

Union Notes – January 15, 2021

[The January 2021 issue of The Advocate is now available.](#) This month's issue includes:

State Leaders Push for School Reopening

The Governor's plan to incentivize schools to reopen by an arbitrary date regardless of community transmission threatens to contribute to the out of control spread of COVID and undermine California's equitable educational funding model.

Updated Evaluation Process for this School Year

For the 2020-21 school year, the traditional Stull evaluations have been replaced by a new process that is not punitive and which fosters educator growth and development.

Unions are the Foundation of Our Democracy

In the face of last week's attack on the US Capitol during the certification of the presidential vote, we take heart in the power of education and unions to strengthen our democracy and tackle systemic inequities.

SDEA Platform for Safely Reopening Our Schools

San Diego Education Association members say that a safe school reopening requires low community COVID rates, a robust testing and tracing program for staff and students and COVID mitigation strategies like masks, social distancing and ventilation fully in place.

Seniority Date Verification

On Jan. 12, the District released an Administrative Circular outlining the annual seniority date verification process. That circular can be found [here](#). SDEA members are strongly encouraged to NOT verify their seniority date. The District is responsible for maintaining accurate personnel information, not individual employees.

The difficulty with asking an employee to verify their seniority date is that the California Education Code, and relevant court decisions on certificated employee seniority dates, are very complicated. So a date which may appear accurate to you could potentially be wrong because of the complicated legal system dictating seniority dates. Verifying a seniority date, which may later prove to be inaccurate, could hinder our collective efforts to defend members during layoff procedures.

If you are explicitly directed by your supervisor to verify your seniority, write the following statement in the electronic comment box: "I cannot verify this information."

Please note, all SDEA members are encouraged to update their current credential/certification information that the District has on record. For example, if you are an English teacher who has recently become credentialed in Earth Sciences, it is important that you make District Human Resources aware of your new credential.

In summation:

Don't: Verify your seniority date.

Do: Update your credential/certification information if necessary.

Your Enrollment Opportunity is Now Open!

Is better financial planning one of your New Year's resolutions? Cross one thing off your list by enrolling in the only CTA-endorsed Disability and Life insurance from Standard Insurance Company (The Standard). Your special enrollment opportunity is open now, which means if 5% of eligible SDEA members apply for Disability Insurance from The Standard, every eligible member who applies will receive coverage with no health questions. Members can also apply for up to \$100,000 of Life Insurance with no health questions asked. Join The Standard for a virtual open house this Wednesday, January 20, between 4 - 5 p.m. This will be an informal session where you can speak to a Benefits Consultant and learn more about the benefits available to you. [Register Here](#)