

THE ADVOCATE

SAN DIEGO EDUCATION ASSOCIATION

OUR BARGAINING CAMPAIGN CONTINUES



REOPENER BARGAINING

As you may know, we are currently in reopener bargaining with the District. Reopener bargaining occurs within the life of the contract when the union and district reopen agreed-upon articles for bargaining. The life of each contract, before it must be renegotiated, is usually three years. Our previous settlement addressed only two years of the contract and our reopener is addressing the last year, 2019-20, of the contract.

SDEA member input is central to our bargaining plan. SDEA members participated in more than 140 union meetings to determine what we should reopen and what our goals should be.

We proposed a 4% raise for all SDEA unit members, and longevity pay for educators with 20 or more years of service. This is a strong proposal that would make the District competitive in recruitment and retention—especially as the problem of the educator shortage worsens.

The District chose to reopen the special education article of the

contract. That is where we recently won a tentative agreement that includes some of the strongest caseload language for special education teachers in California.

SDEA members chose to open our safety article as well. SDEA's safety proposals, which are rooted in member input, call for more robust support in addressing behavioral issues in the classroom, a timeline for addressing maintenance/custodial requests and training and resources to deal with external threats, like an active shooter.

All agreements coming out of this reopener bargaining must be ratified by SDEA members.

SUCCESSOR BARGAINING

Successor occurs when the entire contract expires. This is often referred to as “full contract” bargaining: the union and district can each open any part of the contract. Our current contract expires on June 30, 2020, but we will begin bargaining early in the 2019-20 school year. That means member input will need to be gathered again for successor bargaining. Your site or program should schedule successor bargaining input sessions soon!



FULTON TEACHERS FIX LEAKY ROOF WITH UNION POWER!

For months teachers at Fulton K-8 struggled with a leaky roof. Water-logged ceiling tiles fell into the classrooms. Puddles formed on the bathroom floor. It affected teachers across the campus. As the rain wore on, we kept hearing that maintenance was backlogged and Fulton would have to wait. But Fulton teachers know better! We had a union meeting to talk about taking action. Our union contract gives us the right to a safe working environment. Leaks violated that, so we had a grievance. However, we decided not to file a grievance. We wanted a solution within a week, and worried that layers of administrators could draw out the grievance process. So we came up with a plan to organize!

We had to get specific about the solution: we wanted the roof fixed in 1 week, or an action plan to fix it. The BSS or principal couldn't do that, though. The decision-maker with power to give us what we wanted was the head of Maintenance. We decided on a coordinated email campaign, with every teacher sending an email to him on the same day with photos of leak damage. This showed our unity.

What if the District didn't give us our solution? We planned for that! If it wasn't solved in one week, we'd make a parent flyer about the leaky roof, asking parents to call the head of Maintenance. All of us would pass it out in front of school. But we didn't have to do that because... after every teacher emailed the head of Maintenance, they met our one week deadline to fix the leaks! They even came in on the weekend to finish the repairs!

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CONGRATULATIONS TO THE TEACHERS OF THE YEAR

Six extraordinary educators and SDEA members have been named as 2019 San Diego Unified Teachers of the Year. These educators exemplify the amazing work being done in classrooms across our district every day. They work tirelessly to create learning environments where their students feel safe, nurtured and empowered to reach their potential.

These educators also support their colleagues through collaboration, professional development, coaching and mentoring. The lessons these educators instill in their students are not limited to the classroom but can be applied throughout a student's life to become successful citizens in their communities. It is an honor to call them colleagues and fellow SDEA members.



HILDA MARTINEZ

ELEMENTARY TEACHER OF THE YEAR
Zamorano Fine Arts Academy
K-5 RTI Resource Teacher



ROOSEVELT JOHNSON

MIDDLE SCHOOL TEACHER OF THE YEAR
Wilson Middle School
8th Grade Math/Special Education



JENNY LIEU

HIGH SCHOOL TEACHER OF THE YEAR
Lincoln High School
9th Grade Math



MICKEY SULLIVAN

ELEMENTARY TEACHER OF THE YEAR
— RUNNER UP
Balboa Elementary
TK-5 Science



JULIE LATTA

MIDDLE SCHOOL TEACHER OF THE YEAR
— RUNNER UP
Muirlands Middle School
6th Grade Science



KRIS RODENBERG

HIGH SCHOOL TEACHER OF THE YEAR
— RUNNER UP
Mt. Everest Academy
Grades 8-12 English, AP Art History,
Psychology, Language & Literature

SDEA AND CTA WORKING TO PASS CHARTER ACCOUNTABILITY LEGISLATION TO CLOSE LOOPHOLES

Educators across the state are pushing legislators to close many loopholes that allow charter school operators to run schools with little or no accountability.

State Assembly Members Patrick O'Donnell and Rob Bonta recently introduced AB 1505, which ensures local communities control the authorization and renewal of charter schools, not unelected political

appointees in Sacramento. The bill also allows local school boards to consider negative impacts of petitioning charters on students in neighborhood public schools before approval.

To contact your legislator to support this and other charter accountability bills, visit <http://bit.ly/charteralert>.

SDEA MEMBER HONORED BY CTA FOR WORK WITH IMMIGRANT FAMILIES

Bell Middle School Art Teacher Shane Parmely was recently honored as the 2019 recipient of the California Teachers Association Human Rights Award for her work with immigrant families, who are often dropped off on unfamiliar city streets by immigration authorities without resources, travel plans, or even a phone call to their immigration sponsors. Parmely has worked with the Minority Humanitarian Foundation to collect and organize food, funds, safe shelter, transportation and medical

care for individuals and entire families. She put out the call to her CTA/NEA network to get donations of car seats, children's underclothes, backpacks, and toiletries for families staying at the San Diego Rapid Response Network shelter. She herself frequently opens up her home, in one case on Christmas morning, to families who find themselves with nowhere to eat or stay. Parmely shares with her students what she does and why, and incorporates these social justice lessons into her curriculum.



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CALIFORNIA SCHOOLS
VEBA

FEELING FRAZZLED? HEAD OUTSIDE FOR SOME RELIEF

Spending time in nature has been shown to help reduce stress, boost your mood and improve well-being. Try these tips to get started:

- ◆ Hit the great outdoors your way. Make sure to choose an activity in nature you enjoy. Not a fan of hiking or camping? Go to the beach or have a picnic in the park.
- ◆ Relax and savor each moment. For instance, hike your favorite trail and listen to the birds chirp or the wind whistling through the trees. Or stroll along the beach and listen to the waves and feel the sand between your toes.
- ◆ Short on time? Take a few minutes and watch the sunrise or sunset, eat lunch outside in the sunshine or take a 5-10 minute walk in a nearby park.

UHC Alliance members: Through the Scripps/VEBA partnership, these stress management resources are available to you:

- ◆ Mindfulness-based stress reduction course
- ◆ Stress management classes
- ◆ Biofeedback & acupuncture
- ◆ Guided imagery and meditation

Learn more at scripps.org.



Time is Running Out To Get The Protection You Deserve

As a member of San Diego Education Association, you have exclusive access to a limited-time opportunity to apply for CTA-endorsed Disability and Life Insurance plans provided by Standard Insurance Company (The Standard) with **no health questions asked**. This opportunity only occurs every two years.

Help protect your paycheck and your family with this important coverage.

Apply by May 15, 2019

Visit standard.com/cta/sdea

to apply or learn more.



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
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