

Union Notes – May 9, 2021

Summer School Pay Incentive to Equal 2% of Annual Pay

[Our union has secured an incentive](#) for regular contract members who accept and work at least 90% of the days in a summer school assignment. This incentive, which equals 2% of the individual unit member's annual pay will be paid out in a lump sum payment no later than the September payroll. Additionally, this agreement also allows members who didn't apply for a summer school position prior to the May 7th deadline the opportunity to express interest in any remaining summer school assignments [by using this Google Form](#). Members must express interest in a summer school assignment no later than 5 p.m., on Wednesday May 12. HR will contact members who have expressed interest to offer available positions.

SDEA Spring Elections Happening Now!

Online voting for SDEA Board of Directors and CTA State Council are currently underway through Friday, May 14th. Your voting link was sent from San Diego Education Association to your personal email address on file with SDEA. If not found in your inbox, check the spam or junk folder. To confirm or update your email address or if you have questions, please contact the SDEA Elections Committee at sdeaelections@sdea.net.

Addressing Students not Adhering to Health and Safety Guidelines

SDEA and SDUSD have developed some of the strongest health and safety protections in the state in our agreements during the pandemic. While our agreements require that the District strongly encourages student COVID testing and masks to be worn at all times on campus (with limited exceptions), educators play a critical role in upholding the protections in the agreements. In Wednesday's [Educator Update](#), the District published [protocols for responding to students who do not adhere to health and safety guidelines](#). For example, if a student does not follow mask requirements and repeatedly takes their mask off without permission, the following protocol will be in place:

- *On the 1st occurrence*, staff should redirect the student and contact a parent.
- *On the 2nd occurrence*, a counselor and/or site administrator should contact the parent and document the discussion on PowerSchool.
- *On the 3rd occurrence*, the administrator will inform parents that the student will transition to online learning.

Did You Transition from a Year-Round to Traditional Calendar Schedule This Year (or do you want 12 paychecks a year rather than 10)?

Members who switched school year calendars from year-round to traditional will work more workdays than normal in this work year. A typical work year has 184 workdays within the District's fiscal calendar, which runs July through June. Because year-round calendars straddle two fiscal years (the 14 days worked in July at the end of one school year actually fall in the District's new fiscal year that begins in July), those workdays in July are applied towards the employee's salary earned in the new fiscal year. This means if you switch to a traditional calendar (starts in August and runs

through June) from year-round, you will earn 14 extra days pay in the new fiscal year. This means you get paid for 198 days of work, rather than the usual 184 days.

If you transitioned to a traditional school year calendar this year, be aware that the default paycheck schedule for certificated employees on a traditional school year calendar is a 10-month paycheck schedule, meaning that all employees receive pay only in the months between September through June, at the end of month. If you transitioned into a traditional calendar assignment, you will transition to the default pay schedule of 10 paychecks in a year, unless you opt into the 12-pay paycheck schedule. If you want to have your annual salary spread out over 12 months rather than 10, for the 2021 - 2022 school year, you will need to enroll in SDUSD's 12-pay option by June 11th. You can find more information on the District's Payroll website [here](#), and the enrollment forms that you need to fill out can be found [here](#).

For anyone who transitioned this year from a year-round to traditional school year calendar, you will receive your additional 14 days of pay in a separate paycheck by mid-July, since you earn the extra 14 days of pay in June (you hit 184 workdays completed on May 25th, and the days you work through the end of May and into June are 14 extra days of work you get paid for).