

THE ADVOCATE

Wave Two of L.E.A.R.N. is launching!

In September of last year, SDEA members launched the first in a series of organizing waves aimed at fighting for the L.E.A.R.N. contract that educators and our students deserve. SDEA members have always prioritized students at the bargaining table, and our L.E.A.R.N. campaign builds on our past successes in fighting for students. Our current proposals would provide the necessary supports and resources to best educate our students. As educators, we know that every time we enter a classroom to meet with a student or engage with a parent, we are focused on how we can best serve our students' needs.

The L.E.A.R.N. campaign focuses on how our contract can help to ensure that both educators and students have the resources needed to be successful in and outside of the classroom. Whether it is strengthening our class size language so that students can best receive instruction and be safe, or providing enrichment courses that will enhance our students' academic experience, the L.E.A.R.N. campaign puts the needs of students first. In refusing to agree to our proposals, the District is showing us that their budget priorities lie elsewhere.

Amid a teacher shortage, and having just last year experienced

the devastating effects of the District issuing over 900 unnecessary layoff notices, the L.E.A.R.N. campaign fights to attract and retain the best educators. Our proposals would also help secure resources for our neediest students throughout the District, including those with IEPs, who are being underserved by the District's current staffing model. SDEA members are not just fighting for an employment contract. We are fighting to attract and keep highly qualified educators, and to build stable schools that prioritize education and our students first.

As Wave One of the L.E.A.R.N. campaign launched last September, District decision-makers felt a groundswell of pressure building at school sites throughout SDUSD. We saw that pressure affect the bargaining table, as the District withdrew some of their worst proposals: completely eliminating the Prep Time and Enrichment program, totally gutting our administrative transfer protections, and possible concessions to our current healthcare benefits. These proposals were defeated because members were prepared and mobilized as part of Wave One of the L.E.A.R.N. campaign, which culminated in our Nov. 8 pop-up picket.

Now, as we enter Wave Two



The Nov. 8 pop-up picket was a family event at E.B. Scripps Elem. Let's make sure our March Work to Rule action is even more powerful! See your site AR to find out when your Wave 2 union meeting is taking place.

of the L.E.A.R.N. campaign, we face a District that is once again failing to make educators and students a priority in their budget. Instead, they continue to push proposals that would allow them to increase class sizes in grades TK-12 and increase Special Educator caseloads. Their proposals would pave the way for layoffs, further reduce services to students, destabilize

our schools, and make the District's recruitment problem even worse.

As part of Wave Two, we as union educators must come together through collective action to fight back the District's plans to destabilize and underfund our schools and our profession. Wave Two of our campaign launches Jan. 17. See your Association Representative to learn more!



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SDEA Vice President

SDEA is ready to start 2018 off strong!

We hope you are all returning from your well-deserved break, rested and energized for the busy year ahead.

In 2017, SDEA unit members stood together and accomplished many things. We launched our L.E.A.R.N. bargaining campaign after conducting 150 site visits. The SDEA bargaining priorities found in L.E.A.R.N. are not just good for educators, but are also what our students and families need. Over the spring and summer, we also fought back against almost 1,000 SDEA unit member layoffs. Educators stood together in support of our colleagues. Through our pressure, all 1,000 educators were offered positions back in San Diego Unified.

With the slow progression of bargaining, we kicked off the Fall of 2017 with Wave One of our District-wide union meetings. We again conducted almost 150 meetings across the District to ensure members were educated about and involved in the fight for a fair contract. This led to our Nov. 8 pop-up picket, where thousands of SDEA members, students and families hit the streets to show the Superintendent and School Board that we are strong and united in the fight for the schools our students and educators deserve.

This collective pressure has resulted in locking up fully paid family healthcare for the full length of our new contract (likely two to three years), expanded leave rights that value our educators as professionals, and a District commitment to support and provide the needed resources for Restorative Justice and the Parent Teacher Home Visit Project.

As we enter 2018, the fight is not over! We need to continue to fight for much needed contract enhancements in special education and class size. We must also make sure that San Diego's educators

receive a reasonable and fair salary increase that helps keep us competitive with surrounding districts.

In addition to the contract fight, public education is also under attack at the state and national level. As soon as March, we expect a decision in the *Janus vs. AFSCME* case. With the current make-up of the Supreme Court, this decision is expected to go against public sector unions, and will prohibit us from collecting dues from non-members. Although this could have a negative impact of approximately \$500,000 to the SDEA operating budget, we are not going to allow our opponents to weaken our abilities to advocate for our students and public education.

In June and November of 2018, we also have some important state races that will be on the ballot. We will be working to elect a Governor who values public education and increased education funding, as well as a State Superintendent of Instruction who will hold all schools accountable and provide our schools and educators the supports and resources they need to meet the needs of students. These races are expected to be tight races, with the Charter Schools Association dropping millions of dollars into our opponents' campaigns to elect individuals who do not support public education.

As we enter the year ahead, it is extremely important that SDEA members are standing together and standing strong to protect public education, our students, our families and our profession. We look forward to standing alongside each and every one of you in the days and months ahead!

Together WE ARE Stronger!

Lindsay Burningham
Lindsay Burningham
SDEA President

Kisha Borden
Kisha Borden
SDEA Vice President

Annual Notice

A designated portion of SDEA dues is normally allocated to the SDEA Political Action Committee, a general purpose County PAC, through which SDEA/PAC principally supports or opposes local candidates or issues. If you wish this dues amount to remain in the SDEA general fund, contact the SDEA office at 619-283-4411. In addition, a designated portion of CTA dues is normally allocated to the Association for Better Citizenship (ABC/CTA), a bipartisan political fund through which CTA provides financial support for education issues and CTA-endorsed candidates for local and state offices. Members who choose not to allocate a portion of their dues to the CTA/ABC, but instead want it to remain in the general fund, should complete a CTA-General Fund Allocation Form. Forms are available on the SDEA website: www.sdea.net.



Remediation anxiety?

To ensure that the evaluation process is fair, the SDEA contract establishes timelines and procedures to provide employees with the opportunity to improve if a supervisor is considering issuing a negative evaluation.

Section 14.6.3 in the contract ensures that there will be resources and support provided such an employee, in the form of a remediation plan. This plan is a tool for improving performance before a bad evaluation can be issued. There are clear grounds for a grievance if a negative evaluation is issued without the administrator first providing a timely remediation plan.

Before a remediation plan can be put in place, the administrator must first have a progress check conference with the employee. The administrator

must communicate verbally and in writing the specific objectives and criteria where satisfactory progress is not being made, and then issue a complete remediation plan in writing. This conference must be held at least 50 workdays prior to the due date of the final evaluation. The exact date varies. For most employees this year, that date is Feb. 9. The plan must include the specific areas where improved performance is necessary, resources to be made available to assist the employee, the evaluator's role in assisting the employee, and the timeline for monitoring the evaluatee's performance.

Some good resources are your site AR, the "Know Your Rights" flyers on the SDEA website for Evaluations and Remediation Plans, and Article 14 in the SDEA contract.

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CALIFORNIA SCHOOLS
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5 QUICK STEPS TO PREPARE FOR 2018

1. Review your medications for opportunity to save money by switching to mail order.
2. Download your health plan app to your phone.
3. Become familiar with your nearest Urgent Care location and hours.
4. Get your flu vaccine at no cost at participating locations.
5. Keep an eye out for your new medical ID card coming in the mail.

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