

# THE ADVOCATE

## Is March 13 on your calendar yet?

Wave 2 of SDEA members' campaign to win a strong contract *this year* is well underway. Wave 2 has three main actions:

1. A continuous wave of postcards to the School Board and Superintendent demanding a fair contract NOW.

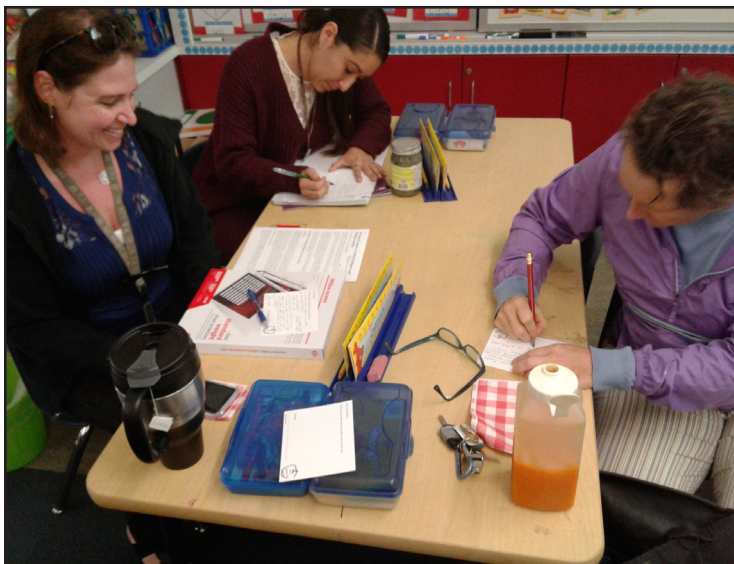
2. Flyers to thousands of parents pushing back against the District's budget claims.

3. A union-wide Work to Rule on March 13, with members flooding the School Board meeting that afternoon.

**What is a Work to Rule?** Members will work only the

bare minimum required by the contract. No on-campus work outside the 6-hour 35-minute on-site day. No tutoring. No clubs. No non-mandatory meetings.

**Why are we doing this?** The District has shown they don't value educators. On March 13, we'll show the District our value by demonstrating what schools look like without the countless extra hours we provide to our students. Instead, we will spend the afternoon at the School Board fighting to win the contract our students deserve—and ask parents to join us!



**Postcard Parties Pop!** SDEA members at McKinley Elem., Bell MS and Language Academy (clockwise from top) closed out their Wave 2 union meeting by sending postcards to the School Board and Superintendent demanding that they settle a fair contract now. Has your site joined the postcard wave?



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# Letters in Solidarity

Lindsay Burningham  
SDEA President



Kisha Borden  
SDEA Vice President

## We must all re-commit to our union!

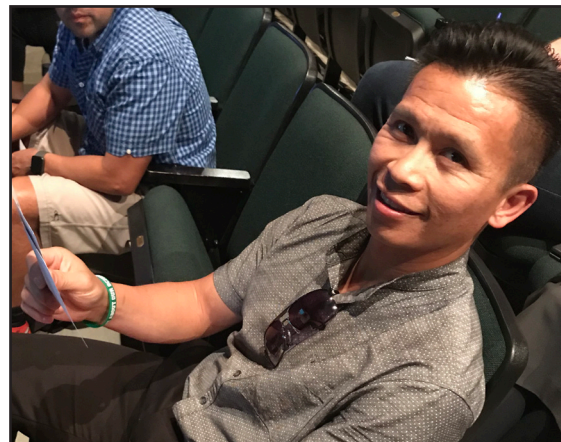
In January, we launched Wave 2 of our SDEA L.E.A.R.N.! bargaining campaign to fight for the schools our educators and students deserve. In Wave 2, we plan to once again visit over 150 SDUSD school sites and programs to ensure that members know what is going on in bargaining, are active and involved in the fight for a strong contract, and understand the importance of a strong union in advocating for educators, students, and a strong public education system.

As you should all be aware of by now, the Supreme Court is expected to make a decision in the *Janus v. AFSCME* case in the next few months. This case is an attack on public sector unions, with the sole goal of weakening our ability to advocate for our students, educators, and public education. In turn, the proponents of this case want to allow privatizers access to our public education system and provide them the opportunity to profit off of our students.

Now more than ever, it is important that SDEA members are standing strong and united to fight for a strong contract and to protect public education. In the coming months, you will be asked to do a few key things:

1. Write a postcard to Superintendent Marten and your School Board member telling them to settle a fair contract now—just like Lincoln HS teacher A.J. Syahanath in the photo above!
2. Leaflet your parents and make sure they know what is happening in bargaining and will join our next union-wide action on March 13.
3. Participate in the March 13 Work-to-Rule and School Board Rally.
4. Sign a new SDEA membership card to re-confirm your commitment to being a part of our important work ahead.

We want to talk a bit more about #4 above. In the coming months, SDEA leaders, your fellow colleagues, and SDEA staff will be working on



having conversations with every single SDEA member and prospective member throughout our union. Through these conversations, SDEA leaders will listen to the needs of San Diego’s educators, and together we will build a shared understanding of the strength and power of our union so that every member understands the integral role we all play in building a strong SDEA. The conversations will conclude with the ask that every educator sign a new membership form to show our commitment to our union, our students, and public education.

Public education is under attack. Our opponents have a lot of money that they plan to throw at dismantling unions and public education. What they don’t have are the 6,500 dedicated educators of SDEA, the more than 300,000 committed educators from CTA, and the 3 million-plus passionate educators of NEA. Together we can fight back the attacks before us, but we must stand STRONG, UNITED and COMMITTED to the fight ahead of us. We are honored to help lead this work in SDEA and are committed to doing everything in our power to ensure we don’t only win the contract our students and educators deserve, but also build a strong union that is capable of withstanding any attack thrown our way!

Together WE ARE Stronger!

*Lindsay Burningham*  
**Lindsay Burningham**  
SDEA President

*Kisha Borden*  
**Kisha Borden**  
SDEA Vice President



# SDEA win returns central office teachers to their jobs

SDEA has reached a strong settlement that will return dozens of wrongly transferred resource teachers to their jobs.

Last spring, the District made unbargained changes to position descriptions affecting members in Central Office programs including Ed. Tech., Special Ed., Teacher Prep., the Office of Language Acquisition, and Children and Youth in Transition. The District used those changes to justify excessing all members in those departments. They reposted the new jobs, and hired members back out of seniority order.

SDEA members and staff immediately swung into action and filed a grievance. Nearly 50 SDEA members showed up for a grievance meeting to explain how harmful, destabilizing and unfair the District's actions

were. Dozens of members spent hours of work compiling evidence and attending union meetings so that SDEA staff could file a strong Unfair Labor Practice over the District's failure to bargain changes to job duties and qualifications.

Last month, SDEA and the District reached a settlement intended to give all members who were excessed from affected Central Office jobs last year a fair and objective chance to return to their previous positions, without creating a new violation of the rights of members currently assigned to these jobs. The settlement also includes backpay for members who lost wages.

This settlement shows that when educators stand up together as union members to defend the rights in the contract and the labor law, we win!

# Union power!

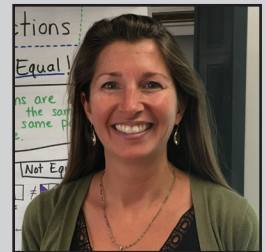
## Why are you a union member?



"Teachers do amazing work. We put in blood, sweat and tears to improve our students' lives. We deserve to be treated with dignity and respect. Our union is how we come together to demand dignity and respect."

— Laurie Bailon  
History Teacher, Bell MS

"I am a union member because I care about my community, my students, my school, my working climate, and our future."



— Frannie MacKenzie  
1st Grade Teacher,  
McKinley Elem.



"Unions are nothing without member participation. If the workplace was perfect, we wouldn't need unions, but especially in education, a field where the workers have historically been mistreated by management, it is extremely important to ensure that we are given the respect and safety we work so hard for."

— Aaron Pores  
English Teacher, UCHS

"I was here in 1996 and held the line with my fellow union members to demand rights and respect as an educator. I value the job protections I have as a union member. I appreciate the processes in place to make sure that every single teacher (regardless of gender, race, etc.) has the same rights, pay and expectations throughout our very large district."

— Maureen Quessenberry  
Science Teacher, UCHS

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