

THE ADVOCATE

SAN DIEGO EDUCATION ASSOCIATION

ENFORCING OUR CONTRACT TO MAKE OUR VICTORIES REAL

Our reopener bargaining last year resulted in significant advancements on virtually all our contract demands. Some of our contract wins will require hiring of additional staff this year, while other parts will have a longer time horizon for implementation. However, all our victories will be effective

only with vigilance and enforcement by our membership. Take a minute to learn about some of our wins last year. Also, go to sdea.net and search for “2019-20 tentative agreements” to find a more in-depth synopsis of our wins.



ISSUE	WHAT WE WON	IMPLEMENTATION TIMEFRAME
RAISE	3.7% across the board raise.	Jan. 1, 2020 for members on 12-pay and Feb. 1, 2020 for members on 10-pay schedules.
LONGEVITY PAY	Experienced educators will now qualify for an annual \$2,500 stipend, on top of their regular salary compensation. This additional pay will be STRS creditable.	Start of the 2020-21 school year.
SPECIAL EDUCATION TEACHERS	Eliminated the Resource Specialist designation and required the District to hire 26 new Mild/Moderate Education Specialists to support students with IEPs. M/M teacher allocation of 20 to 1 for schools.	Now: Start of the 2019-20 school year.
MILD/MODERATE TEACHER CASELOADS	Hard cap of no more than 20 students per Mild/Moderate case manager.	Start of the 2020-21 school year.
SAFETY	A new timeline for maintenance and custodial requests to be addressed. If the request cannot be resolved within a specific timeframe, a plan and timeline of anticipated completion is required of the District. <i>(For more information, see Know Your Rights flyer on page 3)</i>	Now: Start of the 2019-20 school year.
ADDRESSING THE SCHOOL-TO-PRISON PIPELINE	Filing police reports on students no longer required for reimbursement for damages to the personal property of SDEA members, except in the case of motor vehicle damage.	Now: Start of the 2019-20 school year.

UNFAIR LABOR PRACTICE ALERT!

It's only September, but already in 2019 SDEA has filed five unfair labor practice charges against SDUSD. Under Superintendent Marten's administration, there has been an uptick in the number of unfair labor practice charges filed.

What's an unfair labor practice?

The California Educational Employment

Relations Act (EERA) affords public school employees the right to:

- Organize a union
- Bargain collectively
- Engage in union activities
- Representation in certain matters

It is an *unfair labor practice* for an employer or supervisor to interfere with these rights,

to deny them, or to retaliate or threaten to retaliate against a worker for exercising such rights. Charges of unfair labor practices are filed with the California Public Employment Relations Board (PERB), the state agency responsible for enforcing collective bargaining laws like EERA.

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LETTERS IN SOLIDARITY

KISHA BORDEN
SDEA PRESIDENT



SCOTT MULLIN
SDEA VICE PRESIDENT

We are excited to welcome back all our SDEA educators! We hope you all had a relaxing, yet rejuvenating summer break and had a great start to the 2019-20 school year.

The work of the union continued over the summer. We had 24 members attend the NEA Representative Assembly in Houston where we worked with educators from across the country to direct policy for NEA. Newer members of our bargaining team attended the CTA Summer Institute in August where they honed their negotiation skills ahead of this year's full contract bargaining.

Most importantly, members overwhelmingly ratified new contract language around wages, special education, and safety. Now, we all must protect and defend those contract wins. We will accomplish this by building power at the site level and making sure every member knows what we won and how we enforce our new rights.

We have a busy year ahead as we work to elect school board trustees who are supportive of public education, pass important local and state initiatives to

ensure our schools are funded properly, and demand respect for our members and our contract. In order to ensure these victories, each of us must do our part.

We will support all remaining sites in completing their bargaining input sessions. We begin bargaining our full contract in January and we will work to win a contract that improves our schools and makes members proud. We want to know what is important to all members, so make sure you are at your site's input session!

Finally, we will continue our re-commitment campaign with a focus on new educators. We all remember how overwhelming those first few days, months, and years can be, so please take the time to welcome a new educator.

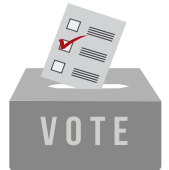
We look forward to the year ahead and are excited to include more members in the work of our union!

KISHA BORDEN
SDEA PRESIDENT

SCOTT MULLIN
SDEA VICE PRESIDENT

POLITICAL STRENGTH

KEY TO WINNING THE SCHOOLS STUDENTS AND EDUCATORS DESERVE



For years educators have imagined what our schools would look like if we had enough resources to fully meet the needs of our students.

Recent strikes in Los Angeles and Oakland have changed the narrative around public education and resulted in a clear understanding that the richest state in the nation should not rank 44th in education funding while the state's mega-corporations and the wealthy continue to avoid paying their fair share in taxes.

We also know that San Diego schools are losing tens of millions of much needed funding due to privatization through unaccountable charter schools.

How do we win the funding our schools need to protect our students? The first step is that we build political power by:

1. Maintaining strong SDEA membership in every school and program.
2. Strengthening Contract Action Teams (CAT) at every school site and program while adding parent and community support to support our organizing around these issues.

3. Dramatically increasing our Political Action Committee contributions so that we have the resources needed to keep privatizers off our school board and to win increased school funding.

Then we use the power we've built to win:

1. Protect the three School Board seats that will be up for election in 2020 from the pro-school privatization lobby that will spend heavily to try and take over control.
2. State legislation that brings common sense accountability to the charter school industry while protecting students in both charter and public schools.
3. Pass the Schools and Communities First ballot Initiative in November 2020 to raise more than \$11 billion for schools and community services.

Educators are fighting back to reclaim our schools, and if we build power we can win the schools we deserve.

KNOW YOUR RIGHTS!

SAFETY & SANITATION

OUR RIGHT TO A SAFE & SANITARY WORKPLACE

Our union contract gives us the right to have a safe and sanitary workplace. It says that the District will “maintain schools and other work locations in a safe and sanitary condition [...]” That this rule is so broad is good because it can cover an infinite number of issues and circumstances.

Our union contract also has specific rules about safety and sanitation issues at work.

Timeline for maintenance and custodial requests

A new right won in 2019: The District must acknowledge receipt of maintenance/custodial request forms within 5 workdays. Requests must generally be resolved within 15 workdays. However, if the particular request cannot be resolved in that time, a plan and timeline of completion dates must be reviewed with the member who made the request and the site administrator. Our union contract says that all requests must be resolved within a reasonable period of time.

External gate keys and keys to workspaces

A new right won in 2019: Every SDEA unit member is now entitled to *all* external gate keys at their worksite, plus any and all keys necessary to enter and exit their respective workspaces.

Phones, walkie-talkies and intercoms

A new right won in 2019: There must be a phone in every classroom and member workspace with emergency phone instructions posted adjacent. We are now entitled to a walkie-talkie, too. All schools must have a functioning two-way communication system that enables communication in case of emergency by Dec. 31, 2019. All schools must have a functioning intercom by Dec. 31, 2024.

Active Shooter Response Training

A new right won in 2019: SDUSD must provide Options Based Response Tactics and Training (or another training approved by the school board to take its place) to every site by Dec. 31, 2019. This training must be provided on an ongoing basis so that new employees aren't left out.



Notification of students with past violent behavior

A new right won in 2019: Site administrators must notify those who have a student assigned to their class who has a documented history of violent behavior, or who the administrator knows to have had past violent behavior. Similar notification must be made if a student is assigned to a class or to a caseload and the student has been convicted of a serious offense.

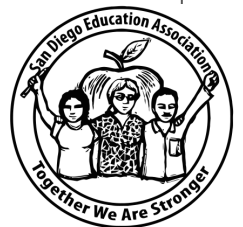
Safety Plan within 10 workdays of reporting

We must be given a copy of the school safety plan within 10 workdays of reporting to work. Our union contract says that every site must have a Safety Plan. It must be developed by the supervisor along with the school site council, safety committee, or site governance team. The plan has to be reviewed annually.

What should we do if our rights aren't honored?

Talk with the AR (Association Representative) at your worksite. Share this flyer and read the applicable section of the union contract. How are other members feeling about the issue? What do they think the solution is? We can enforce our rights using the grievance process in our union contract.

Source: SDEA Collective Negotiations Contract, July 2017 – June 2020 (Article 11); Tentative Agreement—May 30, 2019 (Article 11—Safety Conditions of Employment). These sources are available at sdea.net.



Enter for a Chance to Win an Academic Award!



\$2,500 Giveaway

We greatly appreciate your dedication to helping future generations. That's why we are bringing back the California Casualty **Academic Award**. One lucky winner will receive \$2,500 to purchase school supplies for their students. Good Luck!

ENTER TODAY!

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UNFAIR LABOR PRACTICE REPORT

Union attorneys and members have filed unfair labor practice charges with PERB to seek justice in these five cases so far in 2019:

1 CHANGED STAFFING FORMULA WITHOUT BARGAINING; NOW STUDENTS WITH DISABILITIES COUNT AS LESS THAN ONE FULL STUDENT

Our union contract has a formula to determine how many general ed. teachers each school gets. The formula starts with a count of all students enrolled at the school. But SDUSD changed how it counts. Instead of counting by whole students, it's now counting students with IEPs as less than one whole student. They are the only students that are counted as less than one whole student. This is problematic on the face of it, but it also results in fewer teachers at every school.

Resource Teachers in Spring 2019! The change wasn't even required by credentialing laws. Someone at the top just thought it was a good idea.

3 CUT LONGEVITY STIPEND TO EARLY CHILDHOOD TEACHERS WITHOUT BARGAINING

Early Childhood Teachers have had a longevity stipend in our union contract for decades to help off-set lower pay than that of K-12 teachers. But SDUSD stopped paying that stipend without bargaining the change -- one that teachers would be unlikely to agree to.

5 RETALIATION AGAINST SERRA HIGH SCHOOL AR FOR STANDING UP FOR TEACHER RIGHTS

Serra High School AR Nick Cincotta, who is also an elected member of the SDEA Board of Directors, was disciplined by the principal after filing grievances on behalf of his co-workers and representing teachers.



Early Childhood Teacher Emmanuel Francouis says, "The District is saving thousands of dollars a year off the backs of its lowest paid teachers by taking away our longevity pay. It's not right and I'm proud that we're fighting back."

CHECK BACK HERE FOR REPORTS ON THE OUTCOMES OF THESE CASES.

2 CHANGED CENTRAL OFFICE RESOURCE TEACHER JOB QUALIFICATIONS WITHOUT BARGAINING

Imagine if one day your boss told you that you're no longer qualified to do the job you've been doing for years and would be transferred. That's just what happened to two Central Office

4 RETALIATION AGAINST ELEMENTARY TEACHER FIGHTING HUGE SPECIAL ED. CASELOAD

The principal disciplined an Education Specialist for actions that are said to have occurred two months earlier, which magically became cause for discipline the day after she filed a grievance.



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Have a unique class project idea?

Submit an application and tell us your unique class project idea at:

northisland.ccu.com/teachergrant

Deadline to apply: October 18, 2019.

20 Teacher Grants of \$500 each

California Credit Union was founded over 85 years ago with a commitment to supporting the community. That commitment continues with our Teacher Grant Program—a program designed to assist educators in funding learning opportunities for their students. We will be awarding 10 teachers within the combined San Diego and Riverside counties, and 10 within the Los Angeles county a Teacher Grant of \$500 each.





New Job. Fresh Start.

Confidence
Support
Security
Protection
Access
Sweet Benefits.
Relief
Reliability
Preparedness

New Hire Special Enrollment Opportunity

Whether you are a brand new CTA member starting your first job or a long-time member starting at a new district, you have a special opportunity to apply for CTA-endorsed Disability insurance and up to \$200,000 in Life insurance from Standard Insurance Company (The Standard) with no health questions asked. **How sweet is that!**

DISABILITY INSURANCE can help protect your paycheck if you're out of work due to an injury, illness (including mental health disorders and substance abuse), pregnancy or childbirth. **LIFE INSURANCE** provides for your loved ones in the event of your passing. You also get additional features that you can benefit from now, and in the future at no additional cost.

Offer expires 180 days from your first day on the job.

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HAVE A HEALTHY BACK-TO-SCHOOL SEASON

The start of a new school year can be chaotic. Kick off the year off right to stay healthy all year long.

-  Make time for you. Find a new hobby, practice yoga or pamper yourself with your favorite comfort.
-  Maintain good-for-you habits. Sleep 8 hours, exercise, drink plenty of water and opt for nourishing foods.
-  Establish a routine. Sticking to a schedule can help you avoid stress and avoid those back-to-school blues.
-  Prioritize your health. VEBA members can take advantage of free resources such as EAP counseling, well-being classes and mobile health screenings. Visit VEBAonline.com to learn more.

Express Care is a new walk-in option offered by UC San Diego Health. Receive convenient care for common health care needs as well as school health screenings, flu shots or wellness visits. See wait times at local clinics and reserve your spot online at health.ucsd.edu/savemyspot or call 800-926-8273.