

THE ADVOCATE

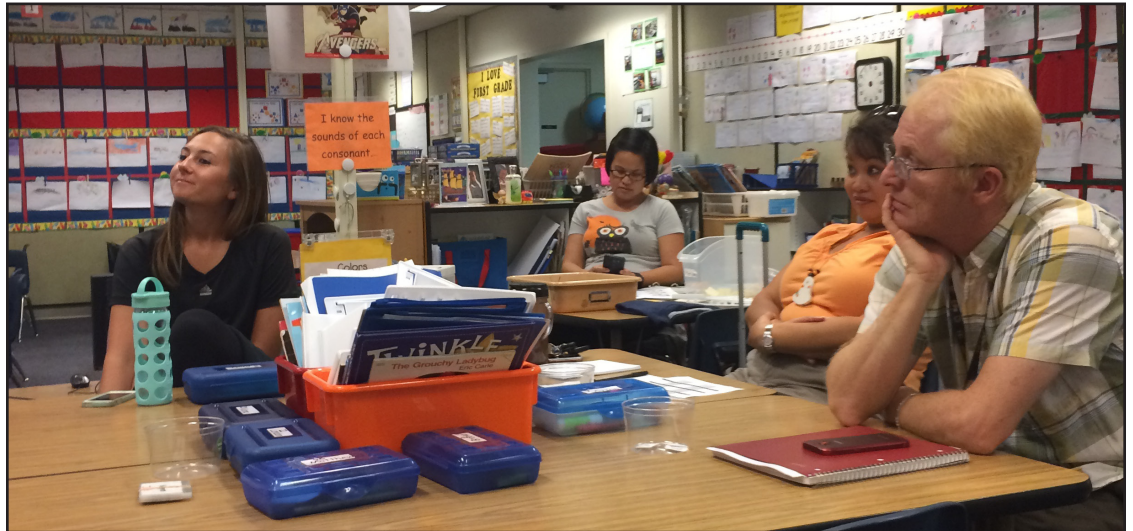
'Everyone a Member!' firing on all cylinders

“Why do I choose to be a member of my union?” In last month’s Advocate, we asked you to reflect on this vital question. Now, it’s time to take this question union wide, site by site, program by program, and member by member.

An Everyone a Member! meeting is coming soon to your site! This meeting is designed to facilitate the kind of rich discussions about SDEA, and the importance of joining and remaining a member of SDEA, that will shore up membership and deepen our collective involvement in and commitment to our union. The meeting will culminate in the group signing of a poster celebrating why you are a member of SDEA, to be proudly displayed on your SDEA bulletin board. Another key element to this meeting is a true member outreach program that will be led by each site’s AR and site team.

Reaching out to new educators, non-members, and current members to join and remain a part of SDEA is important for the short and long-term health of our organization.

The Everyone A Member! campaign also has an online presence. *SDEA.net* has a new “Everyone A Member!” tab that holds videos, member testimonials, articles, reasons to



Top: SDEA members Kelly Menden, Annie Nguyen, Myra Peji and Jerry Steele participate in Hancock Elementary’s Everyone a Member! meeting. Above: At a recent Rep. Council meeting, ARs Jeff Talsky (Challenger MS) and Kimberly Allard (Vista Grande Elementary) prepare to launch the Everyone a Member! campaign at their schools.

be a union member, and links to articles and resources that center around the *Friedrichs v. CTA* court case currently being

considered by the United States Supreme Court.

No matter what happens next June with regard to the

Friedrichs case, SDEA is and will remain ready to meet any challenge. Together We Are Stronger!



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

Phone (619) 283-4411 Fax (619) 282-7659

Web www.sdea.net

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Teacher shortage impacts bargaining

A recent report by the California Commission on Teacher Credentialing noted that in 2013 there were fewer than 20,000 students enrolled in teacher preparation programs, less than half the number enrolled in 2008. At the same time, more than 20 percent of California teachers have more than 20 years of experience, many of whom are planning to retire just as districts are increasing staffing back to pre-recession levels. The inclination is to think that there are thousands of teachers who were let go during the recession who are ready and willing to fill new vacant positions. Unfortunately, many of these younger, less-experienced teachers chose different careers after seeing their jobs disappear, drastically narrowing the teacher pipeline. For the 2015-16 school year, San Diego Unified hired 321 new educators. The District started feeling the impact of the teacher shortage as they scrambled to fill hard to staff areas, such as math, science and special education, while also addressing the issue of a significant shortage of substitute teachers.

County are starting to recognize the impending teacher shortage and have made recruitment and retention key bargaining priorities. Districts such as Sweetwater Education Association and Cajon Valley Education Association have recently bargained increases in their health benefits caps to compete with what is offered in San Diego Unified. SDEA members continue to be the only educators in San Diego County with fully-paid family health care with multiple plan options. Cajon Valley is one of a handful of districts that are also adding days to the educator work year to provide additional professional development and planning time, further increasing educator salaries. In groundbreaking fashion, Grossmont Education Association has set the bar high for San Diego County with an innovative strategy for educator recruitment and retention. They are the first district to offer six weeks of paid maternity leave that does not come out of an educator's accumulated leave bank.

SDEA continues to participate in the Teacher Pipeline Project, a collaborative effort between San Diego Unified, SDSU, local community colleges, and other community partners. Through the continuation of the Teacher Pipeline Project we are looking at ways to not only retain our current educators, but also build the pool of talented educators who are ready to make a difference in our students' lives. We are also working to increase the diversity of the applicant pool to better reflect the diversity of the students we serve.

As we prepare for our salary reopener bargaining this coming summer and full contract bargaining for the 2017-18 school year, we must continue to support our colleagues across the county as they achieve these bargaining wins. We continue to track what is happening across the county to prepare us for future contract negotiations so we continue to be competitive with our counterparts across the county and state. Together We Are Stronger!

Districts and educator unions across San Diego

Lindsay Burningham
SDEA President

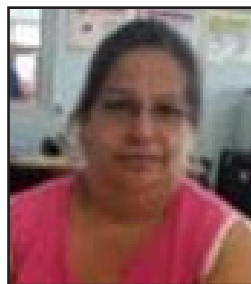
Michelle Sanchez
SDEA Vice President

Why do you choose to be a union member?



"I choose to be a member of my union because it is important to me to have my voice heard and be supported by fellow teachers."

Diane Conti
Teacher, School of Engineering, Innovation and Design at Kearny HS



"I choose to be a member of my union because the union affects my salary and benefits in a positive way. I am where I am because of the union. If I didn't have benefits, I wouldn't be able to do this job."

Ester Conriquez
3rd Grade Teacher
Rodriguez Elementary

Teachers helping teachers: The PAR Program

Peer Assistance and Review (PAR) is a program that offers classroom teachers unique supports to help improve teaching effectiveness. PAR was signed into law in 2001 as part of the School Accountability Act, and developed locally through collaboration between SDUSD and SDEA. As a support mechanism, PAR consulting teachers assist classroom teachers to help

with subject matter as well as teaching strategies. Supports include help with classroom management, organization, the planning and delivery of instruction and student engagement.

As specified in Article 18 of the SDUSD-SDEA contract, participation in PAR is offered at mandatory and voluntary levels. Permanent status classroom teachers who have

received ineffective evaluations (in any of the first four areas of their evaluation) must participate in the PAR program. Permanent status classroom teachers who have requested assistance and/or been referred by their administrator are eligible for PAR support. Voluntary requests may be related to changes in teaching assignment (grade level or content area), or for extra

support in strengthening teaching practices. PAR consulting teachers serve as peer supports and do not take part in the evaluation of participating teachers.

In essence, the PAR program is about teachers helping teachers improve the quality of teaching and student learning within SDUSD.

For additional information, contact par@sandi.net.

How do we stack up on elementary class size?

The passage of the Local Control Funding Formula (LCFF) in 2013 requires schools to have a TK-3 site grade span average of 24:1 by 2020-21. SDEA bargained the 24:1 TK-3 grade span average during the last round of bargaining, and our class size language became effective July 1, 2015. The 24:1 is *not* a class

size hard cap nor an average for each specific grade level.

A long-standing union priority has been class size and caseload reductions. SDEA leadership is frequently asked, "How does our class size TK-3 compare with surrounding union contracts?" Here's how:

Currently, educators in National City, Vista

and San Diego have 24:1 contract language, with Vista teachers having a hard cap of 26. Lakeside has a "soft" 24:1, with language stating the average should be a guideline for establishing classes. Some contracts are moving closer to 24:1. Coronado teachers have a 27:1 average, and Cajon Valley has a 25:1 average for

certain schools. Chula Vista educators have TK-3 class sizes at 31:1, while teachers in Carlsbad and Escondido have 32:1.

San Diego union members should be proud to see that our efforts during the *Fight for Five!* produced strong TK-3 language that is at the top of the County comparisons!

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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-LIFE/S399/CTA.3 SI 17311-CTAvol

All About

Your 2016 VEBA Benefit Changes

What UnitedHealthcare Members Need to Know *(no changes for Kaiser Members)*

Members To Pay 100% for Antihistamines and Proton Pump Inhibitors

Antihistamines and Proton Pump Inhibitors (PPIs) are available over-the-counter and/or with a doctor's prescription. No matter how you purchase any of these drugs, you must pay 100% of the cost (copays do not apply).

To find the lowest cost antihistamine or PPI, visit: VEBAonline.com → **Members** → **Enroll Here** → **Active Members** → **Choose a Health Plan** (click on the **Express Scripts** weblink under your district health plans)

Use Express Scripts Advantage Network (EAN) Pharmacies for Lower Costs

The new EAN pharmacies help lower the cost of short-term drugs. You can use your current pharmacy, but you'll get lower costs with an EAN pharmacy (including Rite Aid, Ralphs, Vons, Costco, Target, and Independent Pharmacies).

For a complete list of EAN pharmacies visit: express-scripts.com

UHC Premium Designation PPO Plan Replaces Current PPO Plan

This plan encourages you to choose the high-quality doctors and use an outpatient surgery, lab, or x-ray facility, for the lowest cost.

- **Choose Select Plus Premium Tier 1 Network Providers.** You can continue to use your current Select Plus Network provider, but if you choose a Select Plus Premium Tier 1 Network Provider you get high-quality care at the lowest cost.
- **Choose a lower-cost outpatient surgery, lab, and/or x-ray facility instead of a hospital.** You get the same quality care as you would at a hospital but because overhead is lower, you get lower costs.

Find a Select Plus Premium Tier 1 Provider or Outpatient Facility, at: myuhc.com → **Find Physician, Lab, Facility** → **All UHC Plans** → **Select Plus**