

THE ADVOCATE

SAN DIEGO EDUCATION ASSOCIATION

Staying Safe AT SCHOOLS DURING DELTA

Educators, parents, and students are concerned about the Delta variant and for good reason. Delta is more transmissible and is spreading quickly among younger non-vaccinated populations, especially in states and districts without strict mitigations in place. The good news is that instead of fighting over mask mandates, our state and district are listening to both the scientists and rank-and-file educators who want

to be back in the classroom with students safely.

While new CDPH rules and our fight to win a prohibition on hybrid learning limits the possibility of physical distancing in the classroom, it's also true that the four most important COVID mitigations are in place in our schools. We can and will work together as union educators to demand needed improvements based on rapidly changing conditions and science.

CONTINUED ON PG. 3

- Vaccines required for staff or regular testing if not vaccinated
- Vaccine availability for staff and eligible students
- Continued school-based vaccine clinics

- Highest indoor air quality standards
- Upgraded filtration
- Air quality monitoring
- 17,000 highly effective portable HEPA systems purchased for classrooms & workspaces

- Strict mask mandate for students and staff
- Includes use of masks outdoors in settings where students are closely gathered such as assemblies

- Improved weekly testing program with expanded partners (beyond UCSD)
- Testing available to all staff & students at every site (and other District facilities)
- Deployment of both PCR & rapid antigen testing, rapid response testing teams, and more

VACCINES



AIR QUALITY



MASKS



TESTING



SDEA PRESIDENT

**KISHA BORDEN**

SDEA VICE PRESIDENT

**KYLE WEINBERG**

LETTERS IN SOLIDARITY

As we prepare to begin a new school year, it is important for us to remember where we've come from and where we are going.

This time last year, we were preparing for virtual teaching. Many educators had spent their summer break learning new skills and others spent hours converting in-person lessons to virtual lessons. Your SDEA bargaining team spent many days ensuring our contractual rights were being honored and that our school communities were as safe as possible during a global pandemic.

We have all worked hard to make sure our schools are healthy spaces. SDEA members have fought for appropriate ventilation systems. We pushed the District to provide access to vaccines for all educators and eligible students. SDEA negotiated an agreement that requires the District to follow the most stringent health guidelines from either the California Department of Public Health or the San Diego County Department of Health.

As union members, it is all of our responsibility to enforce the protections and safety mitigations we have negotiated and to make sure they are in place at every school site. Public health is not a personal choice. We must all work together to keep our school communities safe.

In June 2021, our bargaining team completed negotiations of our new contract which had expired in June 2020. Highlights of the new contract include a 4% across the board raise, a hard cap on moderate/severe caseloads, and the hiring of 86 additional multiple subject teachers.

As we prepare to welcome our students back to the classroom, virtual and in-person, we hope everyone centers the relationships with our students as our top priority. We must remember

that many of our students have experienced more than a year of fear, loneliness, and loss of those they hold dear. We cannot begin day one with business as usual. It is imperative that all the adults on campus welcome our students back to a safe space.

We also have political work to do. There is currently a recall effort funded by anti-union billionaires who want to roll back decades of progress on labor rights, defund public education, and push for a school voucher initiative in 2022.

There will also be two vacant seats on the San Diego Unified School Board. We must work to ensure that those seats are filled by pro-worker, pro-public education candidates who value the perspective of educators on the front lines. SDEA is also very close to realizing our years-long goal of opening five community schools in our highest-need clusters. The community schools policy was passed by the SDUSD board in June 2020 along with a commitment to fund the model at those schools going forward.

We have a lot of important work to do this year. We hope everyone took some time this summer to relax, recharge, and reconnect with family and loved ones you may not have seen in a long time. This is both a stressful and exciting time and our hope is that members remain united. We cannot allow our frustrations and fears of the Delta variant to tear at our solidarity.

As always,

TOGETHER WE ARE STRONGER!

KISHA BORDEN
SDEA PRESIDENT

KYLE WEINBERG
SDEA VICE PRESIDENT

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STAYING SAFE AT SCHOOLS

— DURING DELTA —

Our new safety agreement requires limitations on in-person meetings and extends COVID leave for any SDEA member who is required to quarantine by either the District or County.

Our team of expert scientists at UCSD have provided updated guidance and recommendations on several key mitigations to address the increased transmissibility of the Delta variant, including:

- The critical factors for masks are [comfort, fit, and filtration](#). If a student's mask is uncomfortable or difficult to breathe in it will not be worn properly and provide little protection as a result. That being said, purchasing and providing appropriately sized KN95 or KF94 (for example) masks with higher levels of filtration may provide added protection.
- Prohibiting indoor eating, singing, and wind instrument use. All of these activities are safer outdoors.
- Providing widely available testing for all vaccinated and unvaccinated individuals, but mandatory (as per state law) for just the unvaccinated staff. Routinely testing all vaccinated employees will likely yield more false positives than breakthrough infections. Encourage testing of all unvaccinated students and make it easy for them to access.
- Conducting air quality tests in classrooms with large numbers of students to determine if additional HEPA units will allow for an even greater number of air exchanges.

In response to the updated guidance from UCSD and ongoing safety discussions with SDEA staff and leadership, the District has committed to implementing all of the above-recommended improvements to the COVID safety plan. The District has been working to increase testing capacity to allow for a universal testing program that families will be required to either opt-in or out of. The District has shared that they will clearly communicate the implications of opting-out, including not being able to return to school in the event a student is symptomatic or designated as a close contact. While this testing program is not "mandated," in the sense that students will not be excluded from school if they do not consent to weekly asymptomatic testing, this testing program still should allow for robust surveillance and symptomatic testing to keep staff and students safe. We will keep members updated on these improvements to the safety plan.

In addition to the above updates to the COVID safety plan, SDEA staff and leadership have requested additional Co₂ monitors for each school site which the District has agreed to procure and distribute.

Together we are stronger and safer is more than a slogan, it's how we've kept each other safe and will continue to do so. The foundation we built last school year is strong and together we will build on it for the new school year.

THE NEW
IMPROVED
SDEA SHIRTS ARE HERE!



COMING TO YOUR SITE
SOON

CTA Opposes Recall of Gov. Newsom

At \$276 million, the recall is a costly distraction to the issues California faces.

Costs and Abuse of the Recall Process

[The September 14th Special Election is expected to cost California voters nearly \\$276 million](#) – money that could have been used to support students, schools and families. During the pandemic, the recall process was highjacked by some well-funded special interest groups that got an unprecedented three month-extension to gather the required signatures. Now, California will run a costly election less than a year before the next scheduled Gubernatorial campaign.

Newsom's Leadership

Governor Newsom continues to support California's public schools, colleges, working families and communities. The Governor prioritized vaccines for essential workers, educators, and school staff, and now California has the lowest COVID-19 transmission rate in the nation.

While California still ranks far below the national average in per-student funding, the governor's budget plan proposes historic increases for the restart and recovery of our schools and colleges. His plan to expand transitional kindergarten to all four-year-olds and his investment in social and emotional supports will help give students a promising start to a bright future.

Governor Newsom is also leading with record investments to address California's affordable housing and homelessness crisis, expand affordable healthcare and childcare, and increase wildfire preparedness.

The Recall's Anti-Union Funders

[The recall is funded by anti-union millionaires](#) who want to roll back decades of progress on workers' rights in California. The recall backers want to lower wages, eliminate health care, weaken workplace safety laws, defund public education, and kill union jobs. Their next goal is putting forth a school voucher initiative in 2022.

**Gubernatorial
Recall
Election is
September 14,
2021**

How will the recall election work?

All California voters will receive a ballot in the mail asking for a vote on the recall and then a selection for governor.

If a majority votes yes on the recall, the candidate with the most votes becomes California's Governor.

It is possible for the winner to receive less than 50% of the votes.

Want more information about the recall, the associated costs and those pushing the efforts?

Go to
CTA.org/Recall

THE FIGHT IS ON

TO DEFEND TEMPORARY EMPLOYEES' RIGHTS

An investigation conducted by SDEA staff found that SDUSD may be abusing a provision of state law that allows school districts to hire teachers on temporary contracts. We are taking action through our attorney. Our attorney has notified SDUSD's attorney in writing that the District may be in violation of state law by employing some teachers as temporary instead of probationary.

POSSIBLY RUNNING AFOUL OF THE LAW

The California Education Code allows Districts to hire certificated employees on temporary contracts, but only in limited circumstances. Others must be classified as probationary or permanent, both of which afford greater job security than temporary employment.

SDEA staff recently concluded a year-long look into temporary employment practices in SDUSD. The initial finding indicates that nearly a quarter of the 509 temporary employees towards the end of the 2020-21 school year may have been inappropriately identified as temporary.

WHY SO MANY TEMPORARY CONTRACTS?

Hiring teachers as temporary is necessary to replace teachers on leave and those who are working in positions that have short term funding. However, sometimes district administration takes advantage of this framework to hire more than the acceptable number of temporary employees. Districts have fewer obligations to temporary employees. It's easier to cut temporary employees. And employees who worry about their job security are less likely to stand up at work.

WHAT SHOULD I DO

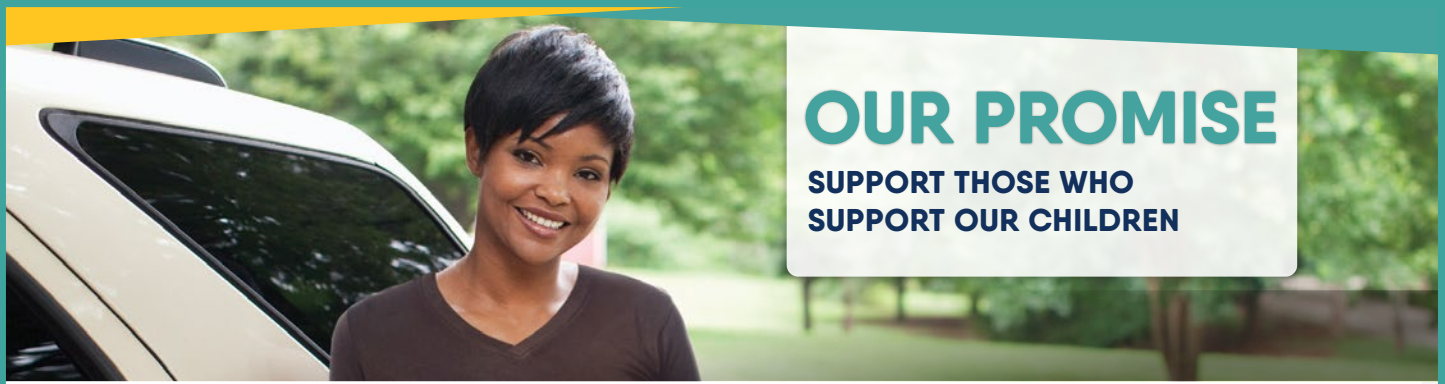
if I am on a Temporary Contract, or was last year?

Wait for further updates on this effort in future Union Notes emails and other union updates. If you're not a member, [make sure to join](#) so that if you have a potential legal issue with your contract our union attorneys can support you.

WHAT CAN I DO

to support the fight for temporary employees' rights?

Teachers are only able to mount this fight because we are a union. If teachers were not organized as a union, each temporary teacher would have to get their own attorney and fund their own lawsuit. Both the year-long investigation and the legal action is funded by dues-contributing members of SDEA. [If you're not yet a member of SDEA, now is the time to join.](#) The District knows how many of us are members of SDEA, and when all of us are members, that sends a message that educators are united and we have power.



OUR PROMISE

**SUPPORT THOSE WHO
SUPPORT OUR CHILDREN**

That's why we're working with **California Teachers Association** to provide access to auto and home insurance designed exclusively for you and your fellow educators. It's our policy to do more for the people who give more. Starting with you.

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1 Coverage reduces to 65% of the amount in force at age 70, 45% of the amount in force at age 75 and 30% of the amount in force at age 80. Offer not available to retirees.

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 at 800.522.0406. Standard Insurance Company, 1100 SW Sixth Avenue, Portland, OR 97204 GP190-LTD/S399/CTA.1 GP190-LIFE/S399/CTA.3 SI 20945-CTAvol (8/21)



TOGETHER
WE ARE
STRONGER

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