

# THE ADVOCATE

SAN DIEGO EDUCATION ASSOCIATION

## TEACHERS TAKE ACTION ON SPECIAL ED., CALL FOR MORE HIRING AND TRAINING

Superintendent Cindy Marten is still understaffing special education, even after a campaign by teachers last year that resulted in \$3 million in new Education Specialist hiring and the lowest mild/moderate hard caseload cap in California.

In response to continued understaffing, members of SDEA and CSEA, the union for classified staff (including paraeducators), held a special joint union meeting on January 22 that was attended by more than 100 SDEA and CSEA members.

Attendees were asked to “take the temperature” of their school on two issues; understaffing of special education (both Education Specialists and paraeducators) and paraeducator training. Then they wrote the name of their school on a Post-it note and placed it along a giant thermometer charted along the wall. Most attendees said that when it came to understaffing and under-training, their schools had a fever.

In response, a new campaign on special education was launched. Members of SDEA and CSEA have joined together in solidarity to demand that Superintendent Marten:

1. Hire enough paraeducators to meet students’ IEP requirements.
2. Hire enough Education Specialists to meet students’ IEP requirements and caseload limits are met.
3. Provide training for paraeducators, both new and veteran, so we can do our best work.

4. Honor SDEA contract rules that protect students. When a Mild/Moderate Education Specialist’s caseload is over 20, hire more staff and pay stipends without making teachers jump through hoops.

At the heart of the campaign is a plan to pressure Superintendent Marten to take action.

“Clearly Marten isn’t going to do the right thing on her own or else she would have already done it,” said Trace Cimins, a kindergarten teacher at Hancock Elementary and SDEA Board Member. “We have to light a fire under her, and we have to keep turning up the heat until she fixes this.”

To publicly call out Superintendent Marten, special education teams at schools tagged her in social media photos of themselves holding signs demanding more staff and training.

On February 4, 60 special educators attended an SDEA workshop called “Enforcing Student IEP Rights.” Special educators at the workshop wrote complaints on behalf of dozens of students whose IEP requirements are not being met due to understaffing and/or the District’s failure to provide training to paraeducators. These complaints were delivered to the superintendent’s office by SDEA members on February 11.

In December, SDEA members also overwhelmingly voted to approve a contract bargaining platform that included a hard cap on moderate/severe caseloads.

## KEY 2020 WINTER/SPRING CONTRACTUAL DEADLINES

### JANUARY/FEBRUARY 2020

3.7% pay raises effective on the January (for those on a 12-pay payment plan) or February (for those on a 10-pay plan) paychecks!

### FEBRUARY 7<sup>TH</sup>

Deadline for Probationary Year 1, Interns, Temps, and Permanent employees on a year-round calendar to be given an Evaluation Process Remediation Plan.

### FEBRUARY 15<sup>TH</sup>

Deadline for Probationary employees on a Special Evaluation to get the Summary Evaluation Draft (need to have a meeting, discuss evaluation, and be provided a copy of the evaluation).

### MARCH 1<sup>ST</sup>

Deadline to apply for Reduced Workload or long-term leaves for 2020-21.

### MARCH 15<sup>TH</sup>

Deadline for the district to give CTE employees their employment contracts for the next school year.

### MAY 10<sup>TH</sup>

Post and Bid opens no later than this date and deadline for HR to notify employees excessed in the spring of their excess status.

### JULY 1<sup>ST</sup>

\$2500 longevity stipend is effective for those who have completed six or more years on Step 17.

### FEBRUARY 1<sup>ST</sup>

Deadline for SGT to request change in prep time emphasis or request start time change.

### FEBRUARY 11<sup>TH</sup>

Deadline for Probationary Year 1, Interns, Temps, and Permanent employees on a traditional calendar to be given an Evaluation Process Remediation Plan.

### FEBRUARY 21<sup>TH</sup>

Deadline for Summary Evaluation Draft due to Probationary Year 2 employees (need to have a meeting, discuss evaluation, and be provided a copy of the evaluation).

### MARCH 15<sup>TH</sup>

Deadline for HR to notify permanent employees of layoff (Education Code).

### APRIL 15<sup>TH</sup>

Deadline for HR to notify probationary employees of layoff (union contract).

### JUNE 30<sup>TH</sup>

Deadline for HR to notify unit members who are to be transferred as a result of a bid, in writing.

SDEA PRESIDENT

SDEA VICE PRESIDENT



KISHA BORDEN

# LETTERS IN SOLIDARITY



SCOTT MULLIN

## Have You Signed the Petition Yet?

Last month, we launched the Schools and Communities First signature gathering at Rep Council. The Schools and Communities First ballot initiative is projected to bring \$12 billion to our schools and communities every year. Because we know that increased state funding is vital to creating the schools our students deserve, signature gathering is an important part of our bargaining plan this year.

What does this initiative have to do with bargaining our contract? As we shared earlier this year, SDEA's three priorities are to bargain a fair contract, elect pro-public education school board trustees, and ensure that Schools and Communities First is adopted in November. These three priorities are intertwined.

Our bargaining demands include increasing the number of nurses and counselors, adequately staffing special education, and lowering elementary class size. These demands all have an impact on the District's budget.

The school board trustees set the parameters for the District bargaining team. Our bargaining demands include supports for our most vulnerable students, lower elementary class size, and respect

for educators and our contract. We must work to elect school board trustees that share the same values and priorities for our schools.

For these reasons, all three priorities must be driven out of our bargaining campaign. Every action we undertake this year will be directly related to our bargaining platform.

The most urgent work before us is our signature gathering goal of 3,700 signatures by March 12. With almost 6,500 members, this is a reasonable goal. However, we can't just rely on members to sign on. We must also reach out to fellow staff members and parents in our school communities.

Beyond our schools, we must also spread the word with our own families, friends, and community connections. If you haven't signed the petition yet, talk to your AR, CR, or CAT members. If you have signed it, great! Now, get your friends and family to sign on also.

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



CALIFORNIA SCHOOLS  
VCBA

## SLEEP CAN HELP PROTECT YOUR HEART

Sleep often is cited as one of the keys to feeling great. But did you know sleep is also crucial for heart health? Research shows that sleeping less than the recommended 7 hours can increase your risk for heart disease.

Here's how to get some quality slumber:

- ♥ Kick your phone or tablet out of bed. The blue light emitted from your screens can interfere with your sleep.
- ♥ Prep your body for bed. Avoid alcohol, large meals, exercise, and foods high in fat or sugar 2-3 hours before turning in.
- ♥ Set a sleep routine. Go to bed and wake up at the same time every day. Relax before bedtime by taking a bath, listening to music or reading.
- ♥ Keep your bedroom dark, quiet and cool. If necessary, use earplugs or a sleep mask.
- ♥ Can't sleep? Instead of staring at the clock, get out of bed and do something relaxing if you can't fall asleep after 20 minutes.

If you have continued trouble sleeping, see your doctor.



The Sleep Medicine Center at UC San Diego Health is a comprehensive evaluation, treatment and research center for sleep disorders. The center offers advanced diagnostic and therapeutic services as well as sleep studies. Learn more at [health.ucsd.edu](http://health.ucsd.edu) or call 800-926-8273.



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# REP COUNCIL ENDORSES PRO-EDUCATOR CANDIDATES FOR SCHOOL BOARD

Unlike unions in the private sector, SDEA members have a voice in determining who determines the priorities of the District and directs their bargaining team.

A pro-public education and pro-educator school board makes it easier to bargain improvements to our contract that benefit both students and educators.

On March 4, voters will determine who moves on to November's general election for three seats on SDUSD's Board of Trustees.

Educators on the SDEA Representative Council have endorsed Sabrina Bazzo to replace the retiring John Lee Evans in subdistrict A and Dr. Sharon Whitehurst-Payne for re-election in subdistrict E.

Bazzo, a parent leader from the Mira Mesa cluster, has supported educators and students by serving in various capacities from her kids' elementary school all the way to high school. This includes leading her school's PTA, SSC and SGT.

Educators in the Mira Mesa cluster have been able to count on Bazzo's support for more than a decade, making her the perfect candidate for the board.

Dr. Whitehurst-Payne is an experienced educator with decades working with schools and teaching educators in credential programs.

SDUSD Board Member Richard Barrera, who is running for re-election in subdistrict D, does not have an opponent running against him in the primary.



School Board Member Dr. Sharon Whitehurst-Payne has been endorsed by SDEA



Parent activist Sabrina Bazzo has been endorsed by educators to replace the retiring John Lee Evans.

## OTHER UNION ENDORSEMENTS

Additional school board endorsements made by the San Diego and Imperial Counties Labor Council include:

SAN DIEGO COMMUNITY COLLEGE DISTRICT *B* BERNIE RHINERSON

SAN DIEGO COMMUNITY COLLEGE DISTRICT *C* MARY GRAHAM

GROSSMONT CUYAMACA COMMUNITY COLLEGE *3* JULIE SCHORR

GROSSMONT CUYAMACA COMMUNITY COLLEGE *4* ELENA ADAMS

PALOMAR COMMUNITY COLLEGE DISTRICT NINA DEERFIELD

SOUTHWESTERN COMMUNITY COLLEGE DISTRICT *SEAT 3* ROBERTO ALCANTAR

For more endorsements of union-friendly candidates in races across the county, visit [www.unionyes.org/voteunion](http://www.unionyes.org/voteunion).

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<sup>1</sup> Annual Percentage Rate. The 36-month term at 2.39% APR is valid for qualified members of California and North Island Credit Union January 1 – February 29, 2020, who receive a 0.50% APR discount by purchasing a vehicle through one of the auto buying partners Auto Expert and Enterprise Car Sales. This rate is not available to refinance an existing California or North Island Credit Union loan. Qualified buyers making their first payment at 90 days with financing at 2.39% APR for 36 months will have estimated monthly payments of \$28.93 per \$1,000 borrowed. Maximum financing is up to 120% of the MSRP/Kelley Blue Book Value. Minimum loan amount is \$5,000. Some restrictions apply. Auto to serve as collateral. Fees and charges may apply; rates, terms and fees subject to change. Used vehicles were previously part of the Enterprise rental fleet &/or an affiliated company's lease fleet or purchased by Enterprise from sources including auto auctions, customer trade-ins or from other sources, with a possible previous use including rental, lease, transportation network company or other use. The "e" logo, Enterprise and "Haggle-free buying. Worry-free ownership." are trademarks of Enterprise Holdings, Inc. All other trademarks are the property of their respective owners.



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