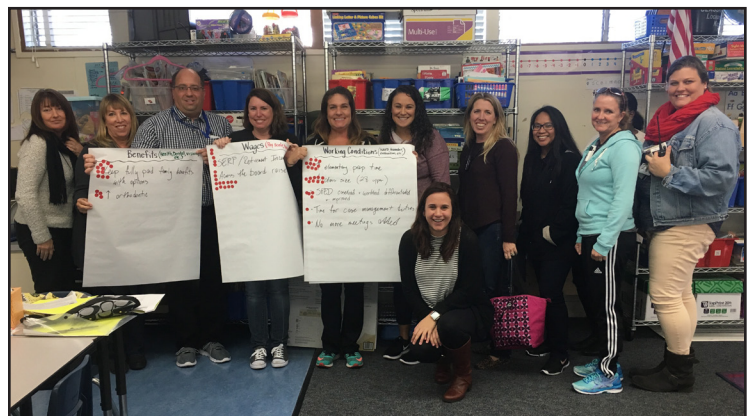


THE ADVOCATE

Has your school had a Bargaining Input Session?

SDEA's Bargaining Input Sessions (BIS) are well underway! A BIS is the way union members at your site have input into SDEA's contract proposals about wages, benefits and working conditions when we go back to the bargaining table this spring. The BIS is also an important time to plan how members can work together to make sure we win another strong union contract! To find out when your site's BIS will be held, contact your site SDEA Association Representative.

Clockwise from upper right: Union members at Hage El., Florence El., CPMA, Hancock El. and Sessions El. stand together after a Bargaining Input Session in support of our upcoming bargaining campaign!





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Letters in Solidarity

Lindsay Burningham
SDEA President

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SDEA Vice President



We must defend public education

Welcome back! We hope that your holiday break provided you some much needed rest, and time to be with your loved ones. As we begin the new year, it is important that we take a moment to reflect on the achievements we all worked so hard to accomplish in 2016: From working to elect School Board members who believe in the important role public education plays in our communities, to securing the much-needed funding our schools require to ensure every student is given access to programs and educators that will help them unlock their potential.

Because of all your hard work, we enter 2017 knowing that our students' chances of success have increased, and that public education can succeed when valued and invested in. BUT! And there is a BUT! For all we achieved in 2016, 2017 poses new challenges for us all—challenges which threaten undoing all the progress made, not only in 2016 but that has taken decades to achieve. Although the threat to public education has been present in our country for as long as any one of us can remember, it can be said with great certainty, that at this point in our nation's history, we stand at a crossroad.

The future of public education in our country is being fought over every day, between those like us, who believe that education is a fundamental human right of every child, and others who believe that it is simply a way to turn a profit by diverting public funds towards private industry. As educators, we know that

we have more than enough to worry about with all that is required to ensure we have a successful school year, from preparation of lesson plans, to presenting and engaging our students to unlock their potential to succeed in the world... that's why it pains us to say, that it is not enough. If we are to increase our students' chances of succeeding in the real world, we must stand up for what we believe in, and stand in defense of public education. Our voices as educators need to be heard, and the voices of our students need to be heard.

Public education is powerful. It changes lives and enriches communities. It is the key needed to unlock the potential in all of us. As educators, you hold that power inside you! Every day that you come to school is an opportunity to change the world, to make it a better place, not only for the students you work with, but for generations to come.

This year will be a challenge, from contract negotiations, to standing up in defense of our students, to ensuring that our schools remain safe and supportive institutions. Like all challenges that have come before us, we will meet them as we have always met them, together and with one unified voice!

Together WE ARE Stronger!

Lindsay Burningham
Lindsay Burningham
SDEA President

Kisha Borden
Kisha Borden
SDEA Vice President

SDEA Election Announcement

The Elections Committee has announced the Spring 2017 General Election. Nominees are currently being solicited for SDEA Board of Directors, SDEA delegates to CTA's State Council, and SDEA delegates to the NEA Representative Assembly. If you would like to run for any of these seats, please visit the elections tab on the SDEA website and download the Declaration of Candidacy and Candidate Statement forms: www.sdea.net/home/sdea-elections. Voting will take place March 20-March 31. Voting will be on-line with an in-person option. To vote electronically, make sure SDEA has your personal email address on file. **There is a mandatory CTA training for all potential SDEA Board candidates for the Spring election.** The meeting will be held at 4:30 p.m. on Feb. 22 at the SDEA office at 10393 San Diego Mission Rd., Ste. 100. For further information, call the office SDEA at 619-283-4411.

Is it too late for me to get a remediation plan?

The union contract allows members to grieve procedural violations of the evaluation process, which includes violations of timelines, but not the content of the evaluation. For members to be negatively evaluated, there must be remediation to assist them in improving their instructional practice, or performance of required job duties for those members outside of the classroom.

A remediation plan must be accompanied by a progress check meeting before

a performance improvement plan may be initiated by administration. For members in Probationary Year One and Permanent employment status, that date this year is Feb. 13 (the date may be different if you work at a year-round school, and not all of your teacher prep days fall during your spring break). For Probationary Year Two members, the date was Nov. 16 for traditional school-year calendar sites, or Nov. 2 for members at a year-round site. A site administrator cannot place a member on a

Contract Corner
Strengthening our union by protecting our contract

remediation plan after those dates. This usually precludes administration from giving a negative evaluation. However, each situation is different. Members should review possible violations with their Association Representative.

Key Winter Contractual Deadlines

- **Feb. 1** — Deadline for SGT to request 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

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 so you can focus on them.**

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Here's to a Healthy New Year!

Take a free online health test to learn if you have any health risks. Then get an action plan to help you stay healthy in 2017.

Take a Health Risk Assessment.

Login to your health plan's website or contact a VEBA Health Coach.

- **Kaiser Members:** kp.org ➔ search "Health Risk Assessment"
- **UnitedHealthcare Members:** myuhc.com ➔ search "Health Risk Assessment"
- **VEBA Health Coach:** Call: 619-466-4386
Email: healthcoach@vebaonline.com

Get Immediate Results.

Learn about any health risks you may have.

Set Your Goals.

Based on your health risk results, you can set your goals.

Receive an Action Plan.

Get a personal action plan and track your progress.

Quick tips to help you keep your health goals.

1. **Choose an attainable goal.**
Set realistic expectations.
2. **Commit your goal to paper.**
Reinforce it with journaling.
3. **Put your goal into action.**
Practice makes perfect.
4. **Focus on your success.**
If you slip up, restart tomorrow.

This monthly benefits tip is brought to you by the California Schools VEBA. VEBA purchases your Kaiser, UnitedHealthcare, and other Health, Wellness, and Advocacy benefits.

