

THE ADVOCATE

Board needs math lesson

On Tuesday, May 4, the National Day of the Teacher, the School Board voted 4-1 to issue layoff notices to 112 SDEA bargaining unit members. Despite the fact that the District's *own budget and staffing numbers do not justify layoffs*, and despite the fact that the District's own budget analyst Phil Stover has publicly stated that the District's budget hole *could be filled without any layoffs*, formerly SDEA-supported Trustees John Lee Evans and Shelia Jackson joined Trustees John deBeck and Katherine Nakamura in their long and shameful history of voting for unnecessary layoff notices. Only Board President Richard Barrera voted in the interest of our students and our classrooms, and against layoffs.

Throughout the spring, SDEA members have fought to forestall the issuance of layoff notices. All 8,000+ SDEA bargaining unit members pulled together to accept a contract that includes a 2.7 percent pay cut for the next two years—a sacrifice which worked to prevent permanent

employee layoffs, decrease the number of probationary notices, and protect nursing and counseling staffing. Leadership has presented Trustees concrete evidence that *these notices are not fiscally necessary* (see page 2). After consulting probationary members at all-member meetings, SDEA agreed to extend the probationary layoff deadline from April 15 to May 6 to give the District time to get its numbers straight. While the District used this time to decrease the number of notices from 337 to 112, the truth is that *not a single one of these notices is necessary* to close the District's real and remaining \$16.9 million budget hole.

SDEA members remain committed to fighting each and every notice. We will win this fight the same way we got all 922 laid off members in 2008 reinstated; the same way we settled the strongest education contract in the state; the same way that we increase our voice and influence in our schools across the District—by standing firm and *acting together*.



No more ifs, ands or cuts

Over 1,000 educators, parents, students, administrators, businesses, unions and varied community groups came together in Balboa Park on May 8 to deliver a message to the Governor: No more cuts! Leading off the rally was SDEA's own Andrea Frost from Encanto. Frost has been a "temporary contract" teacher for four years, and is one of hundreds of SDEA members who have been notified by the District that they will not be returning next year.

Recognizing that public education is on life support, "Educate for the Future" (www.educate4future.org) is working to provide stable funding for all parts of California's educational system from the kindergarten to university level, and to celebrate and spread the word about all the good things happening in public education. Performers from across the District joined the rally in celebrating the accomplishments of our schools. SDEA joined with the Central Labor Council in supporting the rally.

Vote for something better: Primary election recommendations



Scott Barnett for School Board, District C

The SDEA Representative Council voted to recommend Scott Barnett for School Board in District C, the seat currently held by incumbent John deBeck. Barnett is a parent of two SDUSD students and a past member of the Prop. MM oversight committee.

The decision to recommend Barnett came on the heels of several decisions by incumbent deBeck to lay off teachers, push for impasse in bargaining, and his increasingly hostile and divisive attitude toward educators and SDEA in particular. In Barnett we find an intelligent and creative political veteran who we believe will fight for

the things we believe in: protecting our classrooms, demonstrating respect for education professionals, and making sound decisions regarding the future of SDUSD.

Barnett can be contacted at scott@scott-barnett.com.

For a full list of SDEA, CTA and Labor Council recommendations, see 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

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SDEA Mission Statement

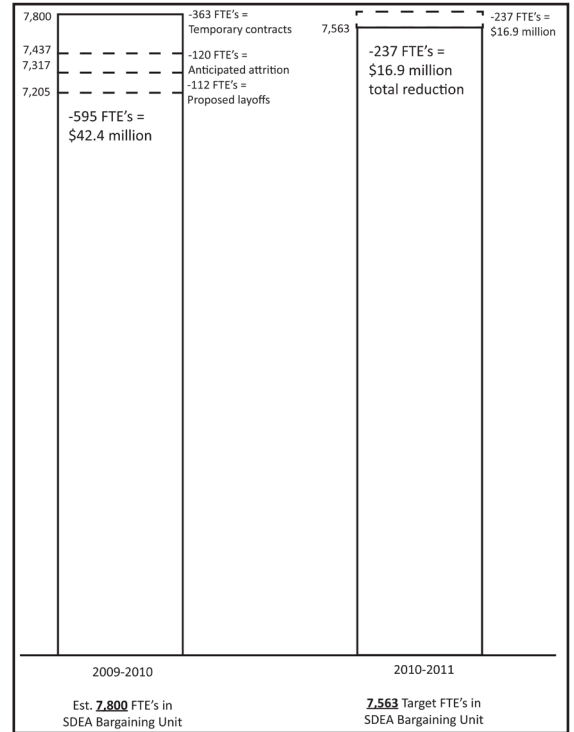
The members of SDEA are dedicated to providing a quality public education. As a professional union advocating the interests of certificated staff, students and the community, SDEA/CTA/NEA will implement its membership commitment through involvement in politics, building coalitions, negotiations and grievance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

District's numbers just don't add up

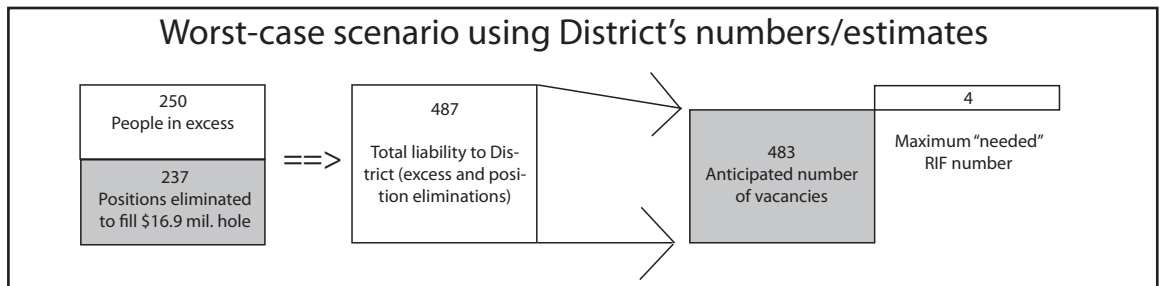
The School Board has been using bad budget numbers to make decisions that hurt our classrooms and our students for several years—and every time, they have been proven wrong. This year is no exception. The School Board's decision to issue 112 layoff notices is ostensibly based on a need to fill the \$16.9 million budget hole that remains after SDEA members agreed to sacrifice 2.7 percent of our salaries for the next two years. Even if we assume that the District really does have a \$16.9 million problem, the numbers still don't add up.

\$16.9 million is equivalent to roughly 237 teachers. As seen in the chart to the right, SDUSD is already losing nearly 500 educators based on conservative estimates of anticipated retirements/attrition and the decision to not renew 363 temporary contracts (in effect, already laying off 363 people). By adding 112 layoffs, the Board is eliminating **nearly 600 positions**. That goes beyond filling a \$16.9 million hole—that's creating a human buffer around the budget. Even if we accept the District's assertion that excessed teachers somehow increase their financial liability and need to be absorbed into anticipated vacancies (which has never been the case in the past), that leaves **only four "needed" layoffs** (see below).

The truth is that the Board is no longer dealing with a budget problem. They're dealing with a Human Resources problem, and they need to hold their



staffing administrators accountable. Priority-based budgeting means priorities drive the budget, not the other way around. Trustees Shelia Jackson and John Lee Evans campaigned on the promise of real leadership. It's time for them to show some.



Why are my dues increasing next year?

We are strong as a union only when we come together around the issues that are important to us. Dues are a measure of our collective strength, and provide the resources we need to strengthen our profession and protect our jobs. That being said, in these tough times, your SDEA dues will be **reduced** for the next two years (and were not increased over the last two years). SDEA local dues are tied to the

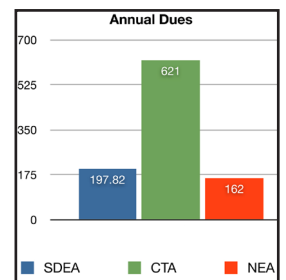
salary schedule. If the salary schedule does not change, then your dues remain the same. Likewise, if the salary schedule is reduced, so are your local SDEA dues.

However, SDEA members pay dues to two additional groups: CTA and NEA, our state and national affiliates. The dues for all three organizations—SDEA, CTA and NEA—are all deducted as one lump sum from your monthly paycheck. While SDEA

dues will not increase until our salaries increase, if CTA and NEA dues increase then you will see an aggregate increase in the amount deducted from your check each month.

CTA and NEA dues are not set by SDEA. CTA dues are set by the 700+ members of CTA State Council, including 19 SDEA members. NEA dues are set by the 10,000+ delegates of the NEA Representative Assembly, of which 50 are

SDEA members. If you have questions about your CTA or NEA dues, please contact CTA Director Jim Groth at jgroth@cta.org or NEA Director Elizabeth Ahlgren at elizahlgren@yahoo.com.





June 2010 Primary Election: Candidate and Initiative Recommendations

State of California

- Governor – **Jerry Brown**³
- Lieutenant Governor – **Gavin Newsom**¹
- Insurance Commissioner – **Dave Jones**¹
- Secretary of State - **Debra Bowen**¹
- Treasurer - **Bill Lockyer**³
- Controller - **John Chiang**³
- Superintendent of Public Instruction – **Tom Torlakson**³
- Assembly District 74 - **Crystal Crawford**²
- Assembly District 76 - **Toni Atkins**³
- Assembly District 77 - **Mark Hanson**²
- Assembly District 78 - **Marty Block**³
- Assembly District 79 - **Ben Hueso**²
- Assembly District 80 - **Manuel Perez**³
- Senate District 36 - **Paul Clay**²
- Senate District 40 - **Mary Salas**^{2,5}

Statewide Propositions

- Prop 13 (Seismic Retrofit Tax Protection) - **YES**²
- Prop 14 (Top Two Primaries) – **NO**³
- Prop 15 (Fair Elections Act) - **YES**²
- Prop 16 (PG&E Power Grab) - **NO**²
- Prop 17 (Mercury Auto Insurance Initiative) – **NO**

Local Initiatives⁴

- Prop B (Term Limits for County Supervisors) – **YES**
- Prop C (San Diego Vote for Veterans) – **YES**
- Prop G (Chula Vista Ban on Union Jobs) – **NO**
- Prop H (Coronado Tunnel) - **NO**
- Prop J (Del Mar Time-Share Tax) - **YES**
- Prop K (Oceanside Charter written by ABC) – **NO**
- Prop L (Solana Beach Business Tax) - **YES**
- Poway Recall of Betty Rexford – **YES**
- Measure H (Calexico Sales Tax) – **YES**

U.S. Congress³

- U.S. Senate – **Barbara Boxer**
- U.S House of Representatives District 51 – **Bob Filner**
- U.S. House of Representatives District 53 – **Susan Davis**

Local Candidates – San Diego County

- Sheriff - **Jim Duffy**⁴
- Board of Supervisors District 5 – **Steve Gronke**⁴
- San Diego City Council District 4 - **Tony Young**⁴
- San Diego City Council District 6 – **Howard Wayne**⁴
- Chula Vista Mayor – **Steve Castaneda**⁴
- Chula Vista City Council – **Humberto Peraza**⁴
- Oceanside City Council - **Chuck Lowery**⁴
- San Diego Community College A - **Maria Senour**⁴
- San Diego Community College C - **Rich Grosch**⁴
- San Diego Community College E - **Peter Zschiesche**⁴
- San Diego Unified School Board C - **Scott Barnett**⁵
- Assessor/Recorder/Clerk - **Jeff Olson**⁴
- Treasurer-Tax Collector - **Dan McAllister**⁴
- Superior Court Department 20 - **Richard Monroy**⁴
- Superior Court Department 21 - **Robert Longstreth**⁴
- Superior Court Department 35 - **Joel Wohlfeil**⁴

¹ Recommended by CTA

² Recommended by CA Labor Federation

³ Recommended by CTA and CA Labor Federation

⁴ Recommended by San Diego and Imperial Counties Central Labor Council

⁵ Recommended by SDEA

CTA's Top Priority: State Superintendent of Public Instruction



“What every parent wants is to know that their local school is a high quality and safe school. I'm not going to give up on our neighborhood schools.”

▶ from www.tomtorlakson.com/issues

TOM TORLAKSON

Day of the Teacher!



SDEA's own members joined in the performance at SDEA's Day of the Teacher event on Wednesday, May 12. Attendees paused in their celebration and pulled out their cell phones to call Trustees Johh Lee Evans and Shelia Jackson and demand that they rescind the 112 unnecessary layoff notices the School Board issued last week.



Teachers who serve teachers
and donate 10% to schools.

Now that's smart.

More than \$23,000 donated to education to date!

Ring 858.461.1155 or email
Hello@SchoolhouseRealty.com
to find out how we can help you
and support your school today.

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DON'T MISS YOUR CHAPTER CAMPAIGN.

Take advantage of this special enrollment opportunity to get Disability and Life Insurance from The Standard.

Don't miss San Diego Educators Association's Chapter Campaign from April 15 to June 15, 2010. Be prepared with secure coverage from The Standard — the only CTA-endorsed provider of Disability and Life Insurance.

Check your mail for more information coming soon, or visit Member Benefits at www.cta.org.

Or call The Standard's dedicated CTA Customer Service Department at **800.522.0406** (TTY), 7:00 a.m. to 6:00 p.m. Pacific Time.



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 14847-CTAvol 3/10

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.

Online Special Edition: Advocate Columnists

Who represents retired teachers? SDEA-R!

Due to recent mailings by the California Retired Teachers Association (CRTA), I thought I would share the information I took from the CTA/NEA-R website about the differences between the two organizations. **SDEA-R is only affiliated with CTA/NEA-R and you must join all three if you choose to belong to SDEA-Retired.**

There is only one retirement group available to members of CTA that is affiliated with CTA and NEA. That group is CTA/NEA-Retired (CTA/NEA-R). This group is part of CTA and its mission is to lobby for benefits and programs for retired and active education members.

Confusion exists because there is another group for retirees, California Retired Teachers Association (CRTA). CRTA is not a part of CTA or NEA. In fact, its name is somewhat misleading because it is an organization of administrators as well as teachers. Many of the leaders of CRTA are retired administrators.

CTA/NEA-R has four representatives on CTA State Council, one for each of the four CTA regions. It sends delegates to the leadership conferences of NEA Retired and the annual

NEA Representative Assembly. Representatives are also sent to monthly meetings of STRS in an attempt to influence and shape policy and legislation sponsored by STRS to benefit both retired and active members. Simply put, CTA/NEA-R is united with all of us and is another integral part of CTA and NEA.

CTA/NEA-R publishes a Newsletter and is in the process of establishing local chapters and developing programs for our growing retired membership. Retired members continue to have most of the benefits that active members have including receiving "The Educator" and "NEA Today" as well as receiving publications designed for retired. Insurance programs and Group Legal Services are also available to retired members of CTA/NEA-R.

We hope that as active teachers approach retirement, you will choose to continue your affiliation with SDEA/CTA/NEA-R.



Norma Heeter
SDEA-R President

ATTENTION ALL SDEA MEMBERS RETIRING THIS YEAR:

YOU ARE CORDIALLY INVITED TO ATTEND THE **ANNUAL JOINT SDEA/SDEA-R PRE-RETIREE/RETIREE RECEPTION ON JUNE 7, 2010 FROM 4:00-6:00 P.M. AT THE SDEA AUDITORIUM.**

COME ENJOY FOOD, PRIZES, AND CAMARADERIE WITH CURRENT AND PROSPECTIVE RETIREES. FIND OUT ABOUT MEMBERSHIP IN SDEA/CTA/NEA-RETIRED. OUR SDEA-R MOTTO IS "**LIFELONG PROFESSIONALS... LIFELONG LEARNERS.**" WE HOPE YOU WILL CONTINUE MEMBERSHIP IN OUR PROFESSIONAL ORGANIZATION.

COMPLETE THE FORM BELOW AND SEND TO SDEA OR CALL SDEA AT 619-283-4411 TO CONFIRM YOUR ATTENDANCE.

SDEA-R AND SDEA JOINT PRE-RETIREES AND RETIREES RECEPTION

JUNE 7, 2010 - 4:00-6:00 P.M.

SDEA AUDITORIUM

10393 San Diego Mission Road, Suite 100

Name _____

_____ Retired Year Retired _____ Last Site _____

_____ Pre-Retired Retirement Date _____ Site _____

Send tear off to **SDEA-R at SDEA, 10393 San Diego Mission Road, Suite 100, San Diego, CA 92108** If you have questions, contact Ellie Cole @858-273-2500 or ecol4280@yahoo.com. **PLEASE RESERVE EARLY FOR PLANNING PURPOSES!**