

# THE ADVOCATE

## Good budget news sets stage for strong bargain

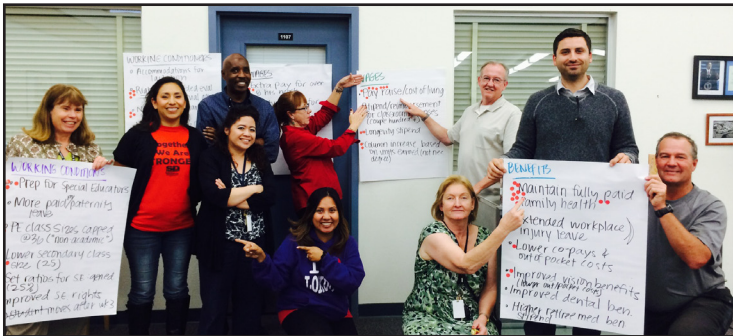
California Governor Jerry Brown released his proposed 2014-15 education budget on Jan. 9, and it contains real positives for students and educators! After years of recessionary cuts, California's public education system should realize increased funding of \$4.5 billion. This translates to a statewide increase of approximately \$700 per pupil. The Governor's January proposal is just the beginning of the budget process, but regardless of the final budget outcome SDUSD will see increased funding.

What this means is that we are going to be bargaining our next contract while new monies are coming into public education in California. This is a dramatic improvement over bargaining conditions as recently as this past summer. We need to look no further than our fellow San Diego County school districts to see how difficult bargaining has been for Sweetwater, Alpine and Ramona in 2013. ***Our union is now in a strong position to make real gains.***

At sites and programs throughout our union, we

are seeing strong member engagement as we build up our bargaining campaign. Thousands of SDEA members have participated in Bargaining Input Sessions to identify our bargaining priorities, a powerful first step. Now the SDEA Bargaining Team and Bargaining Commission are in the process of developing our bargaining proposals based on member priorities. Our initial proposals will be "sunshined" (first presented) to the School Board in early March, as will the District's initial proposals to us.

The good news about the increased education funding sets the stage for us to achieve our bargaining goals, with real improvements in compensation and working conditions. But good budget news in and of itself is not enough. It is important for SDEA members union-wide to participate in bargaining support activities to ensure educators and the classroom are a budget priority for SDUSD in 2014-15. Every single one of us *must* be involved in the bargaining campaign to lead us to a strong contract and fair settlement.



**Clockwise from upper left:** Members from Bell Middle School, Language Academy K-8 and De Portola Middle School join thousands of members union-wide in setting the priorities for our next contract.



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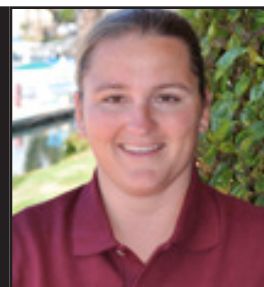
Nanette Najera



## Letters in Solidarity

Bill Freeman  
SDEA President

Lindsay Burningham  
SDEA Vice President



## This spring, solidarity is the watchword!

We are going into full contract bargaining for the first time in many years at the same time as new revenues are coming into school districts. The decision of SDEA's members to extend our Collective Bargaining Agreement past last year's budget crisis has put us in a much better bargaining position than we would have been. Our bargaining campaign plan, taking advantage of positive external conditions and centered on high member engagement, should allow us to make positive gains in bargaining, gains that will improve working and learning conditions in our schools. As we build power to win a strong contract, we will strengthen two-way communications between union site teams and rank-and-file members and work to build broad public support for our bargaining priorities. As we

complete our bargaining input sessions, we will now begin to develop our bargaining proposals based on member priorities.

Our collective voice will be used to build power and the leverage we need in the bargaining campaign, while increasing the capacity of SDEA to be stronger in the future. One word best captures the core of our bargaining plan: **Solidarity**. Now is the time to come together, to unite around our bargaining priorities and to rebuild our schools after years of budgetary crisis and chaos. Together we are stronger, and together we will win!

*Bill Freeman*

Bill Freeman  
SDEA President

*Lindsay Burningham*

Lindsay Burningham  
SDEA Vice President

## Charter Member Organizing Team launches

What do you do when you see your profession, your students' opportunities, and the future of public education at risk? SDEA members who have made the commitment to be a part of the Member Organizing Team (MOT) decided to step up and organize.

"The MOT is made up of SDEA members who are getting trained in organizing skills and have committed volunteer hours every week to do outreach to non-union charter educators," explained Scott Mullin, an MOT member and teacher at the Language Academy. "Our goal is for all educators to be treated as professionals, and for their work to be considered a career and not just a job. No teacher teaching our children should have to worry about issues like job security, due process, access to professional development, or a certain level of academic freedom."

"Our fates are linked, district teachers and charter teachers," added Rickeena Boyd, Fulton Elementary teacher and MOT member. "As we are bargaining as a union over the rights we're looking to keep and improve on, so many of our brothers and sister in charter schools don't have these same rights—and what happens to them affects not only us, but our students, too. When so many are without basic rights it threatens the rights we have all worked so hard to achieve.



**Gisela Baranda, Dave Erving, Rickeena Boyd, Scott Mullin, Douglas Shamburger and Gary Edmonds take a break from a building their organizing skills as MOT members.**

"I've learned more about the importance of unions, especially our voice as a teachers union through being part of the MOT," continued Boyd. "I've learned about why it's so important for all of us to be engaged as a union—when we say 'we are the union' it's not rhetoric, it's real. So much needs to be done—and one person can make a big difference. More of our coworkers are volunteering to help us talk to fellow educators who aren't union members, but we hope more of our fellow SDEA members can step up to help, too!"

To find out how you can help with the efforts to organize non-union educators, members can contact Charter Organizer Pat Alvarez at 619-283-4411.

# Know Your Rights!

## EVALUATIONS

### Who can evaluate me?

Usually your principal/site supervisor is your evaluator. The principal/site supervisor might choose to designate someone else to play the role of an evaluator. The designee must be credentialed supervisory personnel.

### Can another unit member observe me?

The contract is clear in stating that no unit member shall evaluate another unit member. To simply help a teacher with techniques and/or give pointers, an observation by a fellow unit member is permissible. The information gathered from the observation cannot be relayed to the administration. This should be an understanding prior to any observation. Such observations should be mutually agreed to and not unilaterally directed by administration.

#### DEFINITION

#### "Unit Member"

Any certificated employee of the District that is a member of SDEA or is eligible to be a member of SDEA.

### Am I eligible to be evaluated on a 5-year cycle?

You are eligible to be evaluated on a 5-year cycle if you have been employed by SDUSD for at least 10 years and are a permanent employee, are "highly qualified" under NCLB if so required for the position you occupy, and your previous evaluation was "effective." You and your evaluator must both agree that you will be evaluated on a 5-year cycle. It's a good idea to get that agreement in writing. At any time in the evaluation cycle, you or your evaluator may withdraw consent to the 5-year cycle at any time, but if the evaluator does so, the reason cannot be arbitrary or capricious.

### Can I have a representative present at meetings that discuss my evaluation?

A union member has a right to union representation at any meeting that the union member reasonably believes may result in disciplinary action, or impact the terms and conditions employment. The scope of a union member's right to union representation includes evaluation progress check meetings and other meetings tied to an evaluation.

Evaluation Step	Traditional Schools Deadline	Year-Round Schools Deadline
<b>Objectives/Assessment Techniques:</b> Discussion conference (within 35 calendar days of the start of the school year)	<b>October 8, 2013</b>	<b>October 8, 2013</b>
<b>Employee submits objectives to evaluator for approval:</b> 10 workdays after the objectives discussion conference	<b>October 22, 2013</b>	<b>October 22, 2013</b>
<b>Evaluator review of objectives:</b> Evaluator must approve or disapprove of objectives within 10 workdays of employee's submission of objectives	<b>November 5, 2013</b>	<b>November 5, 2013</b>
<b>Progress Check/Remediation Plan:</b> <u>For Prob 2</u> (no less than 50 workdays before summary evaluation report)	<b>November 19, 2013</b>	<b>November 4, 2013</b>
<b>Progress Check/ Remediation Plan:</b> <u>For Prob 1 &amp; Permanent</u> (no less than 50 workdays before summary evaluation report)	<b>February 10, 2014</b>	<b>February 5, 2014</b>
<b>Summary Evaluation Draft:</b> <u>For Prob 2</u> Discussion, meeting, then final copy	<b>February 21, 2014</b>	
<b>Summary Evaluation Draft:</b> <u>For Prob 1, Permanent, Leave Replacement &amp; Restricted Discussion</u> , meeting, then final copy	<b>April 30, 2014</b>	<b>May 15, 2014</b>
<b>Evaluation Due to Employee:</b> Not later than 30 calendar days prior to the last day of school	<b>May 13, 2014</b>	<b>June 23, 2014</b>

Sources: Collective Negotiations Contract, Article 14

# Alvarez for Mayor!

SDEA's Rep. Council overwhelmingly voted last month to endorse Councilman David Alvarez for mayor of San Diego. Rep. Council's approval comes on the heels of a unanimous approval from the SDEA Board of Directors and the SDEA Political Involvement Committee's interview panel.

During his endorsement interview, Alvarez spoke at length about his support for schools. Alvarez's education plan includes increasing the number of joint use agreements between the City and SDUSD as a way to make schools the center for communities. He also wants the City to fund important SDUSD programs and policies, a tactic he used when his City Council office financed South Bay Union School District's anti-bullying



program. Alvarez also was a vocal critic of San Diegans 4 Great Schools and their plan to privatize the SDUSD Board.

Members wishing to help elect Alvarez may volunteer for neighborhood precinct walks with the San Diego Labor Council every Saturday until Election Day at 9 a.m. at 3737 Camino del Rio South.

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Making Health Care Better for Everyone



## Focus on Health: 5-10% Weight Loss Drop Challenge

The holidays are over, and the resolutions have been made. The University of Scranton reports that 38% of Americans make weight related resolutions for the New Year. Maybe you want to lose weight, or perhaps you just want to make healthier choices this year. Join us by challenging yourself to decrease calories and increase exercise over the next 15 weeks! There will be first, second, and third place winners!

### How to Register: (VEBA Members)

- Visit [www.vebaonline.com/veba-health-coaching-2](http://www.vebaonline.com/veba-health-coaching-2)
- Scroll down, and click on the word "HERE" to register for the challenge.
- Enter your pin and password. If you don't know that information, click on "Register/Get New Pin."
- Once you are logged into your Wellness Toolbox, click on the "Challenges" tab and register for the "5-10% Weight Loss Drop Challenge."

### How to Register: (Non-VEBA Members/Part-time employees)

- Please email [healthcoach@vebaonline.com](mailto:healthcoach@vebaonline.com) with your first name, last name, email address, and state that you want to register for the 5-10% Weight Loss Drop Challenge as a non-VEBA member.

### Sign up to participate and get rewarded!

Registration Dates:

January 6 – February 6, 2014

Challenge Dates:

January 27 – May 11th

For questions/concerns, call 619-466-4386 or email [healthcoach@vebaonline.com](mailto:healthcoach@vebaonline.com)

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