

THE ADVOCATE

Good news in CA budget for public education, SDEA

Governor Jerry Brown has released his May Revision of the State Budget for 2013-2014. Brown has indicated in his updated budget plan that K-12 funding will increase by \$2,754 per student through 2016-2017. Brown's May proposal shows an increase in funding for school districts by \$1.9 billion (up from \$1.6 billion in January).

You may recall that Brown's January budget proposed a new model for districts to receive money called the Local Control Funding Formula (LCFF). The

LCFF consists primarily of Base, Supplemental and Concentration funding that focuses resources based on a school's student demographics. Each school district will receive a per pupil Base Grant, plus a Supplemental Grant that is equal to 35 percent of the Base Grant provided for each English learner, economically disadvantaged or foster youth pupil. SDUSD's student population should qualify the District for a significant Supplemental Grant, in addition to the growing Base Grant.

The SDEA-SDUSD contract guarantees SDEA members 57 percent of any permanent, ongoing unrestricted revenue limit increase above the current revenue limit given for each enrolled student. The contract also guarantees that any new unrestricted revenues must go toward furlough day restoration. Although the state legislature has not yet approved the LCFF, the good news is whatever the legislature adopts as a funding model, we anticipate increases to school funding for next year

based on the passage of Prop. 30. Members of SDEA leadership and staff met with the District on May 30 to press the District to begin implementing the contractual formula and begin restorations. The District committed to implementing the two percent raise retroactive to January as soon as funds arrive (estimated between July and September), but could not yet provide a definite number for furlough restorations. A full update was provided to ARs at the June 5 Rep. Council Meeting.

Is your school ready to support 13-14 bargaining?

This summer the members of SDEA's Bargaining Commission will be kicking off preparations for next year's bargaining campaign (see page 4). But supporting a successful bargaining campaign isn't just the work of the Bargaining Commission or the Bargaining Team. Every work site in our union must be a strong, engaged part of our bargaining campaign if we are going to protect our paychecks, our benefits and our classrooms.

That is why it is important that every school has an active union site team. The site team should include your Association Representative (AR), and your

Council Representatives (CRs) if your school is large enough to have CRs. In addition to these elected positions, your site team should include volunteers from each grade level, department, or building, depending on what structure makes the most sense for your school.

The role of the site team is to help facilitate communication among union members at your school regarding site issues as well as union-wide issues—like what's going on with bargaining, or how to get involved in an SDEA accountability session with a School Board member.

Want to get involved? Let your AR know!

Iftin teachers reach TA!



After a year and a half of fighting for their first union contract, the Iftin Charter bargaining team reached a tentative agreement that includes raises, a salary schedule, lower dependent healthcare costs, and core rights like dismissal for cause and binding arbitration. (Yes, those phones say 1:17 a.m.) From left: Nick Stavroulakis, Natalie Vozely, Sharlene Houston, Maya McClure and Rob Charlton.



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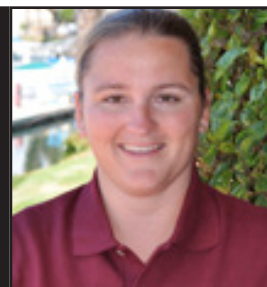
Nanette Najera



Letters in Solidarity

Bill Freeman
SDEA President

Lindsay Burningham
SDEA Vice President



Ramona shows need for union solidarity

We often talk and write about solidarity, but we must live it. "Together we are stronger" and "An injury to one is an injury to all," should not just be slogans. They should be a way of life for all unionists. Today, our union is strong and healthy. However, if we sit back and watch other unions be broken by their employers, it's only a matter of time before we too are broken.

These past few months Ramona Education Association (REA) has been in a fight for their very survival. The educators at REA were imposed with a 7.8% pay cut for this school year. Remember, school ends this month, so the reduction would come completely out of their final paycheck. Under the terms of the imposed contract, educators would lose anywhere from \$3,100 to \$6,700 this month, in addition to six furlough days and the elimination of a 1% contribution to a special REA 403(b) which was previously bargained. This amounts to a pay cut equivalent to 9.4% for the 2012-2013 school year.

REA announced on Friday, May 31 that they had successfully worked with the Public Employment Relations Board to broker a deal to lessen the worst

of the cuts to avoid a strike. But the truth remains that Ramona's educators will be taking a pay cut while the district superintendent received a raise.

Ramona's educators are not unique in the fight they have faced. Alpine's school board is attempting similar actions. With increased educational funding on the horizon, it is disturbing to still see any local teacher union being attacked from their elected officials and administration.

It is time for us to stand together with our sister and brother unions. Recently, we have jointly developed a mutual aid coalition with other unions in SDUSD for the first time in six years. We have worked hard to organize and to elect a majority school board who are at mostly supportive of our students and educators.

As we prepare for our own bargaining campaign next year, building solidarity with our fellow education workers is crucial.

Bill Freeman
Bill Freeman
SDEA President

Lindsay Burningham
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SDEA Vice President

Congratulations to Terry Pesta for Winning the CTA WHO Award

Terry Pesta, a longtime member of SDEA, was the recipient of the state We Honor Ours (WHO) award on May 18, 2013. Pesta has taught in SDUSD for 30 years and served as SDEA President from 2002 to 2006. He held numerous other positions in SDEA, CTA and NEA. His selection was made by the San Diego County Service Center Council.

AR/CR Election Reminder

Have you elected your Site Rep(s) for next school year, 2013-2014? AR/CR Election material is available on SDEA's website. Make sure your site is represented during the 2013-2014 school year. For SDEA Election materials call SDEA at 619-283-4411 or visit www.sdea.net/about/sdea-elections.

Annual Notice

A designated portion of SDEA dues is normally allocated to the SDEA Political Action Committee, a general purpose County PAC, through which SDEA/PAC principally supports or opposes local candidates or issues. If you wish this dues amount to remain in the SDEA general fund, contact Larry Moreno at 619-283-4411. In addition, a designated portion of CTA dues is normally allocated to the Association for Better Citizenship (ABC/CTA), a bipartisan political fund through which CTA provides financial support for education issues and CTA-endorsed candidates for local and state offices. Members who choose not to allocate a portion of their dues to the CTA/ABC, but instead want it to remain in the general fund, should complete a CTA-General Fund Allocation Form. Contact Larry Moreno at 619-283-4411 to obtain a copy of the form.

Member victory strengthens *all* of our FMLA rights

Rickeena Boyd didn't want to choose between keeping her job and caring for her husband, so she stood up for her rights under the Family Medical Leave Act (FMLA)—and she won.

As special education teacher, Boyd has been part of the Fulton K-8 School community in Skyline for years. This year she was late to work by two to ten minutes on three occasions in order to care for her husband, who has Multiple Sclerosis. Boyd was protected by FMLA, which gives workers the right to take unpaid leave for their own serious medical condition, or to care for an immediate family member. But the principal still disciplined her and even threatened to fire her. Here's what Boyd had to say about how it felt to win back her FMLA rights:

Q. Why is FMLA important to you and your family?

My husband is a veteran of the United States Marine Corps and has Multiple Sclerosis (MS), which is linked to his military service. By nature, MS is unpredictable; he might wake up in the morning in a state of paralysis where none of his limbs work, or have difficulty feeding himself. I am my husband's only caregiver, so if

he falls out of his wheelchair or is unable to dress himself, I need to be there to help him. FMLA rights are important because I know that at any time I might have to be late to work to care for my husband, or called away for an emergency. Laws like FMLA protect us from having to choose between keeping our job or caring for a loved one in their time of need.

Q. Why did you decide to stand up for your FMLA rights instead of putting up with it?

I filed a grievance about the violation of my FMLA rights because I absolutely love teaching. I saw discipline about my use of FMLA leave as a threat to my job, my dream of teaching, and the hard work I've put into my career. My husband's condition is permanent and he deserves to have the assistance he needs. For me, there was no trade off. I couldn't allow my husband to suffer by not receiving the assistance he needs and I could not lose my job. I also stood up for my rights, in a sense, for all of us. If I allowed my FMLA rights to be violated it would send a message that the principal didn't have to respect *anyone's* FMLA rights.

Q. How do you feel about



By standing up for her right to take Family Medical Leave, Fulton teacher Rickeena Boyd strengthened our union contract for all SDEA members.

winning this grievance?

I'm pleased that the grievance paid off. I put a lot of time and energy into defending my rights, and I would have preferred to invest that in my work or my PhD program. The reality is, though, that I had to do something. I couldn't have gone on that way. I had to ask myself, "How much longer can I afford to go on this way?" The answer was that I couldn't.

Q. Why do you want to share your experience with other members?

As educators, I know we care deeply about our students. We care so much that we give our own personal time and money to our schools. We give

so much, but it's important for us to remember that we *deserve* something in return: respect—for our contribution to the District, our schools, and our students. A way that our supervisors and the District can show respect is to honor our FMLA rights when we need to use them for our own sickness, or to care for a family member in their time of need. I want all union members to understand that our rights are important and we should never stand for them being violated because we deserve respect – and it's the law! I also hope that if members have a need in their family, they will not feel ashamed or shy to voice their needs.

Party Down!



SDEA Day of the Educator

Meet the Bargaining Commission

The members of the SDEA Bargaining Commission will be hard at work this summer and throughout next year to make sure we are ready to launch a successful 2013-2014 bargaining campaign. Their work will include developing bargaining surveys, conducting listening sessions, thoroughly reviewing the contract and researching frequently grieved contract provisions, advising the bargaining team, and working with members to organize in support of our bargaining priorities. Here they are:

Bobbe Abts	Donna Pilkington
Elizabeth Ahlgren	Ron Reese
Kisha Borden	Juan Reyes
Chris Boyd	Melissa Roy-Wood
Lindsay Burningham	Magda Salazar-Kuncz
Peter Burrell	Patrick Schoettler
Jared Enyart	Howard Tenenbaum
Adam Goldstein	Cindy Wasserman
Vivian Griffin	Nancy Weber
Kandi Nieto	Claudia Weimer
Dale Parent	Mary Jane Zappia



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Focus on Health: Click Your Way To Good Health This Summer

Summer is here and the perfect time to get healthy! Catch up on wellness exams for you and your family. You can also take advantage of the many discounted fitness products and services offered by your health plan. As a VEBA member, you have several resources to help you get started right from home!

Check out these websites and smartphone applications for wellness information, discounted products and services and health risk assessments.

For ALL VEBA Members:

- 1. www.vebaonline.com → Members → Wellness Plan Benefits:** Enroll in the "Summer of Wellness Scavenger Hunt" and earn free gifts.
- 2. www.UHC.com/source4women:** Get healthy recipes, 15-minute workouts, child and teen health tips, advice from Dr. Oz, and much more!
- 3. "UnitedHealthcare Smart Patient" smartphone app:** Keep track of your blood pressure, blood sugar, BMI, cholesterol, appointments, doctor's orders, and get tips on how to be a good health care consumer.
- 4. "Every Body Walk!" smartphone app:** Turn your smartphone into a pedometer!

For Kaiser Members: www.kp.org

For UHC HMO Members: www.uhcwest.com

For UHC PPO Members: www.myuhc.com

For Express Scripts Members: www.expressscripts.com



Get a jumpstart on good health this summer...

Contact a VEBA Health Coach

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