

Union Notes – Nov. 12, 2020

Facebook Live with Kisha and Kyle!

Join us tomorrow at 5:30 pm on the [SDEA Facebook](#) page for important updates and information from SDEA President Kisha Borden and Vice President Kyle Weinberg.

San Diego County Moves Into More Restrictive Purple Tier

[The state announced on Tuesday that San Diego County has fallen into the more restrictive Purple Tier.](#) Schools in counties within the Purple Tier (also known as Tier 1) are not permitted to fully reopen for in-person instruction. Schools that are not authorized to reopen, including TK-6 schools that have not received a waiver, may provide structured, in-person supervision and services according to state guidelines to small cohorts of students who are at higher risk of further learning loss during online learning.

Grading Policy

SDEA shared its dismay with the District about its ongoing roll out of new initiatives at a time when most educators are doing their best to tread water with online teaching. This is compounded by the lack of clarity in the new grading policy on the process for departments and grade levels to determine how it is applied. There is also uncertainty about the decisions that are within their purview such as deadlines for submission of late work and limits on the number of opportunities for reassessment and revision.

Our goal is to develop a workload grievance settlement agreement with the District, relative to the new grading policy, that enshrines educator rights to shape practices at the site and individual classroom levels that are appropriate for their student populations and subject areas. We will be meeting with the District again next week about this important issue: stay tuned.

Bargaining Input Sessions

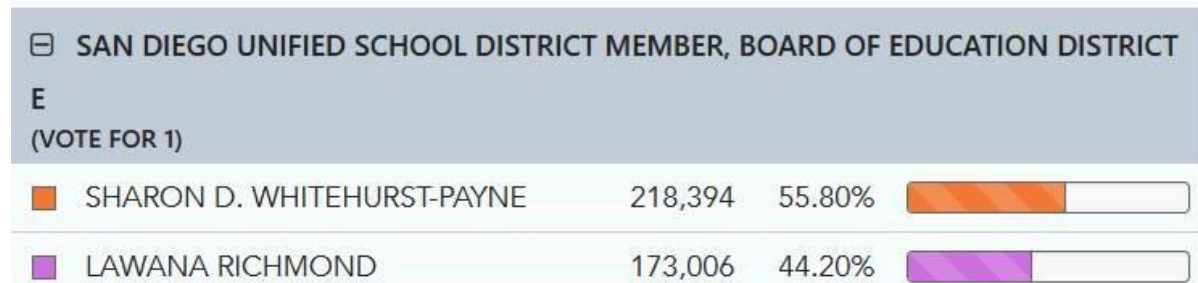
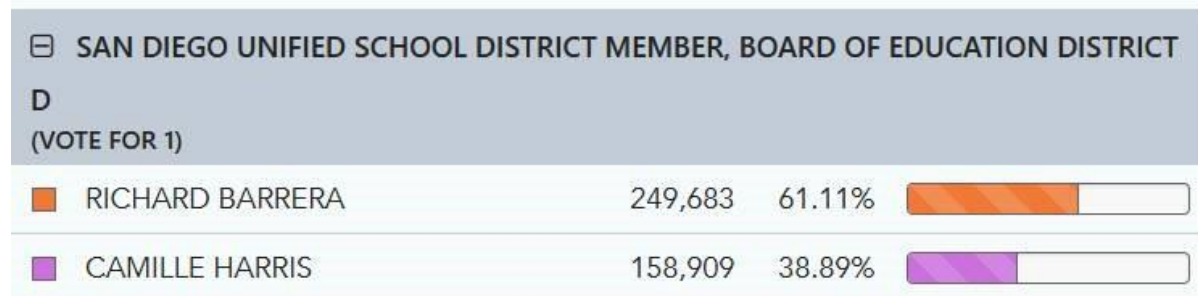
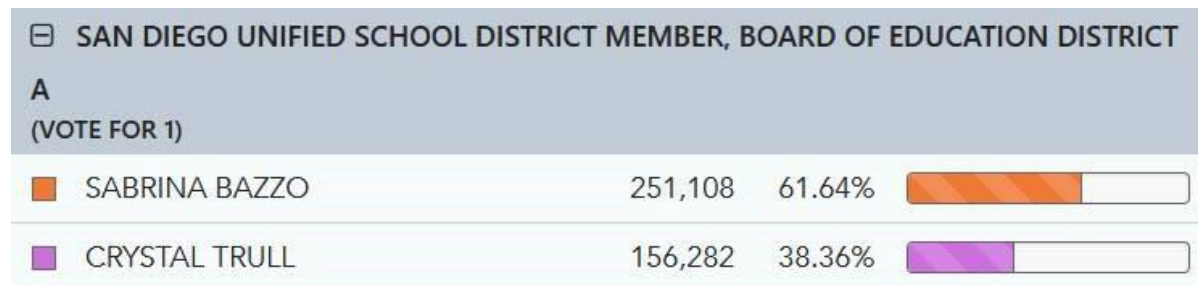
SDEA and the District have not yet started negotiations on future phases of reopening. Before that happens, it is important that the bargaining team receive input from all sites and programs on the District's draft plan, on how educators envision future phases and on the protections that must be in place to make reopening safe and successful. Over the next several weeks, the plan is to gather input from all SDEA members through site or program input sessions. Please work with your SDEA association representatives to hold an input session at your school or program by December 2nd.

2021 Annual Benefits Open Enrollment Closing Friday

The Annual Open Enrollment period will end this Friday, November 13, 2020 for the 2021 plan year which begins on January 1, 2021. Employees are strongly encouraged to review their current medical, dental, vision, FSA and/or supplemental life insurance plan elections to determine if changes need to occur for the next plan year. If you do not need to make changes to your medical, dental, or vision plans, supplemental life insurance or covered dependents, no action is needed during Open Enrollment. Enrollment in a Flexible Spending Account (FSA) is **not** automatic and employees who participated during the 2020 plan year must enroll again to participate for the 2021 plan year. [Click here](#) for more information.

Educator Endorsed Candidates Sweep SDUSD School Board Election Races

In a great victory for our schools, all three candidates endorsed by SDEA are on their way to winning their seats for the SDUSD school board. Sabrina Bazzo, Richard Barrera, and Sharon Whitehurst-Payne were all endorsed by SDEA. Now more than ever, it is critical that we have a school board that is in touch with the needs of our community and schools.



Check out the November 2020 Edition of the SDEA Advocate

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

- *A Safe and Successful Plan to Reopen Schools*: A look at how SDUSD compares to the reopening plans of other school districts across the country.
- *SDEA Leads in Calling for COVID Testing Programs*: Experts agree that effective testing plans are a critical layer in the prevention methods that can be deployed.
- *Unity Through Tough Times*: "Together We Are Stronger" will ensure educators maintain solidarity and strength through this pandemic.
- *Longtime Temporary Teacher Wins Probationary Contract*: SDEA Member Annette Rawers is awarded a probationary contract after it's discovered the District violated the Education Code.