

THE ADVOCATE

Bargaining Input Sessions: 129 sites and counting

SDEA is three-quarters of the way towards reaching the 100% goal of all sites and programs conducting a Bargaining Input Session. As of publication, 129 Bargaining Input Sessions have been completed or are scheduled to be conducted prior to the commencement of the winter break. These meetings not only provide members a venue to share input, but afford members the opportunity to discuss the

importance of being united in bargaining for our new contract.

The SDEA Bargaining Commission and bargaining team will now begin the process of reviewing and analyzing the input collected from the membership in order to determine our bargaining priorities. Priorities will strategically be presented to the Rep. Council and membership in January 2014, and all of us will be part of

the organizing efforts to support the bargaining campaign.

It is not too late for your school to conduct a Bargaining Input Session. SDEA Field Organizers are continuing to reach out to Association Representatives (ARs) to schedule the remaining meetings. If your site has not yet had a chance to share your input for the upcoming bargaining campaign, contract your site AR to help

schedule your site's meeting.

Bargaining Input Sessions have been the first step in our union's campaign to achieve fair and strong contract for 2014-15. But they cannot be the last if we want the things we've prioritized to become a reality in our next contract. In the coming year, the strength of our union contract will be determined by the strength of our collective voice!

Rough Bargaining Timeline

Dec. 2014 – Settlement or crisis organizing

July 2014 – State budget due

June 2014 – Contract expires

May 2014 – Begin bargaining

March 2014 – "Sunshine" proposal

Feb. 2014 – Develop initial proposal

Jan. 2014 – Provide feedback to membership

Oct. – Dec. 2013 – Bargaining Input Sessions



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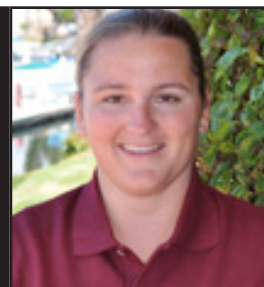
ACCOUNTING ASST./SECRETARY

Nanette Najera



Letters in Solidarity

Bill Freeman
SDEA President



Lindsay Burningham
SDEA Vice President

New year, new challenges, new optimism

Over the past year, the promise of Prop. 30 was realized as the darkest days of budget cuts were finally put behind us and educators finally experienced the end of a school year without the threat of layoffs. Increases to state funding from Prop. 30 also put us on track for full salary restoration and the return of all 180 instructional days.

Beyond our District there has been steady progress in school funding across the state, and the California Legislative Analyst's Office recently reported that "the state's budgetary condition is stronger than at any point in the past decade."

It truly feels like one of the most devastating eras for public education in California is finally over. However, the coming year will bring new challenges in addition to an optimistic future.

Despite new funding to reduce elementary class size, our District reduced teachers and raised class sizes in primary grades—a move that potentially jeopardizes \$22 million in state funding.

The implementation of the Common Core State Standards will present challenges to students and educators alike. Our workload language will be tested, as well as our ability to work with the District while holding them accountable to provide necessary support and resources needed to make Common Core work for our schools.

With each future challenge, we will continue to take a long view to plan and implement what is in the best interests of all members with a vision that promotes the best working conditions for the membership. When joined by the collective voice of all 7,000 SDEA members we can continue to provide a strong public education for our students!

Finally, to each and every one of you and your families, have a peaceful and joyous holiday season.

Bill Freeman
Bill Freeman
SDEA President

Lindsay Burningham
Lindsay Burningham
SDEA Vice President

Community engagement, partners matter

As part of a partnership between SDEA and Alliance San Diego we are reaching out to community members in new and exciting ways. Educators, students and Alliance canvassers engaged over 4,000 voters and community members in October and November. These community members live in underserved neighborhoods where our schools enroll mostly low-income students, English learners and students of color. Community members were engaged over the phone and in-person through face-to-face conversations.

These conversations not only help us take the pulse of our communities on issues that matter, but also help us identify areas of common group where educators, parents and community members can organize together to improve public education.

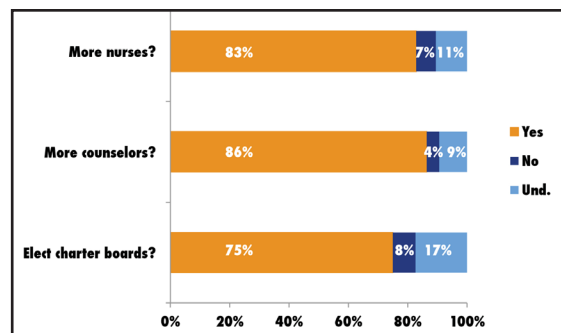
Survey Questions

1. Do you think schools should hire more nurses?
2. Do you think schools should hire more counselors?
3. Do you believe there should be a democratic process for local stakeholders to choose who represents them?

See chart at right for the results.



Perkins teacher Cecilia Rivera and Euclid teacher Bradley Bang gear up for the Alliance San Diego community walk.



The results: parents, educators share values.

Meet the 2013-14 SDEA bargaining team!



Patrick Schoettler
Millennial Tech MS

I am excited to be on the bargaining team because I know how important our contract is to our members and I look forward to being part of the team that gets us the strongest contract possible.



Donna Pilkington
San Diego Met

I am excited to be part of the bargaining team and am very passionate and eager to participate in ensuring that the members' voices are heard and rights are secured.



Lindsay Burningham
EB Scripps Elementary and SDEA Vice President

As an experienced bargaining team member, I will continue to listen to the collective voice of the membership. I will use what I have learned from our members and my time in the classroom to advocate for and negotiate a strong contract that addresses member priorities and is in the best interest of ALL educators.



Kisha Borden
Zamorano K-8

This is such an important year for our members. As we prepare for bargaining, the input sessions are giving all members the opportunity to voice their priorities. I plan to do what is necessary to make sure those priorities are included in our new contract. I completed CTA's Bargaining Essential course this summer and I am eager to put those new skills to work.



Claudia Weimer, Alternate
Doyle Elementary

I'm honored to be a part of the bargaining team. I will do my best to advocate for all members.



Chris Boyd
Bethune K-8 Counselor

It is an honor to work with SDEA. Over the years I have developed a deep appreciation that EACH of US is the union and it is OUR work together that will make a successful and strong new contract. As a member of the bargaining team, I look forward to working, collaborating, cajoling and even, at times, fighting for a contract that is fair, equitable and honors our training, experience, professionalism and commitment to education. I am deeply committed to bringing YOUR ideas, concerns and suggestions to the bargaining table.



Ron Reese
Patrick Henry HS

I am excited about joining the team and representing members at the bargaining table. I have had the privilege to participate and contribute to many activities that strengthen our union. As a father and a husband, I have discovered the importance of family security; and as a teacher, I have a tremendous appreciation for a positive work environment. I look forward to working with the other bargaining team members and SDEA Board of Directors to help to secure a contract that benefits the union, both short-term and long-term.



Your loved ones depend on you, but would you still be able to provide for them if a disability prevented you from working? Take steps to maintain their way of life and yours with CTA-endorsed Disability Insurance from The Standard. It helps safeguard against loss of income due to an illness or injury. Start protecting what's important to you at CTAMemberBenefits.org/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 SI 16000-CTAvol

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Making Health Care Better for Everyone



Focus on Health: Depression Awareness

What is Depression?

Depression is different from normal sadness. It can engulf your daily life, interfering with your ability to work, study, eat, sleep, and have fun.

Some people describe depression as "living in a black hole" or having a feeling of impending doom. However, some depressed people don't feel sad at all—they may feel lifeless, empty, and apathetic. Other people may feel angry, aggressive, or restless.

Signs and symptoms of depression include:

- Feelings of helplessness and hopelessness
- Loss of interest in daily activities
- Appetite or weight changes (Significant weight loss or weight gain—a change of more than 5% of body weight in a month.)
- Sleep changes (Either insomnia, especially waking in the early hours of the morning, or oversleeping.)
- Anger or irritability
- Loss of energy
- Self-loathing (You harshly criticize yourself for perceived faults and mistakes.)
- Reckless behavior (Such as substance abuse, compulsive gambling, reckless driving, or dangerous sports.)
- Concentration problems
- Unexplained aches and pains (Increase in physical complaints such as headaches, back pain, aching muscles, and stomach pain.)

If you feel you may be suffering from depression, call the Employee Assistance Program, available 24/7 to provide confidential help with any of life's challenges.

888-625-4809

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