

THE ADVOCATE

FIGHT FOR 5! more crucial than ever

A wave of information at the state and national level underscores now more than ever the importance of achieving SDEA's *Fight for 5!* priorities at the bargaining table, particularly in the area of attracting and retaining the best and brightest educators. The National Council on Teacher Quality (NCTQ) released a report on national teacher compensation. SDUSD ranked 93rd out of 125 districts by lifetime earnings and years to highest annual salaries (adjusted for cost of living). This means our lifetime adjusted earnings fall \$1.1 million behind a teacher in top-ranked Pittsburgh!

Meanwhile, the Center for the Future of Teaching and Learning estimates that California will need an additional 100,000 teachers over the next decade. Combined with a 74% enrollment decline in credentialing programs since 2002 according to the CCTC, it is clear that a major teacher shortage is looming. Districts that offer competitive wages will be able to ensure that a highly qualified educator is in every classroom. But students in districts like SDUSD that fall behind in the wage race will suffer.

The good news is that school funding is on the upswing in California. As the graphic at right shows, state funding may finally return to pre-recession levels. With the release of Governor Brown's projected budget, there is money for the *Fight for 5!* contract that San Diego's educators are demanding—including competitive wages to ensure our students receive the top-notch education they deserve. SDEA member leaders have set a goal of visiting every school in our union in the coming months to launch a wave of school rallies to win a fair *Fight for 5!* contract. See your AR to get involved!

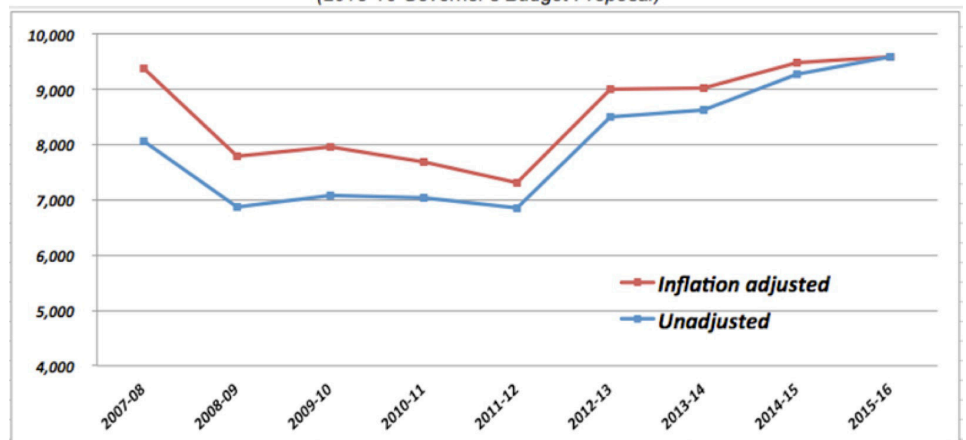


SDEA President Lindsay Burningham and bargaining team member Jared Enyart spoke to reporters at a press conference on Friday, Jan. 9. They focused on the good news for schools in Governor Brown's budget, and the need to use those funds to attract and keep quality educators in the face of a looming teacher shortage.

Brown would raise funding above pre-recession levels

K-12 Proposition 98 Spending Per Pupil Rising Over Time

(2015-16 Governor's Budget Proposal)



This graph from the Legislative Analyst's Office shows that Governor Brown's proposed budget would raise K-12 per-student spending to \$9,571, about \$200 above the pre-recession level—when adjusted for inflation



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Letters in Solidarity

Lindsay Burningham
SDEA President



Michelle Sanchez
SDEA Vice President

More good news in Brown's budget

We hope you all enjoyed your well-deserved winter break and are energized and refreshed for a great 2015! Our main focus this year is to get the strong contract educators and students deserve that will help rebuild schools in San Diego.

On Jan. 5, Jerry Brown was once again inaugurated as Governor. Brown's inauguration speech brought more promising news for public education. He stated, "After years of underfunding and even borrowing from our local schools, the state has now significantly increased its financial support for education. Next year schools will receive \$65.7 billion, a 39% increase in four years."

The Governor's draft budget, released on Jan. 9, continues to paint a promising picture for increased education funding across California. The Governor's budget includes \$8 billion in new funding for K-14 public education. In the next year, San Diego Unified is expected to see tens of millions of dollars of additional funding, getting us closer to the target of a fully funded Local Control Funding Formula (LCFF). This is new, ongoing funding, above and beyond the funding increases of the past two years. As funding is increasing and the gap is closing, now is the time to rebuild our schools and ensure that educators and our students have the resources we need and deserve.

In the Governor's Jan. 5 speech, he went on to say, "The tasks ahead are daunting: making sure that the new system of local control works; recruiting and training tens of thousands of teachers, mastering the Common Core Curriculum; and fostering the creativity need to inspire students."

The *Fight for 5!* is exactly what is needed to rebuild our schools and show respect to the educators and students of San Diego. San Diego's educators have been leading the way towards strengthening our schools through our bargaining campaign since May 2014. The funding is there for our *Fight for 5!* priorities! It is past time for SDUSD to get on board.

Although bargaining has been a slow process, our members continue to remain strong and united around the *Fight for 5!* We need to continue to put pressure on the School Board and Superintendent to make our students and classrooms a budget priority.

We are looking forward to visiting many of your sites as SDEA members continue to organize to put pressure on the district to settle a contract that addresses the *Fight for 5!*

Together We Are Stronger!

Lindsay Burningham
Lindsay Burningham
SDEA President

Michelle Sanchez
Michelle Sanchez
SDEA Vice President

Member organizers build SGTs site by site

The mission of the SDEA Community Organizing Committee is: *To work with our members to build bridges and alliances with educators, parents and the community at large. Our efforts will be directed at building a local movement for justice and democracy in public education.* The committee's recent focus has been on working with members to build and strengthen Site Governance Teams (SGT) as a means of increasing the voice of educators and school community members in site decision-making. SGTs are also a platform on which to build strong relationships and alliances with parents and community members.

With the new Local Control Funding Formula (LCFF), school-based decision-making takes on greater meaning and should play a much greater role

in determining how resources are used at schools. By building stronger SGTs, schools will be better able to decide what works best for their community and how to spend new LCFF funds. Without strong SGTs, SDUSD is much more likely to make top-down decisions on how to spend LCFF dollars.

Beyond LCFF funding, there are dozens of decisions which, contractually, must be made by or in consultation with SGTs. These decisions include elimination of bargaining unit positions, non-classroom supervision schedules, and the site budget. Stronger SGTs make for a stronger SDEA. If you are interested in participating in Community Organizing Committee activities or in joining the committee, please contact Rosa Parks teacher Ramon Espinal at respinal1@cox.net.

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Contract Corner

Strengthening our union by protecting our contract

Know your jury duty rights

Have you received a jury summons in the middle of the school year? Article 10.21 in the union contract provides SDEA members with rights pertaining to jury duty leave. Knowing these rights will help you make the best determination for when you actually perform your civic obligation to serve on a jury.

The contract provides for two options. You can either choose to serve during the school year at your regular rate of pay, or you can postpone your service until the summer and perform the service on an off-duty day, with pay. If you do not wish to disrupt your educational program in your classroom, and opt to postpone, you will need to complete and submit to your site administrator

a jury duty postponement form, with your original summons attached. When you actually fulfill your service, you will need the court to validate each day of service, and submit that verification as well. You will be compensated at 75% of the daily visiting teacher rate currently in effect per day of service (see Appendix D of the union contract for the rate, which is available on the union's website).

Also, be aware that if you are assigned to teach summer school or extended school year, those are actual duty days, and you would have to postpone service to non-duty days before or after summer school or extended school year to receive additional pay.

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Learn More at an upcoming information meeting:

JAN 28	Christ Lutheran Elementary Wed. - 3:30 pm or 4:30 pm
JAN 29	Taft Middle School Thurs. - 3:30 pm or 4:30 pm

For details & to RSVP
Call **(800) 718-4235**
Or find us online at **<http://cuicohorts.org>**

Contractual winter deadlines

Below are a few key upcoming contractual deadlines. For a complete list, see your site AR.

- Feb. 1 — Deadline for SGT to submit request for change in prep time emphasis, request start time change, or eliminate a bargaining unit position
- March 1 — Deadline to apply for Reduced Workload
- March 1 — Deadline to request Category I or III long-term leave
- March 1 — Deadline to notify HR of planned return from Category I leave
- March 15 — Deadline to notify HR of planned return from other long-term leaves
- March 15 — Deadline to submit transcripts to receive salary credit for current school year



Protect what matters to you.

When you're out of commission, you aren't just out of the classroom. You're missing out on what makes you, you. That's why it pays to protect your way of life with CTA-endorsed Disability Insurance from The Standard. It replaces part of your income to pay for the things medical insurance won't cover — like rent, car payments, vet visits and more. Get the confidence that comes with knowing you've protected your future so you can focus on what matters today. Learn more at CTAMemberBenefits.org/TheStandard.



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