

THE ADVOCATE

Our contract, our future, our decision.

The SDEA bargaining campaign began in 2008 with you. Over 4,000 SDEA members participated in more than 170 listening sessions to decide our priorities and to establish a clear picture of what it takes to provide a quality learning environment for our students. The last 18 months of bargaining have been a long and slow process, interrupted by the economic crisis, threats of layoffs, changes in District leadership, and several victories in bargaining and in elections. We won landmark workload language, successfully passed an early retirement package, began a process to realign the workload of special educators, succeeded in seating a pro-educator majority on the School Board, and at *all* times we've stood together and bargained in good faith — despite political pressure and a divisive environment.

Throughout the process, the SDEA bargaining team and leadership have remained committed to bringing major decisions about our contract to SDEA members. The District's Jan. 14 bargaining proposal marks a significant event in the bargaining process, and necessitates that SDEA members come back together to decide our path.

SDEA successfully organizes charter from ground up Congratulations and welcome to Tubman Charter School

After almost a year of fighting, teachers at Harriet Tubman Village Charter School, located in the San Diego College Area, won Union recognition on Jan. 13. Tubman teachers began a union organizing drive with SDEA because they want a Union contract that protects them from reprisal when they speak out for students, their school, and themselves. Without a Union, teachers had little recourse against the threat of being let go without notice. A Union contract that secures their pay, health benefits and retirement is also important to the teachers at Tubman.

"We put in a lot of hard

work for our school and in return we expect security and fairness," says Tubman teacher Wendy Wells. The next step for the 11 teachers at Tubman Charter will be to bargain a fair union contract.

The charter school movement is growing, but most charter school employees still don't have a Union. A lower rate of Union membership in public education is a threat to all teachers, even those of us who are already Union members. SDEA members are helping charter school teachers organize because in the fight for better jobs and better schools, we'll be stronger if District and charter teachers stand together!

To be clear, the bargaining team believes that the District's Jan. 14 proposal is deeply flawed, vague, and is unacceptable in its current form. However, this proposal does attempt to convey the concept of a long term agreement. It also presents the idea of SDEA members floating a kind of "loan" to SDUSD, with assurances of future repayment.

Stepping away from the specifics of the SDUSD proposal, the bargaining team unanimously agreed that exploring the concepts of a long term/"loan" agreement *under our terms* is worthy of consideration — especially if such an agreement could include long-term security in core areas like healthcare, class size, bringing salaries up to comparability, and other critical issues.

This is our contract, our future, and our decision. It's up to all of us to listen to each other and to voice our thoughts. SDEA is in the process of scheduling a series full membership meetings throughout the District during the week of Jan. 25. These meetings will provide a critical forum for members to understand where we are, what options are before us, and to decide how SDEA proceeds with bargaining. **Together we are stronger!**

The SDEA bargaining campaign begins and ends with you.



photo courtesy of the Tubman Charter staff

Congratulations to the Tubman Charter School Organizing Committee: Wendy Wells, Vicki Niday, Rachel Varga, Rachel McCoy, Shivani Burows-Goodwill, Michelle Mead, Spencer Kim, Jeff Collings and Lynda Motsenbocker.

SDEA Elections Update

Special Election Winners

SDEA Officers

Secretary: Ray Ruffin
Treasurer: Bill Freeman

SDEA Board of Directors

Seat Four: Manuel Gomez

CTA State Council Delegates

Seat Ten: Bill Freeman
Seat Thirteen: Eduardo Padilla
Seat Seventeen: Debbie Williams
Seat Nineteen: Meghann Hughes

Spring Election Announcements

Each year, SDEA members have the opportunity to select representatives from among their colleagues to serve in a variety of elected positions. If you are interested in serving as an SDEA Officer, SDEA Board Member, State Council Delegate and/or NEA RA Delegate, your Declaration of Candidacy form(s) must be received in the SDEA office by 5 p.m. on Feb. 17. The local SDEA spring election will be held online March 9-22, and the state CTA election will be conducted via paper ballots which will be mailed home. Materials for the 2010 election are available for download at www.sdea.net/about/sdea-elections.

Political Involvement Opportunity

Tired of the same old “sky is falling” mentality of some School Board members? Here is your chance to work for a change. Katherine Nakamura and John de Beck are in districts with elections this year. On **Thursday, Jan. 21 at 4 p.m.** we will meet at SDEA to review questions generated at the Dec. Rep. Council to create a questionnaire and interview questions for candidates. Help us choose the best questions to surface the best candidates! — *Marion Snell, Political Involvement Chair*

Editor's Note

In the coming months, The Advocate will be going through a series of transformations as we attempt to meet our budgetary needs and provide greater content flexibility. Questions may be directed to advocate@sdea.net.

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