

# THE ADVOCATE

SAN DIEGO EDUCATION ASSOCIATION

## MORE UNION WORK

AHEAD IN 2021

The last nine weeks of this school year will test us as educators. Teaching online and in-person students simultaneously will be challenging and there will definitely be bumps along the way as technological and logistical obstacles are encountered and resolved collectively by standing together to advocate for student-centered solutions.

As we continue to navigate the impact of the pandemic on our educational system, we must prioritize the needs of all students and particularly those whose families and neighborhoods have been hardest hit by the virus. Parent confidence in our District is contingent on maintaining the integrity of the online instructional learning program, while enforcing strict safety standards including the required physical distancing between onsite students.

While there will be a lot to balance in the coming weeks, in our recent instructional agreement with the District, among many

other protections for educators and students during this school year, SDEA secured two important safeguards that will structure how we implement education in our district for the 2021-22 school year: no layoffs and no hybrid.

The no layoffs provision shields members from arbitrary budget cuts and provides stability for students. Instead of a reduction in funding, SDUSD will be receiving significant financial aid from the federal and state governments as part of the COVID disaster relief packages and better than anticipated tax receipts by the state.

As we continue a trajectory of emerging from the disruption wrought by the pandemic, we will need to implement a range of measures that will address the academic, health and socio-emotional needs of students who continue to endure the constraints and turbulence of this crisis.

Now is the time to expand our nursing and counseling programs

and reduce class sizes and caseloads, not to spread ourselves thin and limit our ability to serve students at the level that they deserve. The no layoff provision in our instructional agreement lays the foundation for the services and programs that our district will be able to offer next school year.

Another cornerstone that will guide our path forward is the no hybrid instruction provision in our agreement that necessitates the creation of specialized instructional models for students whose families elect for remote learning. This can take several forms but must allow educators to dedicate their full attention to either remote or in-person students, but not both simultaneously. SDEA will be engaging with the district over the next few months on the logistics of implementing these instructional models with fidelity in the 2021-22 school year.

The challenges and opportunities that lay ahead of us will require all of us to tap into our solidarity.

TOGETHER  
WE ARE  
STRONGER

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UNION MADE  
SDEA



# LETTERS IN SOLIDARITY

**KISHA BORDEN**  
SDEA PRESIDENT



**KYLE WEINBERG**  
SDEA VICE PRESIDENT

On March 13, 2020 thousands of educators walked out of our classrooms thinking we would be back in a few weeks. Now, 13 months later, the educators of San Diego Unified have returned to their classrooms. There is a sense of excitement to greet our students in person and again there are new challenges to overcome.

The work we are doing is difficult. The transition to onsite instruction has introduced an entirely new set of problems to solve. We are all working to ensure our students have the best educational experience possible in this situation, while also making sure all members of our school communities are as safe as possible.

We have been able to negotiate some of the highest safety standards in the state to this end. The multiple safety mitigations, which include testing, vaccines, masking, hand hygiene, enhanced ventilation, and distancing, all work together to reduce the risks to our students and our school staff. As with all contract language, we must be vigilant in enforcing it. We are all responsible for ensuring those mitigations and protocols are in place and followed by all members of the school community.

There are more than 6,000 SDEA members with just as many opinions and beliefs about what is and is not safe. We are not going to agree on everything we are faced with. But, as educators, we all have the same desire to do what is best for our students while ensuring the safety of the entire school community.

It is so important for us to remain united. There is no advantage to SDEA splintering into opposing factions. We must ensure that we are able to disagree without disengaging. As we move through the final weeks of the school year, we will continue to have tough conversations. But those conversations must remain grounded in our core shared values.

If we stick together and support one another, we can overcome any obstacles we might face. We are all facing different struggles and situations. Comparing our struggles with those of others is counterproductive and poisonous. Let's continue to give ourselves and our colleagues the grace and compassion we all need and deserve.

**TOGETHER WE ARE STRONGER & SAFER!**

**KISHA BORDEN**  
SDEA PRESIDENT

**KYLE WEINBERG**  
SDEA VICE PRESIDENT



# How many HEPA Purifiers should my classroom or workspace have?

**CLASSROOM** **0**  
HVAC Equipped  
w/MERV-13 Filter  
purifiers

**LOFT CLASSROOM** **1**  
HVAC Equipped  
w/MERV-13 Filter  
purifier

**OFFICE SPACE** **1**  
2 or more people  
at least  
purifier

**CLASSROOM** **2**  
HVAC  
NO MERV-13 Filter  
purifiers

**CLASSROOM** **3**  
without HVAC  
purifiers

If students are spaced **LESS** than 6 feet apart, **add 1 purifier** to the above mentioned



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Health insurance pays your doctor.

Disability insurance pays you.

Top five causes of long-term disabilities<sup>1</sup>



Pregnancy



Cancer



Accidents



Muscle/bone disorders



Mental Disorders

SDEA members have a limited-time opportunity to enroll in CTA-endorsed Disability insurance with no health questions asked.<sup>2</sup>

Learn more and apply: [standard.com/cta/sdea](http://standard.com/cta/sdea)



CALIFORNIA TEACHERS ASSOCIATION

<sup>1</sup> Council for Disability Awareness, <https://www.disabilitycanhappen.org/disability-statistic>

<sup>2</sup> No health questions asked if 5% of eligible chapter members apply for Disability insurance and/or when applying for up to the Guarantee Issue amount of Life insurance.

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 GP190-LTD/S399/CTA.1 SI 16804-CTAvol (3/21)



CALIFORNIA SCHOOLS  
VEBA

GET THE LATEST ON THE COVID-19 VACCINE FROM VEBA



La Jolla Institute FOR IMMUNOLOGY | Life Without Disease.®

Still have questions about the COVID-19 vaccine? Or wondering what to expect in a post COVID-19 environment? Join VEBA for a live webinar on Tuesday, April 27, from 4 - 5 p.m.

Shane Crotty, Ph.D., La Jolla Institute for Immunology, will provide an update on where we are with the vaccine. He will explain the benefits of getting vaccinated, what to do after being vaccinated, variants and booster shots. Dr. Crotty is a professor at the Center for Infectious Disease and Vaccine Research. COVID-19 research done at his lab has informed vaccine efforts worldwide.

RSVP on our COVID-19 vaccine page by clicking on this ad.



Education employees in San Diego County are now eligible for the COVID-19 vaccine. TK-12 employees working in San Diego district, charter and private schools can register through VEBA to receive their vaccine.

Register at [vebavaccinates.com](http://vebavaccinates.com) to receive the latest updates!