

Visiting Teachers

Know Your Rights!

Are Visiting Teachers protected by the union contract?

Yes! Visiting Teachers (VTs) are members of SDEA just like other teachers and credentialed SDUSD employees. Article 33 of the contract gives special rights to Visiting Teachers on wages, hours, job assignment, evaluations, Post and Bid access and interviews, and sick leave accrual.

What are Visiting Teachers paid?

SDEA members bargained the highest rate of pay for substitute teachers in San Diego County. Visiting Teachers in day-to-day positions are paid at \$134.64, while those in long-term assignments are paid \$150.47. A long-term assignment is more than five consecutive days in a single assignment (long-term rate starts on the sixth day) or work on a continuing basis in an "approved cluster."

Do I have the right to a prep period like other teachers?

Yes! The union contract protects Visiting Teachers' right to a prep period. A Visiting Teacher is entitled to the prep period for the teacher that you are substituting for. You may only be required by an administrator to use your prep period to cover another teacher's class in the case of an unforeseen emergency. If you spend more than 3 hours in one academic year performing emergency class coverage during your prep period, you have the right to extra pay. When you exceed 3 hours in the academic year, submit the information to your supervisor(s) for payment. A form is available on SDEA's website to document this time (www.SDEA.net/membership/forms).

Can Visiting Teachers accrue sick leave?

Yes, Visiting Teachers have the right to accrue sick leave. After a Visiting Teacher is hired by SDUSD in a contracted position, that accrued sick leave is available for your use.

Why does my SDUSD paycheck now include a union fee deduction?

SDEA is required by law to represent and protect all certificated staff in the SDEA bargaining unit, even if those employees choose not to be members of the union or to contribute membership dues. SDEA members voted on and approved a provision in the union contract that calls on bargaining unit members who choose *not* to be members, but who receive the *same* union representation and protection as members, to pay what is sometimes called a "fair share/agency fee." Until recently, this rule has applied to all certificated staff in the SDEA bargaining unit – except Visiting Teachers. In 2008, the SDEA Representative Council voted on and approved a measure to include Visiting Teachers in the fair share/agency fee provision. Visiting Teachers can choose now between being a full member in the union and contributing membership dues, or being a non-member and paying a fair share/agency fee. By default Visiting Teachers pay a fair share/agency fee, but if you want to be a full, participating member in the union, you must complete an SDEA membership form (available on the SDEA website).

Sources: Collective Negotiations Contract, July 1, 2006 – June 30, 2008 (Section 33, 8.9 and appendix D)

Why are Visiting Teachers joining SDEA?

Visiting Teachers are joining SDEA because we know that we are stronger when we stand together! With SDEA, Visiting Teachers have won the highest pay in San Diego County. We know that we can accomplish more than ever before in our effort to improve our jobs if we come together now.

When you choose to be an SDEA member, you choose to join with over 8000 educators in San Diego to stand up for better jobs and better schools. SDEA membership includes the right to vote on the SDEA union contract and for union representatives, as well as eligibility to run for SDEA elected positions.

SDEA membership also includes several union privileges, including \$1,000,000 liability insurance which protects union members while performing their job duties, discounted insurances, personal legal services, financial planning, and eligibility for union educational scholarships.

How can Visiting Teachers have a voice in SDEA?

When Visiting Teachers join SDEA our union is stronger. Visiting Teachers have formed a special Visiting Teacher Committee because we know getting organized is the first step to having a strong voice at work. To join our SDEA Visiting Teacher Committee, check the SDEA website for meeting dates or contact the SDEA office.

Also, as SDEA members Visiting Teachers can elect and run for SDEA, CTA and NEA offices, including SDEA Representative, SDEA Council Representative, SDEA Board of Directors, CTA State Council Delegate, NEA Rep. Assembly and AFL-CIO Delegate.

	SDEA Member	Fair Share/Agency Fee Payer (Non-member)
Rights, benefits and protection of the SDEA union contract	✓	✓
Vote on SDEA union contract (wages, benefits and working conditions) and set policy	✓	
Vote on or run for elected union offices	✓	
Join Visiting Teacher Committee	✓	
\$1 million professional liability insurance	✓	
Free personal legal service	✓	
Free Financial Planning	✓	
Participation in trainings, workshops and seminars	✓	<i>Available for a fee</i>
Discounted insurances, including pay protection, auto, life and homeowner insurance	✓	
SDEA Access Membership Card (member privilege discounts on travel, leisure activities, and shopping)	✓	

