

THE ADVOCATE

Stand up for public education on Nov. 6

YES

Fair funding for schools.

Prop. 30 is the single most crucial item for public education on the California ballot. Prop. 30 is the only ballot measure that will address California's structural underfunding of schools, generating \$9 billion through a moderate income tax on the wealthy (e.g. couples earning over \$500,000) and a .25% sales tax increase—both temporary. If it fails, there will be \$4.9 billion in mid-year cuts to public schools. SDUSD will lose up to a month of school *this year*, with up to 14 more furlough days for SDEA members. For more information, visit www.YesOnProp30.com.



John Lee Evans
 SDUSD School Board
 Sub-District A

While School Board President John Lee Evans' record over the past four years has been less than stellar, he represents the best option in ensuring that the Board remains supportive of educators. Evans' opponent, Mark Powell, is supported by formed former anti-union Board members John DeBeck and Mitz Lee. On his website, Powell writes that he wants to recreate teacher evaluations to include "above all, value added assessment." Powell also responded to a *Voice of San Diego* questionnaire by saying he only supported seniority if changes were made to the evaluation process. SDEA members cannot afford adding a Board Member who doesn't believe in core union values.

NO

It's not what it seems.

Prop. 32 is a power grab by corporations that will erase middle class voices like ours in the political process. Defeating this misleading proposition will ensure that we continue to have a say in the decisions that affect our students, our schools and our communities. Prop. 32 restricts union members, but does absolutely nothing to stop billionaire businessmen from continuing to contribute unlimited funds to secretive "Super PACs" to elect politicians beholden to them. For information on stopping Prop. 32 visit www.StopSpecialExemptions.org.



Marne Foster
 SDUSD School Board
 Sub-District E

Marne Foster is a faculty member of the San Diego Community College District, where she has taught and developed curriculum for adult basic education, vocational English as a second language, and business and professionals. She is an elected Board member for the American Federation of Teachers, Local 1931, the union which represents faculty within the San Diego Community College and Grossmont-Cuyamaca Community College Districts, and serves on the Career and Technical Education Committee for the California Federation of Teachers. Foster is herself a product of SDUSD, as well as a District parent who understands San Diego's schools.

Prop. Z
Safe classrooms.

Prop. Z will provide \$2.8 billion to San Diego schools. It will finance urgent school repairs and help maintain safe and productive learning environments for students. "Prop. Z will fund necessary school repairs, the building of schools in overcrowded neighborhoods, continued technology improvements, and meet other crucial needs," says SDEA Vice President Lindsay Burningham. "This bond will also free up money in the general fund and in discretionary budgets to allow for the District and schools to provide other supports for their students."



Bob Filner
 Mayor
 City of San Diego

The 2012 San Diego mayoral election will serve as a pivotal moment for the city. A longtime SDEA ally, throughout his career, Congressman Bob Filner has served as one of public education and Labor's best advocates. His voting record in Congress has earned Filner an A grade from NEA and a 96 percent lifetime rating from the AFL-CIO. Filner's opponent, City Councilman Carl DeMaio, spearheaded the June ballot measure which left City of San Diego workers with neither a pension nor Social Security. DeMaio is known as one of the most anti-union politicians in the country, and has stated he wants to turn San Diego into the "Wisconsin of the West."



10393 San Diego Mission Rd. Ste.
100, San Diego, 92108

Phone (619) 283-4411 Fax (619) 282-7659

Web www.sdea.net Email advocate@sdea.net

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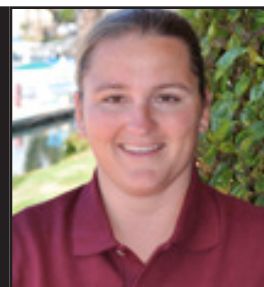
Nanette Najera



Letters in Solidarity

Bill Freeman
SDEA President

Lindsay Burningham
SDEA Vice President



YES on 30, NO on 32! Protect public schools!

We wanted to welcome all educators back from your summer break, realizing that many of you continued to work on plans and how to best support your students for the coming year. Congratulations to you in passing the Tentative Agreement, saving more than 1,000 educators' jobs and preventing SDEA from entering into negotiations with the District during one of their worst financial times. Educators prevented students from being warehoused in classrooms in SDUSD and we have ensured that our neediest students can get the attention they so deserve.

We must now pull together to ensure the passage of Proposition 30 (The Governor's Tax Initiative). As you know, SDUSD has been cut \$400 million over the past four years. We know that if Proposition 30 fails, an additional \$4.9 billion will be cut from education in California. This proposition will increase income tax on individuals with annual earnings over \$250,000. Needless to say, we're sure that educators don't have to worry about being taxed for such earnings. Proposition 30 will also increase sales and use tax by ¼ cent per dollar.

Just as important, we must defeat Proposition 32, the so called "Stop Special Interest Money Now Act." The supporters claim that this will take big money out of politics and fix Sacramento's problems, but the truth is that this measure targets unions.

This is a measure that is intended to silence middle class voices. It was designed to give billionaire businessmen and corporate special interests even more power. It is more appropriately called the "Special Exemption Act." The relentless attacks on middle class America are truly astounding. However, we must continue to fight for the sake of our students and profession. The agenda has never been clearer than now. There is a major effort to balance budgets on the backs of Americas' middle class, while allowing the rich to avoid paying taxes and continue to accumulate their wealth. If this proposition passes, educators will not have a voice in working conditions, protecting their retirement, or protecting class sizes. We have developed a plan to pass Proposition 30 and defeat Proposition 32. We will be contacting you soon to educate you on these vital issues and get a commitment for your assistance. We must be clear that the choice to participate in these campaigns was made for us, whether we like it or not.

We look forward to working alongside every SDEA member as we unite to protect and ensure the education our students deserve!

Bill Freeman
Bill Freeman
SDEA President

Lindsay Burningham
Lindsay Burningham
SDEA Vice President

Contract Fact: Your rights with fall excessing

Every year, as school begins, the District sorts out its staffing and enrollment situation based on the actual number of students who show up. At times this sorting out can have an effect on SDEA members throughout the District, particularly as it relates to actual enrollment numbers compared to projected enrollment numbers from the previous spring. When enrollment declines at the beginning of the school year, there is a chance that SDEA members may need to be excessed in the fall.

Section 12.7.3 speaks to involuntary reductions in staff, like excessing. It is the same process in the fall as in the spring. If the administrator determines there is a need for excessing, he or she selects the grade level (primary K-3 versus upper 4-6), subject area, or program that will be reduced. Administrators

are then obligated to solicit volunteers for excessing. If no one volunteers, then the SDEA member with the least District seniority in the area affected by the excess is selected. If the least senior person slated for excess has taught once in the last five, or twice in the last nine years, in another grade level, subject area or program, at the site, and there is another, less senior SDEA member in that grade level or subject area, the more senior person can "bump" the less senior SDEA member, and take their assignment. Members who are excessed are then reassigned, in seniority order, by Human Resources.

Excessed members should be presented with a list of all positions they are qualified and credentialed for and given the opportunity to select

See EXCESSING, page 4

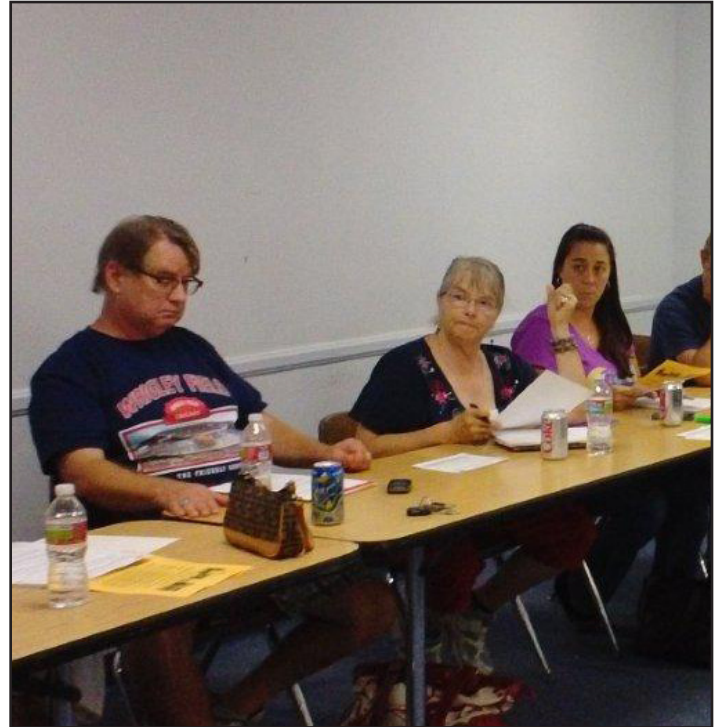
SDEA members committed to winning in November

On Tuesday, Aug. 21, a team of SDEA members from schools across the District met for the first meeting of the SDEA Fall Campaign Organizing Committee (OC). Members of the committee (see names and schools below) spent hours reviewing Propositions 30 and 32 and discussing a plan to engage fellow educators, parents and voters on the importance of voting to protect public education on Nov. 6. During the meeting members reviewed and revised the Prop. 30/32 presentation that was later shown at Rep. Council and will be used as part of back-to-school SDEA meetings at all schools. After the meeting, members of the committee contacted Association Representatives to discuss the importance of hitting the ground running by

attending the first Rep. Council of the year and by attending Fall Leadership. As a result of their outreach the first Rep. Council of the year had great attendance and the fall campaign to protect our schools is off to a strong start.

SDEA Political Organizing Committee Members:

Carol Shirley (Adams El.), Michelle Sanchez (Garfield HS), Gary Edmonds (Garfield HS), Kisha Boarden (Zamorano El.), Terry Pesta (Retired), Cindy Wasserman (Ibarra El.), Melanie Speros (Fay El.), Krista Domingo (Adams El.), Connie Gearhart (Clark MS), Nicole Soubirou (Lews MS), Joe Wainio (Horton El.), Mary Turnberg (Serra HS), Ramon Espinal (Rosa Parks El.), Jenny Ronco (Henry HS), Manuel Gomez (Chollas Mead El.) and Iris Anderson (Ross El.).



SDEA Political Organizing Committee members start the year early with an August strategy session.

Recap: New SDEA contract

The SDEA membership ratified a new contract in June 2012. The vote was 67% yes and 33% no, with 65% (4,501 out of 6,908) of the eligible membership casting ballots.

Almost all of the 2011-12 RIFed K-12 members, plus 109 ECE teachers, have been recalled, with recalls continuing through Sep. 30. Unassigned members will be placed no later than Sep. 30. Additional recalls of members laid off during the 2010-11 school year occurred, based on seniority, to fill positions requiring specific credentials. The agreement also calls for the continuation of five furlough days for 2012-13 and 2013-14. One furlough day may be made up this year through an optional professional development day. Trigger language was negotiated in the event Prop. 30 fails, resulting in mid-year cuts, and could

result in further reductions of the school year, up to 14 more furlough days. Negotiated raises were deferred. If Prop. 30 passes the first increase could be realized beginning Jan. 2013, with additional raises to be implemented and furloughs reduced as the District receives increased funds. The agreement extended the term and conditions of the current contract, including fully paid health benefits, through June 30, 2014.

SDEA and the District also agreed to broaden the eligibility for the \$25,000 separation incentive. SDEA is seeking inclusion of members who may not have 25 years in the District or be STRS retirement eligible, but are currently placed on the higher steps of the salary schedule. SDEA is still awaiting a response from the District.



SDEA Board member Erin Kole represented SDEA educators at Governor Jerry Brown's Yes on Proposition 30 press conference held Aug. 20, 2012. Speaking in front of San Diego City College, Kole voiced the need for adequate school funding. All SDEA members are encouraged to support Prop. 30, which will ensure needed funding for schools and protect our students.

You're protecting them.
Who's protecting you?



Your loved ones depend on you, but would you still be able to provide for them if a disability prevented you from working? Take steps to maintain their way of life and yours with CTA-endorsed Disability Insurance from The Standard. It helps safeguard against loss of income due to an illness or injury. Start protecting what's important to you at cta.org/thestandard.



For costs and further details of the coverage, including exclusions, any reductions or limitations and the terms under which the policy may be continued in force, please contact Standard Insurance Company at 800.522.0406 (TTY). Standard Insurance Company, 1100 SW Sixth Avenue, Portland, OR 97204 GP 190-LTD/S399/CTA.3 SI 16000-CTAvol

Excessing

from that list. This process may happen more than once, in the rare case up to Oct. 15, but in no case can an individual transferred once before Oct. 31, be transferred again during that school year. Section 12.7.5 further adds that if there are

Continued from p. 2

severe declining enrollments after Oct. 31, there may be an opportunity to transfer affected SDEA members. Finally, it is important to know that some positions may be shielded from excessing, which are delineated in Section 12.7.4.

Important SDEA Dates

SDEA Representative Council

Fall 2012: Sep. 19, Oct. 17, Nov. 14, Dec. 12
Spring 2013: Jan. 16, Feb. 20, March 20, April 17, May 15, June 2

SDEA Board:

Fall 2012: Sep. 27, Oct. 25, Nov. 7, Dec. 5
Spring 2013: Jan. 11, Jan. 24, Feb. 6, Feb. 28, March 13, March 28, April 10, April 25, May 1, May 8, May 29, June 14

Fall Election Announcement

The election for SDEA Board Seat Four and CTA State Council Seat 15 will begin late October, via paper ballots which will be mailed to members' home and/or site. Materials for the election are available for download at www.sdea.net/about/sdea-elections.

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