

# THE ADVOCATE



**Together we  
are stronger.**

INSIDE  
THE ADVOCATE

■ TENTATIVE CONTRACT  
AGREEMENT REACHED!

PAGE 2

■ SDEA AND THE  
POWER OF ORGANIZING

PAGE 3



10393 San Diego Mission Rd. Ste.  
100, San Diego, 92108

Phone (619) 283-4411 Fax (619) 282-7659  
Web www.sdea.net Email advocate@sdea.net

The SDEA Advocate is published monthly by the San Diego Education Association. Limited advertising space is available; rates are available upon request. Letters to the editor and other content may be submitted for consideration via email to [advocate@sdea.net](mailto:advocate@sdea.net). Email for submission deadlines.

#### SDEA OFFICERS

##### PRESIDENT

Camille Zombro

##### VICE PRESIDENT

Marc Capitelli

##### SECRETARY

Ray Ruffin

##### TREASURER

Bill Freeman

#### SDEA STAFF

##### EXECUTIVE DIRECTOR

Steve Johnson

##### INSERV FIELD ORGANIZERS

Morgan Thornberry Abdul Sayid  
Donald Moore Jonathon Mello  
Craig Leedham

##### CONTROLLER/PROPERTY MANAGER

Diana Hayes

##### CONTRACT SPECIALIST/EDITOR, SDEA ADVOCATE AND WEBSITE

Erin Clark

##### CONTRACT SPECIALIST/ MEMBERSHIP/IT

Larry Moreno

##### CONTRACT SPECIALIST

Rafal Dobrowski

##### SECRETARIES

Maureen Purvis Tina Daniels

##### ACCOUNTING ASSISTANT/ SECRETARY

Nanette Najera



MEMBER, BOARD OF DIRECTORS  
Elizabeth Ahlgren



MEMBER, BOARD OF DIRECTORS  
Jim Groth

#### SDEA Mission Statement

The members of SDEA are dedicated to providing a quality public education. As a professional union advocating the interests of certificated staff, students and the community, SDEA/CTA/NEA will implement its membership commitment through involvement in politics, building coalitions, negotiations and grievance advocacy and educational programs.



## Letters in Solidarity

Camille Zombro  
SDEA President



Marc Capitelli  
SDEA Vice President

# It's your contract. It's your vote.

SDEA Members—

The process in SDEA has always been one of listening to our members, and our bargaining team has remained true to that goal. Prior to the beginning of bargaining, more than 4,000 members participated in listening sessions to set our priorities. From those discussions the bargaining team crafted the Initial Bargaining Proposal which was presented to SDUSD in March of 2008. Since then we have kept members involved through emails, phone calls, The Advocate, our redesigned website, and by supporting our ARs and CRs in holding meetings with members. The bargaining process over the past two years has been a tumultuous one, and it is a direct result of our 8,000-plus members' active involvement that we have achieved what we have.

When we started bargaining, the District was in a much different financial position. During the spring of 2008 the state ran headlong into the "perfect storm" of financial devastation. Our momentum for a pay raise turned to a position of hanging on to what we had. Responding to pressure from our members, the School Board's new budget process enabled them to make substantial changes to focus their resources on the classroom; however, cut after education cut at the state level continued to exacerbate the District's fiscal problems.

After two years of hard bargaining to successfully keep cuts away from educators and students, a new offensive strategy was needed to secure the best possible contract given the current economic climate. Our bargaining team once again returned to SDEA members to shape the direction of negotiations. Through 17 all-member meetings across the District in January, the bargaining team solicited member input to decide which direction we should take. Our subsequent proposals reflected that direct input from our members. Now we are moving through the process of contract ratification, and have held a series of meetings to educate members about the content of the tentative agreement.

Our top priorities have remained the same since 2008:

- **Salary** – Raise our pay to County comparability.
- **Benefits** – Maintain fully paid family healthcare.
- **Workload** – Stop loading more work onto our already overflowing plates.
- **Class size** – Improve our class size language.

- **Special Education** – Special Ed. needed a new workload model.
- **Evaluation** – Bargain the five-year option. As a result of working together to achieve the best possible contract in a harsh economy, our tentative agreement addresses our priorities as follows:
- **Salary** – SDEA members have accepted five furlough days in each of the next two years— with fiscal contingency language that would restore furlough days should circumstances improve. All furloughs will be restored by the end of our contract *plus* an additional 7.16 percent compounded salary increase.
- **Benefits** – With only minor changes, we have protected fully paid family healthcare coverage.
- **Workload** – We crafted the best workload language in the state, prompting inquiries and excitement from unions across the country.
- **Class size** – We capped academic class size in secondary schools and bargained that elementary classes return to the Class Size Reduction levels in the third year of our contract.
- **Special Education** – We created a method to move from a caseload to a workload model.
- **Evaluation** – We bargained for an evaluation cycle of up to five years for members who meet the criteria outlined in state law, with mutual consent between the member and the evaluator.
- We also negotiated a variety of other contract improvements. The text of the tentative agreement is available at [www.sdea.net](http://www.sdea.net).

Despite the challenging circumstances that have surrounded our bargaining process, we are very close to ratifying a contract that includes real protections for SDEA members. Our more than 8,000 voices have been heard for the past two years. We should be incredibly proud of what we have accomplished! We must now continue to work *together* both to enforce this contract and to lay the groundwork for further improvements in our next contract. Our accomplishments now show us that these are not just words:

**Together we are stronger.**

In Solidarity,

Camille Zombro  
SDEA President

Marc Capitelli  
SDEA Vice President

# VOTE!

## Contract Ratification

Ballots were mailed to members' homes on March 3. Ballots must be **received** (not post-marked) at the SDEA office no later than **2:00 p.m. on Saturday, March 13** in order to be counted. Members who have not received a ballot should come to the SDEA office to have a replacement ballot signed out to them. Only SDEA members may vote; non-members/fee-payers cannot vote. The ratification vote is occurring concurrently with the election for SDEA officers for the 2010-2011 school year. Carefully review the voting instructions enclosed with your ratification ballot to ensure that your vote is counted! **A strong vote equals a strong contract!**

## Elections Update

Each year, SDEA members have the opportunity to select representatives from among their colleagues to serve in a variety of elected positions. 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](http://www.sdea.net/about/sdea-elections).

# The path to a strong contract

In a word, we *organized*.

Organizing is about talking to each other, making collective decisions, and then acting to ensure that we win on the issues that matter to us—together. We began and we are ending this bargaining campaign with collective actions:

- Two years ago, over 4,000 SDEA members participated in bargaining listening sessions across the city.
- We called, emailed and met with Board members at sites across the city.
- We signed a petition stretching the length of a football field to protest the top-down administration of SDUSD that was blocking negotiations.
- We stood strong amid threats of impasse and cuts to salary and benefits.
- Hundreds attended membership meetings to shape bargaining strategy.
- We engaged in site-based actions.
- Over 1,000 showed up in the rain to deliver a clear message to SDUSD about our bargaining proposal.
- Hundreds showed up for a candlelight vigil as negotiations continued.

This contract, among the strongest in the state, is not an accident. SDEA members organized to achieve it. **Together we really are stronger!**



**Top:** More than 1,000 educators rallied in the rain outside of the Board meeting of Feb. 9. **Center:** Nearly 1,000 educators returned to help the Board see the light on Feb. 23. **Bottom:** Educators across the District organized site-based actions together to share our message with the community. In the bottom photo, teachers at Mission Bay High School picketed before school on Feb. 23 (photo courtesy Mission Bay AR Barry Dancher).

# Online Special Edition: Advocate Columnists

## February brings opportunities for volunteering

**CALL TO ARMS:** SDEA-R: Do you recall the days when as actives we gathered at the Ed. Center to support our contract bargaining. Our active brothers and sisters are still doing that and need our support. You may recall that we were constantly told that numbers count. They really do. It has been proven time and time again. So, if you can answer the call to arms even once when I email you, you can make a difference.

**WHERE HAVE THE SDEA-R PRESIDENT'S ARTICLES GONE?** If you are receiving the hard copies of the SDEA Advocate, you have noticed the format change. The Advocate is now being printed in-house and has been reduced to four pages. Therefore, my articles are no longer a part of the actual Advocate, but rather come to retirees only as an insert. If you chose to receive the Advocate online, my articles will come at the end of the other Advocate articles

**SDEA-R ELECTIONS:** San Diego Education Association will be holding the election for the officers of the Executive Committee at the April 5, 2010 general membership meeting at the 94th Aero Squadron Restaurant. The Election Candidate Search Committee (Judy Thomas, Tim Jenkins, Karen Pearce and Karen Berg) has completed its work. The following people are candidates for the positions. Members will still have an opportunity to nominate from the floor at the April 5th meeting.

President: Norma Heeter  
Vice-President: Ellie Cole

Secretary: Karen Pearce  
Treasurer: Barbara Jenkins  
SDEA Council Representatives (2):  
Alice Fierke, Sandra Ambrosi, Tim Jenkins  
Alternate to Council Representative:  
Joan Robinson



Please send in your reservation for the April luncheon ASAP and participate in the election process.

**SILENT AUCTION FUNDRAISER:** The SDEA-R Silent Auction Fundraiser will also be held at the April 5 meeting. Items are still needed for the auction baskets, so if you have anything to donate for the silent auction (re-gifts, etc. or baskets), please contact me by March 11. Items can be dropped off at the SDEA office or you can contact me for pick up at [heet2@san.rr.com](mailto:heet2@san.rr.com) or 858-485-9888.

**HORACE MANN OPPORTUNITY:** Horace Mann, a business partner who has been very supportive of SDEA-Retired, is seeking candidates with educator background to become Exclusive Agents. If you find that you are not completely ready to be retired or if you know an educator seeking employment, contact Ron Larson at 951-551-6979. Horace Mann has a referral program that pays \$500 if the individual referred is actually hired. You can get more details from Horace Mann.

---

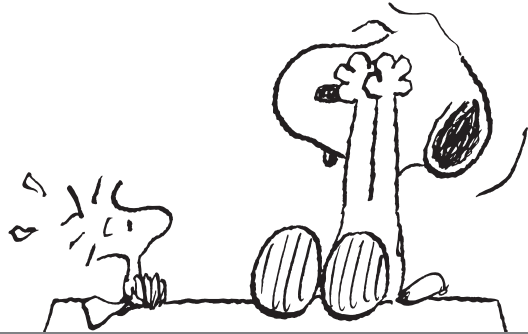
SDEA-R GENERAL MEMBERSHIP LUNCHEON APRIL. 5, 2010-11:30 a.m.  
94th AERO SQUADRON  
8885 Balboa Avenue, San Diego, CA 92123  
858-560-6771

NAME \_\_\_\_\_ PHONE \_\_\_\_\_

Number of Reservations at \$17.00 per person (includes lunch buffet, non-alcoholic beverages (except sodas), tax and gratuity) \_\_\_\_\_  
Amount enclosed: \_\_\_\_\_

Make checks payable to SDEA-R and send it to Diana Hayes at SDEA, 10393 San Diego Mission Road, Suite 100, San Diego, CA 92108. If you have questions, contact Norma Heeter at 858-485-9888 or [heet2@san.rr.com](mailto:heet2@san.rr.com). Please RSVP by MARCH 29, 2010. TOPICS: SILENT AUCTION, SDEA-R OFFICER NOMINATIONS AND ELECTIONS, TENTATIVE SPEAKER FROM LEAGUE OF WOMEN VOTERS. PLEASE NOTE: OUR MEETING ATTENDANCE HAS BEEINCREASING, SO ADVANCE NOTICE WILL ALLOW US TO PROVIDE FOR ADEQUATE SPACE. PLEASE RESPOND EARLY.

## Concerned about retirement?



**Haven't saved enough?** Contact your local MetLife Resources Financial Services Representative for information on how we can help you save for a secure financial future.

**Patricia J. Quigley**, CLTC, CFP®, CASL®  
CA Insurance Lic. #0803261

**Laura Bottaro**, CFP®, CLTC, CASL®  
CA Insurance Lic. #0E16822

**Gary Rumsey**, CLTC, LUTCF  
CA Insurance Lic. #0C37881

10393 San Diego Mission Road, Suite 209, San Diego, CA 92108  
Office: 619-282-8399

For the **if** in **life**®

# MetLife

MetLife Resources is a division of Metropolitan Life Insurance Company (MLIC), 200 Park Avenue, New York, NY 10166. Securities products are offered through MetLife Securities, Inc. (MSI), (member FINRA, SIPC), New York, NY 10166. MLIC and MSI are MetLife companies. L06089036[exp1209][All States][DC] MLR19000143027 © UFS 0905-1763

## What will you leave undone?

At any moment, you could need Disability and Life Insurance. That's why it's so important to make sure you have CTA-endorsed coverage from The Standard. After all, your family and your salary are two of your most important assets. Visit MyCTA at [www.cta.org](http://www.cta.org) or call us at 800.522.0406 (TTY), 7:00 a.m. to 6:00 p.m. Pacific Time, to find out how The Standard can help protect what's important to you.

CALIFORNIA  
TEACHERS  
ASSOCIATION **CTA**

  
TheStandard®

For costs and further details of the coverage, including exclusions, any reductions or limitations and the terms under which the policy may be continued in force, please contact Standard Insurance Company at 800.522.0406 (TTY).

Standard Insurance Company  
1100 SW Sixth Avenue, Portland, OR 97204

GP 190-LTD/S399/CTA.1  
GP 190-LIFE/S399/CTA.3  
SI 14413-CTAvoI

## Your lifestyle. Our expertise. Perfect fit.

When it comes to finding the best value in Auto or Home insurance, turn to a company that knows you and the challenges that educators face.



Get a rate comparison today  
**Call 1-888-744-9717**  
[www.calcas.com/CTA](http://www.calcas.com/CTA)

Providing CTA members with  
Auto and Home Insurance for nearly 60 years.

CALIFORNIA  
TEACHERS  
ASSOCIATION



**California Casualty**  
AUTO AND HOME INSURANCE