

THE ADVOCATE

New contract shows the union difference

Where We Started

SDSUD proposed:

- **Concessions on health benefits**
- **No raises for 2-3 years**
- **Bigger special educator caseloads**
- **Bigger class sizes across the board**
- **No secondary class size limit for first seven weeks**
- **Dangerous PE class sizes**
- **No paid maternity leave**
- **No improvements to personal leave**
- **Elimination of elementary enrichment (how elementary teachers get prep time)**
- **No due process for administrative transfers**
- **Continued dysfunctional transfer process**
- **New teachers pay for induction**
- **No improvements to the rest of our contract**

What We Won

SDEA members secured:

- **Fully paid family health benefits for 3 years**
- **2% staggered raise in 2018-19, 1% one-time based on 2017-18 wages, and the right to bargain for more for 2019-20**
- **No caseload increases, and a requirement to bargain special educator job descriptions**
- **No class size increases**
- **Protect secondary hard cap from start of year**
- **Lower PE class sizes**
- **3 weeks paid maternity leave**
- **Expand amount of personal leave from 3 to 11 days, with more flexibility**
- **Protect elementary enrichment**
- **Protect due process**
- **New voluntary transfer process; requirement that excess members be placed in seniority order after Post and Bid and in the fall**
- **District pays for induction**
- **Scores of improvements throughout contract!**



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Letters in Solidarity

Lindsay Burningham
SDEA President



Kisha Borden
SDEA Vice President

TA shows our union power!

It has been a busy month around SDEA following the launch of Wave 2.5 of our LEARN Bargaining campaign and SDEA member recommitment campaign on March 14. On March 22, your SDEA bargaining team once again passed a strong, comprehensive bargaining proposal, but due to the lack of SDUSD movement, the SDEA team was forced to declare impasse. In addition to declaring impasse, SDEA unit members ramped up the pressure by organizing five Town Hall meetings and scheduling a four-day union-wide picket at every school site. This pressure worked and SDUSD requested that SDEA return to the table.

As traditional schools returned from Spring Break, your SDEA bargaining team had a 16-hour marathon bargaining session on April 3. Out of that session, SDEA emerged with a tentative agreement that continues to build towards the schools our educators, students and communities deserve. SDUSD is the *only* district that has been able to maintain fully paid family health benefits with options. We are now one of only three that will have paid maternity leave. Our newly expanded personal leave from three to eleven days is far greater than what most districts have. Our class sizes are very strong. Many districts have bargained higher class sizes than the 24:1 TK-3 average funded by the state, and our secondary class size cap of 36 is near the best in the County. We are the only district with an elementary enrichment program that provides elementary teacher prep time. Almost every other district has Resource Specialist caseloads of 28, compared to our 24. Our counselor and nurse staffing ratios are close to the best. Our newly bargained wage increases bring our raises to 10% over four years, plus the 1% one-time payment for 2017-18. And our third-year wage reopener will give us the opportunity to focus our bargaining on further improving our salary comparability, just like we did successfully in our last contract.



Educators and parents from throughout the District held Richard Barrera accountable for combatting declining enrollment and making a long-term commitment to prioritizing educator salaries at a Town Hall meeting held the day that our tentative agreement was reached.

These hard-fought wins make great strides towards building the schools our educators, students and communities deserve, but we have a long way to go. To continue to build towards this goal, we must have a strong and united union that is ready to fight back any attack that is thrown our way. Every San Diego educator has the opportunity to recommit to our union by filling out the new SDEA recommitment form. If you have not filled yours out, see your site representative today.

Together WE ARE Stronger!

Lindsay Burningham
Lindsay Burningham
SDEA President

Kisha Borden
Kisha Borden
SDEA Vice President

SDEA Budget Hearings

SDEA will be conducting budget hearings from 4-5 p.m. on Wednesday, April 25 and Thursday, April 26 at the SDEA office (10393 San Diego Mission Road, Suite 100). These hearings are an opportunity for members to give input on the SDEA budget before it is initially presented to the Rep. Council in May and adopted in June.



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ARs have staff meeting rights

SDEA members are preparing for the likely loss of “fair share” protections through the *Janus v. AFSCME* Supreme Court decision by launching a membership recommitment campaign. This campaign includes all current SDEA members reaffirming their desire to be a part of SDEA to maintain a strong contract and a strong union, and to fight for what our schools deserve by signing up on new membership forms.

SDEA ARs have some important rights in the union contract that can help facilitate gathering these new membership forms. The contract allows for quick union meetings either before or after district-wide program meetings, like Nursing, Counseling, Psychology, or SLP meetings (Section 5.8.3), and the right to make reports

and announcements at the close of faculty meetings at school sites (Section 5.13). These announcement periods can be used to distribute and collect new membership forms.

It is also worth reminding ARs that you have a right to use District mailboxes and other means of communication at the school site or within the program (Sections 5.1 and 5.6.3). That means that an AR could distribute membership forms through mailboxes and via email, and use those two means of communication to get forms back. These suggestions should not replace one-on-one conversations with members nor regular union meetings! But they can serve as a good way to follow up with members about the forms, not to mention to catch members who were unable to make the union meeting!



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