

Union Notes – Sept. 24, 2020

District Proposes Health Benefit Retirement Incentive

Last night, the District and VEBA provided a presentation to representatives of all the unions (SDEA, AASD, CSEA, POA) in SDUSD on a proposed health benefit retirement incentive.

The proposed health benefit retirement incentive, ***which was presented to SDEA for the first time this week***, would come in the form of monies being deposited into a health reimbursement account (HRA) by the District. The potential beneficiary could then utilize those monies for hundreds of eligible health expenditures, such as covering health care premiums (either in Medicare or by continuing with the District's plans), prescriptions, deductibles and copays.

[Click here for a video created by VEBA on the proposed retirement incentive.](#)

Proposed Retirement Incentive Benefits:

- Provide non-Medicare eligible retirees (i.e. under age 65) with \$15,000 annually into an HRA for five years.
- Provide Medicare-eligible retirees (i.e. those who are at least age 65 at the time of retirement) with \$5,000 annually into an HRA for five years.
 - For retirees who become Medicare eligible during the five-year period, the annual HRA contribution amount will be adjusted from \$15,000 to \$5,000 in the next calendar year.

Amounts provided under the proposal would be in addition to retiree medical benefit stipends established in our union contract, which could potentially create a full coverage bridge to Medicare.

Eligibility Criteria:

The proposed retirement incentive would be available to employees who:

1. Are age 55 or older and have at least 15 years of service as of December 31, 2020; and
2. Notify the District of their intent to participate in the retirement incentive within the defined timeline and complete the necessary CalSTRS or CalPERS paperwork, including resignation form for purposes of retirement. **Retirement notification must be received by the District no later than October 29, 2020;** and retire by December 31, 2020.
3. Are covered under a District-sponsored group medical benefit plan as an employee immediately prior to the effective date of retirement with CalSTRS.

The Challenges:

While this incentive does provide a significant benefit, up to \$75,000 over five years per eligible retiree, it also presents several challenges. For example, the District has requested

that the unions reach an agreement on this incentive by tomorrow! That's not practicable at all. It's important that we fully vet this offer.

Next Steps:

SDEA will be requesting necessary and relevant information on this retirement incentive in order to vet the proposal and negotiate certain necessary amendments. Stay tuned!

Special Education Updates

Workload:

A team of SDEA members who are also special education staff met again with the District to share our concerns about the implementation of special education services and supports during the 2020-21 school year. As a result of our meeting, the District agreed to modify documents that are sent home to families related to online learning in order to streamline the distribution process. The newest version of these documents are linked in the [updated special education guidelines](#).

We are continuing our dialogue with the District to address workload concerns of special education staff, including potential release days to accommodate the extra work associated with the transition to the new PowerSchool IEP system.

Clarification of Phase One Appointments' Effect on IEP Service Hours:

SDEA and the District will be meeting to discuss the implementation of Phase One, the first step of our phased reopening approach. In Phase One, which will start after the District gives SDEA members a minimum of two weeks notice, TK-5 educators will be able to identify students that the educator believes would benefit from in-person/appointment based support.

A recent email from the District to parents created some concern amongst special education staff members that time spent in the appointment based instruction during Phase One would not count towards meeting the IEP service hour goals. During Phase One, SAI hours or Related Services Hours completed for students whether delivered online and/or onsite can be documented as providing service for the IEP.

Creating Student Centered Schedules:

Also, a reminder of the language from Section 5.a.i.2 of the [July 30th Online Learning Agreement](#):

"Non-classroom unit members will create their own schedules, in collaboration with classroom teachers and administrators, based on the needs of the students that they serve."

The scheduling of special education staff at your school should be student-centered. If you have concerns, work with your site administrator and direct questions to special education management assigned to your area:

- High Schools and Alternative Clusters - Andrea Vinson avinson@sandi.net
- Area 1 (Lincoln, Serra and Point Loma Clusters) - Jamie Milton jmilton@sandi.net
- Area 2 (Mira Mesa, Morse, University City and Clairemont Clusters) - Hinda Nadif hнадif@sandi.net

- Area 3 (Kearny, Mission Bay and Hoover Clusters) - Marco Samaniego msamaniego@sandi.net
- Area 4 (Crawford, Henry, Scripps Ranch and Atypical Clusters) - Susie Sovereign ssovereign@sandi.net
- Area 5 (La Jolla, San Diego and Madison Clusters) Program Manager - Michelle Spence mspence@sandi.net

Updates from the District:

The Special Education Division is communicating updates through the daily Educator Updates. If you are not receiving these updates, email Any Vindel at avindel@sandi.net and request to be added to the email list.

Know Your Rights: Flex Time and Meetings

Within flex time, your administrator can require up to three meetings *per month* in line with the [Union Contract Section 8.5.3](#) and the [Meetings MOU](#)

- One of each kind of meeting, as follows:
 - Departmental/grade level meeting
 - Staff meeting/PD,
 - And a standing committee meeting (ILT, SGT, SSC, etc.)
- Flex time can happen before, during and/or after school as long as it doesn't conflict with live instructional minutes. Flex time can happen at the teacher's discretion except for events that require coordination, like a staff meeting or IEP meeting.

Service Center Council (SCC) and Central Labor Council (CLC)

SDEA is receiving Declaration of Candidacy forms for elected CTA Service Center Council (31 seats available this year) and Central Labor Council positions (14 seats available this year). If interested, complete and return this [form](#) to the [SDEA Election Committee](#) no later than 5:00 pm, Monday, October 5th. Please refer to the SDEA Election Procedures available on the [SDEA website](#) or call the Election Committee (619) 283-4411. To find out more about the role and function of the CTA Service Center Council and San Diego Central Labor Council click [here](#)!

CTA Distance Learning Support Series

The CTA Instruction and Professional Development (IPD) team will be hosting an ongoing series of support webinars this fall to help students and educators be successful with distance learning. The last of the September webinars will focus on trauma-informed

approaches to instruction, practitioner self-care, and social-emotional learning. [**REGISTER HERE!**](#)

All sessions will be recorded and are available for asynchronous viewing on the [IPD Distance Learning Microsite](#), along with videos from earlier in the Distance Learning Support Series. Participation certificates will be available for participants who complete a short reflection after each session and will be sent out during the first week of October.