIA TEACHERS ASSOCIATION MEMBER BENEFITS

Insurance Life Events Financial Services Discounts & Travel News & Communications Tools & Resources

**CTA Disaster Relief Fund** HOME DAMAGED BY FIRE, FLOOD OR EARTHQUAKE? Financial assistance to CTA members who suffer significant losses or displacement due to disaster in California. [Application](#)

**Coming Up** There are no upcoming events. Check back regularly to find events. [See all events](#)

**Protect Yourself** With CTA-Endorsed Coverage The Standard

Disability Insurance Life Insurance Well-Baby Program

**Log in** **Sign Up**

**Your Information** \* required

\*First Name \*Last Name \*Email Address Individual ID \*Address Address Line 2 \*City \*State CA \*Zip:

## Dates to Remember

May 9

School Board Regular Meeting @ 6 pm

May 19-20

Snow Days

May 25

Last Student Day

May 26

Teacher Work Day

Look! I THINK I CAN SEE  
SUMMER FROM HERE!



TeachHUB.com