

KNOW YOUR RIGHTS!

Class Coverage



CLASS COVERAGE DURING PREP TIME

The SDEA contract limits when a member can be called on to cover a class "other than [your] own" during your own preparation time. That means that if you *have classes*, you can be called upon to cover other classes, but only during your prep time. Then there are two situations in which you can do class coverage: emergencies and for professional development.

EMERGENCY COVERAGE

You can be called on by the principal to cover another teacher's class in an emergency. An emergency is "any situation which could not be reasonably anticipated." Be careful not to let the principal confuse an important situation with an emergency. There are lots of

important situations that are not emergencies because they could have been "reasonably anticipated."

Reasonable & equitable

When it comes to emergency coverage, the union contract says that the number of classes you're called on to cover for must be "reasonable and equitable."

Pay in excess of 1 hour

If you do more than 1 hour of emergency coverage in a school year, you are entitled to pay at the "Additional Hourly Classroom

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Assignment" rate in the union contract. That's currently \$59.99 an hour, or your hourly rate of pay, *whichever is higher*.

PROFESSIONAL DEVELOPMENT COVERAGE

You can be asked to cover another teacher's class for the purpose of professional development or Professional Learning Community activities. In this case, you have to agree to do the coverage, and can say no.

Pay for coverage

If you do say yes, you have the right to be paid for the entire period of coverage rounded to the nearest quarter-hour. You are entitled to pay at the "Additional Hourly Classroom

Assignment" rate in the union contract. That's currently \$59.99 an hour, or your hourly rate of pay, *whichever is higher*.

SOURCE:

[SDEA Contract](#), Section 8.9 and Appendix A, Section 7.013

SDEA
San Diego Education Association