

This month's
ADVOCATE
is here!



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[This issue](#) includes:

- The District's Underpayment of ECE Teachers
- Letters in Solidarity
- Next Steps on Community Schools
- Know Your Rights! Excessing

Special Election Announcement

SDEA will have a [special fall election](#) beginning on Monday, October 11. The election is being held to fill two vacant Board of Directors seats, the vacant Treasurer position, and a State Council delegate seat. The election will run until Friday, October 15 at 5pm.

In addition to the election of members to various positions, we will also be voting on amendments to the SDEA Constitution. Our Bylaws committee presented the amended Constitution to the Rep Council for approval on Wed., Oct. 6. These amendments were discussed, and approved to be put up for a vote of the general membership, by the SDEA Representative Council on Wednesday evening.

Among the amendments, the most impactful changes discussed were the term limits for SDEA Officers and members of our SDEA Board of Directors.

- The amendments to the SDEA Constitution eliminate the limit on the number of terms a Board member or Officer can serve, while keeping the terms to two years each (Sections 3 & 4). On this [document](#), the committee amendments are in red and the final Rep Council changes are in blue.
- The question on the ballot is "Do you approve of the amendments to the SDEA Constitution approved by the Rep Council?"

SDEA members will receive their electronic ballot link from San Diego Education Association at their personal email address. If we do not have your personal email address, please contact the SDEA office at (619)283-4411. **You must be a member in order to vote.** [Join your union today!](#)

Member Salary/Pay Issues:

Retro Pay for those on 12 Pay

District payroll is processing a special payroll to pay out the 4% raise retroactively for the summer paychecks that were already received by members on the 12 pay plan. District payroll says that this special payroll warrant is set to deposit into members' accounts on Oct 15th.

2% Bonus for Summer School Work

Have you received a bonus for your summer school work? Educators were eligible for a stipend if they worked 90% of their summer school program. Exceptions to this 90% threshold may have been made for exceptional circumstances and/or attending the NEA-RA. Bonus payment should have been no later than the September 30, 2021 pay warrant. If you believe you are owed a bonus, but did not receive one, [please fill out this brief survey](#).

Summer School Pay Grievance Update

Our union has filed a grievance on behalf of educators who worked summer school and may have not been paid in accordance with the salary rules found in Appendix E of the union contract.

The genesis of the grievance is based on the district's apparent failure to follow the work hours provision of the contract by assigning staff to work time beyond what is delineated in the contract, without any sort of corresponding pay. The District believes that the violations were committed at the sites by the principals who may have assigned the staff to work the additional time; however, the union's position is that the decision that led to the violation was made at the district level and therefore must be fixed as a class action union grievance.

AB 130 Bargaining Update

After sending the last SDEA proposal 2 weeks ago on the impacts and effects of the implementation of AB 130, the new legislation that would [require live support to be given to students who are on independent study contracts](#), the District still has not responded with a counterproposal because they are still determining the implications of the SDUSD and statewide vaccine mandates for students and staff on independent study.

We are currently trying to reach an understanding with the District on providing additional compensation for performing the work related to AB 130.

The good news so far is that:

1. The District agrees to allow volunteers, other than the educator of record, to perform the necessary live instruction/support.

2. We agree on the concept of additional compensation for this work; however, we are far apart from one another on the amount of compensation. The District is proposing \$100 per month, our bargaining team is proposing an hourly rate of about \$40.
3. The District wants to be able to involuntarily transfer educators at sites experiencing excessing as a result of lost enrollment into the Virtual Academy. We are proposing non-monetary measures, like a right of return, to give educators an incentive to transfer as part of fall excessing that must occur before October 31.

The hope is to finalize this agreement with the District in the next week so that the benefits of this agreement can be applied to impacted SDEA members.

Vaccine Mandate FAQ

In response to questions raised by members in relation to the vaccine mandate, this [SDEA Vaccine Mandate FAQ](#) was developed for use by union members. The FAQ will be updated regularly as additional information becomes available.

Teach the Truth Event at Canyon Hills High School

An event to honor the movement to change the name of Canyon Hills High School will occur this [Monday, 10/11 from 10:00 - 10:45 am](#). It can be viewed virtually live [here](#). SDEA President Kisha Borden will be speaking and honoring the Canyon Hills educators who worked alongside student organizers. Ethnic Studies resource teachers have compiled a [pre and post activity resource guide](#) to accompany this event occurring on Indigenous People's Day.

Free Youth Bus Pass Pilot Program

Last week, The San Diego Association of Governments (SANDAG) Regional Plan Social Equity Working Group approved the [Early Action Transit Pilot](#) which includes free transit for all youth (18 and under) throughout the county! This approval is a huge step forward on the path toward permanent free transit for students in SDUSD and beyond. Students' rights to free public education can only be fulfilled through guaranteed access to public education through free public transportation. Stay tuned for more updates and opportunities for advocacy as this proposal moves through the steps toward [incorporation into the final SANDAG 2021 Regional Plan](#).

This Saturday: Stand with Encore Workers in their Fight for a Fair Union Contract

AV technicians across the country are standing up to management, whether it's those that work in Hollywood films, theatre or in hotels that do conventions, meetings, dinners etc. This is a demanding industry, with long hours and little pay, and that is why the technicians at Encore in San Diego have unionized and are fighting for their first contract. Negotiations haven't gone well so they are stepping it up with actions to get the word out. Join IATSE Local 122 and the technicians [this Saturday Oct. 9th at 11am](#) at the Marriott Marquis (333 W Harbor Dr, San Diego) for an action.