

# KNOW YOUR RIGHTS!

## *Visiting Teachers*

### **Are Visiting Teachers protected by the union contract?**

Yes! Visiting Teachers (**VTs**) are members of SDEA just like other teachers and credentialed SDUSD employees. Before VTs voted to become part of the union, the District unilaterally decided pay rates and working conditions. Now, as members, we have a voice in bargaining pay increases and other improvements. Article 32 of our contract specifically outlines VT rights.

### **The Union Difference: Sick Leave, Preferred Assignments, Consistent Evaluations & More**

Our union contract defines the rights of VTs when it comes to wages, hours, job assignment, evaluations, Post and Bid access and interviews, and sick leave accrual and usage. Additionally, per a 2016 MOU, VTs are paid for taking the Mandatory Reporter training every year online. All of these rights were negotiated by the SDEA bargaining team to be part of the contract, and cannot be changed unilaterally by the district without a bargaining process.

### **The Union Difference: Pay**

VT daily rates are bargained by SDEA members and are specified in the contract. They currently range from about **\$200-\$223** per day, but as union members VTs bargain for raises in each contract along with other staff. Make sure to review the specific daily rates in Appendix D and check your paychecks to verify you have been paid correctly!

**Established Day-to-Day VTs** are those who work 50% or more of the instructional year. For a 184-day work year, there are 180 days of instruction. The higher rate begins on the 91st day.

**Long-Term VTs** are those who work more than 5 consecutive days in a single assignment. The higher rate begins on the 6th day.

**Retired Unit Members** who return to the district as a VT may be paid the current pro rata hourly rate or the current non-classroom assignment rate, depending on the scope of their assignment.

**Note:** Summer School, Intersession, Early Ed. Programs, Extended Day, and supervision of special events all have their own rates, as do visiting Speech Language Pathologists, Psychologists, and Nurses.

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### **The Union Difference: Prep Time**

Under the union contract, VTs have a right to preparation time like any other teacher. Your prep time is the same as the teacher you are substituting for, and that time is protected. You can only be made to cover another class during your prep in an emergency, and you cannot be required to do any other work that the regular teacher is not required to do during their prep time. If you spend more than one hour in an academic year covering classes during your prep, you have the right to extra pay using the [Emergency Class Coverage Form](#).

### **Why are VTs joining SDEA?**

Visiting Teachers are joining SDEA because we know that we are stronger when we stand together! For example, during the unique challenges of the COVID-19 pandemic, SDEA members bargained temporary pay increases for VTs using COVID funds. While all Visiting Teachers have the rights, benefits, and protections of the SDEA union contract, **only members** have access to a variety of benefits.

### **Benefits of Union Membership:**

- Voting on the SDEA union contract (wages, benefits, and working conditions)
- Voting for your union leadership and site representatives
- Running for elected union offices
- Joining VT Committee
- \$1 million professional liability insurance
- Free personal legal services and financial planning
- Access to SDEA trainings, workshops and seminars
- Discounted insurances, including pay protection, auto, life, and homeowner insurance
- SDEA member privilege discounts on travel, leisure activities, and shopping

### **What are my union dues?**

Members of SDEA contribute union dues to keep our union strong. Union dues are lower for VTs, and aren't deducted if you aren't actively working. See current dues on the [membership page](#).

### **SOURCES:**

- [SDEA Contract](#), Articles 8.9 (Coverage), Article 32 (VTs) & Appendix D (VT Salary)
- [1/20/16 MOU on Mandated Reporter Training](#)
- [VT Resources & FAQ](#)

