

# THE ADVOCATE

## Union charter teachers make gains

SDEA members at charter schools within the boundaries of SDUSD have made significant progress this fall in improving standards for educators and students in the region.

SDEA represents educators at Harriet Tubman Village Charter School in the College Area and Iftin Charter School in City Heights, and just recently unionized educators at Gompers Preparatory Academy in Chollas

View.

Educators at Gompers filed for union recognition with the California Public Employment Relations Board in December, making them the largest charter school organized by SDEA, with nearly 100 unit members.

Nearly 80 percent of Gompers teachers signed the petition supporting unionizing with SDEA. Teachers at  
*See CHARTERS, p. 2*



Members of the Organizing Committee at Gompers Preparatory Academy secured nearly 80% support for unionization!

## AR Spotlight: Meet Vanessa Hart of De Portola

**Q: How long have you been an Association Representative (AR)?**

A: This is my second year as AR at De Portola Middle School.

**Q: Why did you become active in SDEA?**

A: Other teachers have inspired me! I have been lucky to work with amazing educators who are also union motivated and have educated me about my union rights throughout my entire career. When an opportunity presented itself to be AR I took it because I wanted to give back and ensure that all members at my site were in the loop about union matters and educated about important issues that affect us. Together we are stronger, right?

**Q: What do you love most**

**about being an AR?**

A: Working with our amazing TEAM! The educators at De Portola are a team, and through our continued collaboration we are improving conditions for our students and teachers. There is no better feeling than seeing change based on action.

**Q: What is the one thing you've done as AR that you are most proud of?**

A: We have 100% union membership at our site and our members are proud of that! Last year we (shout out to our CR Jillian Sheehan and our amazing CATs) worked tirelessly to ensure every member filled out a new membership form. We worked to educate our members about the importance of continued membership and

financial contribution after the elimination of Fair Share. Our team has continued to build a strong union presence on our campus, and it is rewarding to see the growing activism and involvement at our site.

**Q: How is a strong SDEA important to your work as an educator?**

A: A strong union helps educators feel supported and empowered. I always feel like someone "has my back." Without the union it's troubling to think about how many more expectations would be added to an educator's plate. SDEA helps to manage our workload so we can be effective educators.

**Q: If you could tell a new educator one thing about public education or SDEA,**



**what would it be?**

A: The only way you can create change or improve conditions for students and teachers is to PARTICIPATE and get involved with the union. Just because you're new doesn't mean that you don't have rights. Learn your rights as an educator and advocate for them. Not only would that act help out a "new educator" but it would support educators across the District.



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# Letters in Solidarity

Kisha Borden  
SDEA President



Scott Mullin  
SDEA Vice President

## The time for another raise is NOW!

We want to wish all SDEA members a very Happy New Year! We hope you all enjoyed your well-deserved winter break and are rested and rejuvenated as you return to work.

Thanks to our last contract settlement, you will be receiving a 1% raise in January if you're on the 12-pay plan and in February if you're on the 10-pay plan. This is in addition to the 1% raise from the start of this year.

After this next raise, SDEA members will have realized an aggregate of 18% across the board salary increases over the past five years—plus the one-time 1% "bonus" we got this past summer. None of those raises were just handed to us. We won them because we are a union! Through our solidarity and collective actions, we've been able to accomplish this in spite of SDUSD's declining enrollment due to changing demographics and loss of students to charter schools. This declining enrollment not only has a negative impact on our schools, but means fewer dollars are available for negotiations.

Does that mean we shouldn't demand further

raises? Absolutely not! Our wages as a percentage of the SDUSD's budget have been steadily declining over the past few years—in spite of the salary increases. In 2013-14, our wages made up 43.53% of the budget, while in 2018-19 our wages make up only 39.56% of the total budget.

These dynamics have created sufficient budgetary space for the District to be able to agree to a fair raise for next school year. Given the acute educator shortage in California, the District must offer competitive wages to attract the best educators our students deserve.

As we enter another round of bargaining in 2019, it is extremely important that we continue our collective efforts and stand strong to make sure SDUSD shows its educators the respect we all deserve, so that our students have the schools they deserve. Together WE ARE stronger!

Kisha Borden  
SDEA President

Scott Mullin  
SDEA Vice President

## Charters: Unionization raises workplace standards

*Continued from p. 1*

Gompers organized because they want to have a stronger voice in decisions that impact students and improve teacher recruitment and retention. Members at Gompers will be heading to the table soon!

In October, teachers at Tubman ratified a new contract that keeps them as one of the strongest union schools in the region. The 24 SDEA members at Tubman secured 12 percent in raises over the next three years, while protecting their fully-paid family health care benefits, securing paid maternity leave and guaranteeing paid induction for new teachers.

These gains are a testament to the power of SDEA members when enrollment is increasing to create budget surpluses, even before the state increases per pupil funding to appropriate levels. SDUSD loses about 1,000 students per year, with overall attendance dropping to approximately 98,000 in 2018-19, which has led SDEA leaders and members to push the District to work with educators to increase enrollment.

SDEA members at Iftin Charter School will also return to the bargaining table this spring to improve their wages, benefits and working conditions.

## Tell SDUSD to stop understaffing special ed.!

**SDEA Accountability Forum with Staci Monreal, SDUSD Chief of Staff**

**Wed., Jan. 30 -- 4PM**

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MAKE 2019 YOUR HEALTHIEST YEAR YET!

Start your new year off healthy this month:

1. Schedule any medical, vision and dental check-ups you may need.
2. January and February are prime time for the flu season. Keep germs at bay by washing your hands often with soap and water.
3. Get your zzzs. Adults need at least seven hours of sleep every night.
4. Sign up for health challenges. Challenges can be motivating and help make you accountable as you embark on the path to a healthier you.

Beginning January 14, VEBA will offer both group and personal well-being challenges on the new member well-being portal. Log on to [myVEBAwellbeingportal.com](http://myVEBAwellbeingportal.com) to explore topics like activity, sleep, healthy eating, stress management, hydration and decluttering.





# It pays to be a CTA member

CTA membership comes with many great benefits including access to the only CTA-endorsed Disability Insurance plans from Standard Insurance Company (The Standard). Now, at no extra cost to you, when you protect your paycheck with CTA-endorsed Disability Insurance from The Standard, you can get access to two new benefits from CTA.\*

- Student Loan Benefit
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## Learn more!

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\*The benefits are offered by CTA to eligible members on approved disability claims under the CTA-endorsed Voluntary Disability Insurance plans with a disability date on or after 9/1/2018 who meet additional specific criteria. CTA provides these benefits at no extra cost, and The Standard acts only as the claims administrator of these benefits. Student Loan and Cancer Benefits are not provided under the Disability Insurance policy. For costs and further details of the coverage, including exclusions, benefit waiting periods, any reductions or limitations and the terms under which the policies may be continued in force, please contact Standard Insurance Company at 800.522.0406 (TTY). Standard Insurance Company, 1100 SW Sixth Avenue, Portland, OR 97204 GP190-LTD/S399/CTA.1 SI 20197-CTAvol (08/18)

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