

THE ADVOCATE

SAN DIEGO EDUCATION ASSOCIATION

EDUCATORS AT GOMPERS PREPATORY ACADEMY HAVE FORMED A UNION



Educators at Gompers Preparatory Academy have formed a union and affiliated with SDEA, making it the third charter school within San Diego Unified's boundaries to become SDEA members.

Charter school educators have the same right to unionize as at district schools but are often non-union as a result of being exempt from job protections afforded by the Education Code.

Gompers educators made the decision to unionize to bring increased transparency and shared decision making around issues affecting their school. For example, leadership at the school has unilaterally decided that students cannot form certain clubs, such as a black student union, MEChA or GLSA.

"We love our school," said teacher and bargaining team member Spencer Mills. "But at the same time, we believe all stakeholders deserve a voice in how it is run – especially when it comes to students having the opportunity to create clubs that will allow them to build community and their college resumes."

In addition, Gompers educators are currently required to

work summer school giving them a 205-day work year despite not receiving a corresponding increase in pay.

Bargaining at the school began in April and has been slow to this point, with the school only being willing to bargain for two to three hours per session and only bringing minimal contract proposals to this point.

"We're showing up to bargaining prepared and ready to settle our contract," said teacher and bargaining team member Azucena Garcia. "It's frustrating when the other side doesn't appear to share the same goals."

Despite the delays, Gompers educators have remained strong and unified. At the start of the school year they all wore buttons reading "Supporting Students Means Supporting Teachers" as a sign of support for the bargaining team. Members have also been attending the school's board meetings and building support throughout the community.

By showing they're stronger together, Gompers educators will bargain a strong contract that builds a stronger school for everyone.

ENFORCING OUR SPECIAL EDUCATION WINS

The new contract language we won on caseloads for mild/moderate education specialists has a built-in transition year for the 2019-20 school year, with three main elements of the transition.

First, sites were to be allocated at 20:1 for Ed Specialists Mild/Moderate. Then an automatic stipend will be paid to the case manager if caseloads increase to 21 or 22 for more than 10 consecutive workdays. Finally, an automatic proportional allocation of another teacher, in addition to the stipend, if caseloads increase to 23 or more for more than 10 consecutive workdays.

The penalties for going over caseload are intended to be automatic. However, special education teachers should notify their AR if they go over as the grievance process may be necessary for enforcement.

In order to ensure automatic enforcement of the caseload protections all mild/moderate teachers should keep tabs on their caseloads throughout the school year and ensure enrolled students have locked events in SEAS. The District will monitor caseloads on a weekly basis. New this year, and similar to accountability for general education class sizes, the Contract Administration Committee (CAC) will

meet on a monthly basis to review special education caseloads. The CAC is a joint committee required by the contract which includes representatives from SDEA and the District. At these meetings, the CAC determines if case managers are over and makes sure that the remedy in the tentative agreement is being implemented.

This transition is only for 2019-20 as we move to properly allocate hard caps on day one of the 2020-21 school year. Our entire contract opens again in 2020 and we will be back at the bargaining table fighting for more improvements for our students, especially those with the highest needs.

INSIDE THE
ADVOCATE

BUILDING SDEA POWER
TO WIN SCHOOL FUNDING
PAGE 3

LONGEVITY PAY FOR
THOUSANDS OF SDEA MEMBERS
PAGE 5



SAN DIEGO EDUCATION ASSOCIATION
SDEA / CTA / NEA
10393 SAN DIEGO MISSION ROAD
STE. 100, SAN DIEGO, 92108
PHONE (619) 283-4411 FAX (619) 282-7658
WEB WWW.SDEA.NET



@SANDIEGOEDUCATIONASSOCIATION



@SDEducATORS

The SDEA Advocate is published monthly by the San Diego Education Association and paid for in full by advertising revenue. Advertising rates are available upon request.

— SDEA OFFICERS —

PRESIDENT

Kisha Borden

VICE PRESIDENT

Scott Mullin

SECRETARY

Vacant

TREASURER

Adam Goldstein

— SDEA BOARD —

AREA I

Eleanor Evans

Chris Veldkamp Kyle Weinberg

AREA II

Michelle Sullivan

Rene Zambrano VACANT

AREA III

Kristin Brown

Lisa Morris Dennis Schamp

AREA IV

Kimberly Allard

Trace Cimins Nick Cincotta

— SDEA STAFF —

EXECUTIVE DIRECTOR

Abdul Sayid

FIELD ORGANIZERS

Sara Holerud

Jonathon Mello

Anthony Saavedra

Morgan Thornberry

FINANCE MANAGER

Betty Timko

CONTRACT SPECIALIST

Rafal Dobrowolski

PROPERTY/OFFICE SPECIALIST

Nanette Najera

SECRETARY

Lisa Steinberg

GRAPHIC DESIGNER

Michael Pedersen



LETTERS IN SOLIDARITY

KISHA BORDEN
SDEA PRESIDENT



SCOTT MULLIN
SDEA VICE PRESIDENT

THE WORK BEGINS

We hope everyone has had a great first month of school! I know lots of great things are happening in classrooms all across the district. We are also facing many challenges. However, by working together, we can overcome those challenges and work toward making positive change in our district.

First, we can start creating that change when we go back to the bargaining table in January. To create our vision for that change, we must hear from our members. Bargaining input sessions are how we do that. If your site hasn't had an input session yet, please ask your AR when yours is scheduled.

Secondly, there are school board seats that must be filled with public education-friendly trustees. Wouldn't it be great if educators had a voice in the decisions made by the district? Well, we do. We just have to use it! All of us! We

must speak up and demand that whoever sits on that school board is committed to putting the classroom at the center of all decisions.

Finally, we have the opportunity to dramatically increase state funding for education through the Schools and Communities First ballot initiative in 2020. Instead of fighting with the district for a slice of a shrinking pie, we're going to fight for a bigger pie! It's not going to be easy, but nothing worth having ever is.

We have a lot of work ahead of us if we are going to create the schools and communities our students deserve. But, we most certainly can do it! Together We Are Stronger!

KISHA BORDEN
SDEA PRESIDENT

SCOTT MULLIN
SDEA VICE PRESIDENT

DISCIPLINE FOR UNION ACTIVITY — THROWN OUT! —

A disciplinary letter put in a teacher's file in retaliation for union activity has been removed and destroyed after SDEA filed an unfair labor practice charge with a state agency.

This is an update on a story from the September issue of The Advocate, which featured an article about five unfair labor practice charges SDEA filed against Superintendent Marten's administration so far in 2019. One was on behalf of a teacher who was disciplined after filing a grievance over special education caseload. She also led other teachers in collecting parent signatures on a support petition. She was disciplined one day after filing a grievance for events that were said to have occurred months earlier. The timeline pointed to retaliatory motivation on the part of the principal.

California law protects the right of school district employees to participate in union activities free from retaliation and threats of retaliation. Types of union activities are innumerable, but include things like joining the union, attending a union meeting, wearing a union button or t-shirt, standing up for union rights, and signing or circulating a union petition -- just like this teacher did.

There's a saying that you can judge the effectiveness of union organizing efforts by the strength of the boss's reaction. By that standard, we can tell it's clear that the teachers' parent petition and the grievance were shaking up the power dynamic! That's exactly what it takes to change the status quo and win better conditions for students and teachers.



RESTORES OVER \$11 BILLION

a year in revenue for our schools and local communities by closing the Prop 13 Corporate Loophole.



DOES NOT RAISE TAXES

on homeowners, renters, or small businesses.



HELPS SMALL BUSINESSES

by eliminating the burdensome business personal property tax while also leveling the playing field for new businesses.



MANDATES FULL TRANSPERANCY & ACCOUNTABILITY

for all revenue restored to California's schools and local communities.

THE CALIFORNIA SCHOOLS AND LOCAL COMMUNITIES FUNDING ACT

BUILDING SDEA POWER TO WIN SCHOOL FUNDING

Despite being the fifth largest economy in the world, California's schools rank in the bottom 10 nationally. All Californians deserve world class schools and neighborhood services, not concentrated wealth in the hands of a few.

We can no longer afford to keep giving billions of dollars in tax breaks to millionaires, billionaires and big corporations. Closing California's commercial property tax loophole restores \$11 billion for schools, community colleges and other vital community services, including parks, libraries, health clinics, trauma centers, affordable housing and homeless services. Now is the time to close the Corporate Property Tax Loophole in Proposition 13 while continuing to guarantee protections for homeowners, residential renters, agricultural land, and small businesses.

By closing this loophole, the Schools and Communities First (SCF) initiative will restore more than \$11 billion per year to California's schools, community colleges, health clinics, and other vital local services.

As we build a more powerful union over the next year we will use our site and program structures to reach out to parents and community members to join us in passing SCF.

Whether it's fighting for lower class sizes, a nurse in every school every day, hiring more counselors, or increasing support for students with IEP's we know we cannot continue to be one of the worst-funded states in the country when it comes to public education. It's time for the wealthiest state to invest in our schools and this ballot initiative in 2020 is a huge step in the right direction.

To win we will need to strengthen our structures at every site and program so that they not only connect SDEA members together but also connect us to our parents and community members. This means building on and transforming our CAT teams at every site and program.

We also need to work together with other union members and community organizations across the state. We are joining forces with educators in Los Angeles, Oakland, and every city in California and organizations such as the League of Women Voters California, SEIU, PICO California, and California Calls. It's time to close the loophole and invest in our future.

**Together we really are stronger
and together we can win!**



Enter for a Chance to Win an Academic Award!



\$2,500
Giveaway

We greatly appreciate your dedication to helping future generations. That's why we are bringing back the California Casualty **Academic Award**. One lucky winner will receive \$2,500 to purchase school supplies for their students. Good Luck!

ENTER TODAY!

EducatorsAcademicAward.com/CTA

©2018 CCMC, CA Lic#0041343. No quote or purchase necessary. See website for complete details.

 **California Casualty**
Auto and Home Insurance

CTA CALIFORNIA
TEACHERS
ASSOCIATION



CALIFORNIA SCHOOLS
VEBA

PROTECT YOURSELF THIS FLU SEASON

The Centers for Disease Control and Prevention (CDC) recommends getting an annual flu shot. Although flu season typically runs from December to March, the CDC advises getting one early this year, ideally in October.

VEBA members can receive free flu shots this season:

- ◆ Check with your district to see if a free flu shot clinic will be held in the coming months.
- ◆ Flu shots may be available through your carrier via walk-in or retail clinics. Call the number on the back of your ID card to learn more.
- ◆ Visit your primary care physician.



UC San Diego Health offers flu shots and other convenient services at their new walk-in Express Care clinics. See wait times at local clinics and reserve your spot online at health.ucsd.edu or call 800-926-8273.

LONGEVITY PAY COMES BACK FOR THOUSANDS OF SDEA MEMBERS

In the lead up to last year’s bargaining with SDUSD, SDEA members prioritized bringing back longevity pay for educators who have dedicated their careers to San Diego’s students. The longevity pay will be paid out on a monthly basis and is CalSTRS creditable. The new longevity pay will go into effect at the start of the 2020-2021 school year.

The terms of how the longevity pay will be implemented differ depending on the union contract salary schedule an SDEA member is placed on. For most eligible members (teachers, nurses, and counselors) the longevity pay will kick in for members that have been on Step 17 of the salary schedule for six or more years. The language was constructed this way in order to ensure smoother application by district payroll and reward long-term service to our students.

Early Childhood Education teachers and Military science instructors are already eligible for longevity pay; however, this new agreement increased the upper rate of their longevity compensation to \$2,500.

School Psychologists and SLPs also qualify for the \$2,500 stipend; however, these groups’ eligibility rules are slightly different. In order to be eligible, School Psychologists and SLPs must have 22 or more years (220 months) of creditable experience. This slight difference for qualification requirements is due to a historic difference in how School Psychologists and SLPs have gained salary experience credit.

Our wins around longevity pay means that for the first time in over a decade, we were able to win back compensation that rewards dedicated service to our students.

WHAT IS OPEN ENROLLMENT?

Fully paid medical benefits is one of the most important rights our union contract offers members and their families. Annually, the District holds an open enrollment period that gives members the opportunity to change the health plan they are enrolled in. This year, open enrollment period will run from October 14 through November 8. Call SDUSD Employee Benefits at 619-725-8130 for information on Open Enrollment.

New Job. Fresh Start.

Confidence
Support Security Access
Protection Relief
Sweet Benefits.
Reliability Preparedness

New Hire Special Enrollment Opportunity

Whether you are a brand new CTA member starting your first job or a long-time member starting at a new district, you have a special opportunity to apply for CTA-endorsed Disability insurance and up to \$200,000 in Life insurance from Standard Insurance Company (The Standard) with no health questions asked. **How sweet is that!**

DISABILITY INSURANCE can help protect your paycheck if you’re out of work due to an injury, illness (including mental health disorders and substance abuse), pregnancy or childbirth. **LIFE INSURANCE** provides for your loved ones in the event of your passing. You also get additional features that you can benefit from now, and in the future at no additional cost.

Offer expires 180 days from your first day on the job.

Apply Now at standard.com/cta/newhire



For costs and further details of the coverage and this enrollment opportunity, including exclusions, any reductions or limitations and the terms under which the policies may be continued in force, please contact The Standard’s dedicated CTA Customer Service Department at 800.522.0406 (TTY), 7:00 a.m. to 6:00 p.m. Pacific Time, Monday through Friday. Standard Insurance Company, 1100 SW Sixth Avenue, Portland, OR 97204 GP190-LTD/S399/CTA.1 GP190-LIFE/S399/CTA.3 SI 20945-CTAvol (6/19)



Home Loan Solutions MADE EASY

- ◆ First Mortgages as low as 3% Down!*
- ◆ Jumbo Mortgage Loans
- ◆ Home Equity Lines of Credit (HELOC)
- ◆ Home Equity Loans
- ◆ And More!

Visit: **La Mesa Branch at 5570 Lake Murray Boulevard**
Call: **(800) 537-8491**, extension **5211**
Click: **ffcu.org/RealEstate**

FIRST FINANCIAL
CREDIT UNION
*Proudly Serving the Educational Community
for Over 85 Years*

Must meet First Financial Credit Union (FFCU) eligibility requirements to establish membership in order to take advantage of these offers. All loans are subject to credit approval and all FFCU policies and procedures. Loan rates are based on credit qualifications, collateral criteria, index value, and are subject to change without notice. *3% down available for loan amounts up to \$850,000 for qualified borrowers. Loan limits and other loan qualification criteria apply. Other restrictions may apply. Call for complete details. Information correct as of August 2019. FFCU is an equal opportunity lender. NMLS #782737. Federally insured by NCUA.




**north
Island**
credit union. | A Division
of California
Credit Union

With you. Wherever life takes you.®

Have a unique class project idea?

Submit an application and tell us
your unique class project idea at:

northisland.ccu.com/teachergrant

Deadline to apply: October 18, 2019.

20 Teacher Grants of \$500 each

California Credit Union was founded over 85 years ago with a commitment to supporting the community. That commitment continues with our Teacher Grant Program—a program designed to assist educators in funding learning opportunities for their students. We will be awarding 10 teachers within the combined San Diego and Riverside counties, and 10 within the Los Angeles county a Teacher Grant of \$500 each.

