

THE ADVOCATE

Carrying the fight into summer

With an aggressive table strategy in May and June, SDEA's bargaining team is ready for a strong summer of negotiations. SDEA has made ambitious and fair proposals on wages and class size, two of SDEA members' top priorities in the fall bargaining input sessions, and two key pillars in our Fight for 5! campaign to rebuild public schools. While the District's team is making efforts to stall (see below, left), SDEA's team will continue to push to achieve members' priorities and make

our schools stronger.

SDEA members can help make this a reality by getting involved in the campaign. Whether you are off for the summer in a few days or teaching at a year-round school, every member can take a few minutes to contact Superintendent Cindy Marten to encourage her to do the right thing on class size (see below, right).

Stay tuned for email updates from the team this summer, and let's all be ready to kick it into high gear in the fall!



Encanto members Margaret Hernandez (AR) and Lynn Howard leafleted parents about our Fight for 5!

Early Warning Signs at the Table?

Already, there are signs that the District intends to unnecessarily drag out the bargaining process:

1. The District opened almost every article of the contract, promising a long bargain focused on minutia, not problem-solving.
2. The District is paying a costly outside attorney to bargain the contract (despite seven in-house lawyers and three Labor Relations staff).
3. After a two-week break in bargaining, the District had no new proposals or counter proposals at the May 29 bargaining session. SDEA brought five proposals to that session.
4. The proposals the District did provide on June 2 would make unnecessary changes that are harmful to students and members.

Will the real Marten please stand up?



This is Principal Cindy Marten on class size: "At Central, reducing the number of students per class has been a top priority." [New York Times, June 2011] This is Superintendent Cindy Marten on class size: "If you can put 40 [students] in a class why don't you do that and save a little bit of money?" [U-T San Diego, May 2014] Are you confused too? Contact Marten at 619-725-7104 or cmarten@sandi.net.



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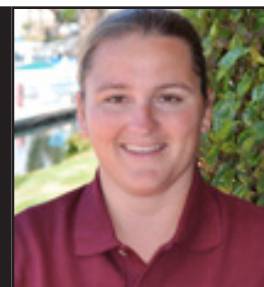
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Nanette Najera



Letters in Solidarity

Bill Freeman
SDEA President



Lindsay Burningham
SDEA Vice President

We MUST get involved in SDEA

This is the last Advocate article that we write to you as your President and Vice President. We want to thank all of you for your support. One of our last requests of you is to get involved in your union.

There are so many wealthy individuals and organizations out to weaken public education. Their goal is clear. They want to eliminate unions, thereby eliminating the voices of middle class Americans in the workplace and politics. The only way we can stop this is to get involved in our union. Can you imagine what the life of an educator would be like if we could be terminated at any time for any reason? This is what is happening in many charter and private schools, and it is what many of the education "reformers" want for our public schools.

To be a strong a union, SDEA must build strong sites, where all members are engaged and involved rather than just the AR. We must communicate with our parents, community members, and elected leaders. To do this, all members must be active and informed of the issues facing education today.

This is such a critical time for unions. We have cases in the Supreme Court that would silence

unionized educators. Now is the time to organize with our parents and community members. The Common Core, Local Control Funding Formula and the Local Control Accountability Plan afford us new opportunities to communicate with all stakeholders and to strengthen our public education alliances.

SDEA has come a long way in building a strong union, but we have room to improve by increasing member involvement. Often, it only takes engaging members about what they are willing to do to support SDEA. Most are willing to participate, but will never answer if not asked.

We must come together around shared interests and goals at our sites. We know what is best for our students. We don't have to wait for contract proposals from the District, or a group of 25 administrators to walk through our classrooms to tell us what to do. We know what is best for our classrooms and students. We *must* get involved at our sites and at the union-wide level.

Bill Freeman
Bill Freeman
SDEA President

Lindsay Burningham
Lindsay Burningham
SDEA Vice President

Congrats to SDEA's award recipients!



Executive Director's Award
Matt Yagyagan

An Organizer at Alliance San Diego, Yagyagan advocates for equitable K-12 education policies, trains parents from low-income communities to be leaders, and mobilizes stakeholders to improve public education.



Crystal Apple Award
Christina Boyd

Boyd's work includes organizing counselors from the ground up as their AR and serving on SDEA's bargaining team. Her leadership will be missed. Happy retirement, Christina Boyd!

President's Award
Tubman Charter members

SDEA Board Award
Lincoln High School members

This year, educators and Lincoln and Tubman proved that organizing with parents strengthens schools and protects students.

SDEA Scholarship Recipients

Rebekah Belasco
Chloe Dorworth
Julie Gantz

Trevor Menders
Juan Pacheco-Garcia
Maxwell Turnberg

Temporary Contracts

Know Your Rights!

What is a temporary contract and how do I know if I have one?

A temporary contract is an agreement between SDUSD and an employee that includes a defined period of employment – a beginning date *and* an end date. The California Education Code allows teachers to be classified as temporary if they:

- ✓ Work in categorically- funded projects,
- ✓ Replace a teacher on Leave of absence, or
- ✓ Meet other conditions found in California Education Code, Sections 44919 – 449221.

If you're unsure whether your employment is temporary or not, check your employment contract. You have the right to be notified in writing if your employment is temporary. If you do not receive such notification, you have the right to be deemed a probationary employee.

As a temporary employee, will I be re-employed next year?

A temporary contract has an end date after which you are no longer an employee of SDUSD. Future re-employment is at the discretion of SDUSD.

As a temporary employee, do I receive any preference in hiring for regular (non-temporary) contract positions?

When SDUSD has available vacant jobs to which no other union member is entitled, a temporary employee who has been employed by SDUSD for two consecutive years, and has served 75% of each of those years, is entitled to receive "first priority" in SDUSD's hiring at the grade level or in the department the temporary employee worked.

Will time that I worked on a temporary contract count toward my 2-year probation period or for seniority purposes?

Temporary teachers who have served for 75% or more of the school year and who are *hired without a break in service* in probationary positions must receive retroactive credit for one year's service as a probationary employee. Service as a day-to-day substitute does not qualify for this credit.

As a temporary employee, when does my healthcare benefit end?

A temporary teacher will have employer-paid healthcare thru the balance of the month in which the last day in paid status occurs. To be eligible for employer-paid healthcare, you must receive at least 50% of full-pay (in other words, you must have at least a 50%-time contract).

As a temporary employee, will I accrue CalSTRS service credit?

Yes. Contact CalSTRS and SDUSD within 30 days of hire. Ask about the options to "elect CalSTRS Permissive" or membership in the Defined Benefit program. Contact CalSTRS at (800) 228 5453 and/or SDUSD's Benefits Office at (619) 725 7676.

Sources: Collective Negotiations Contract Articles 9 and 12; Education Code Sections 44916, 44920 and 44921

SAN DIEGO EDUCATION ASSOCIATION

www.sdea.net

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Changes in CA Credential Law May Impact You

Changes in state law are impacting some SDEA members teaching outside their credential areas. To add a subject area authorization, teachers must now pass the California Subject Examination for Teachers (CSET) and take a methodology course specific to the new subject. Members teaching outside of their credential area can obtain a limited assignment teaching permit, but the permit can only be extended through three years. SDUSD is currently conducting credential audits, and members who do not hold the proper credential for their current assignment are placed on unpaid leave until the issue is resolved. It is the teacher's responsibility to maintain the proper credential. Summer is a good time to take any needed tests or courses!

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 Larry Moreno 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. Contact Larry Moreno at 619-283-441 to obtain a copy of the form.

**You're protecting them.
Who's protecting you?**



Your loved ones depend on you, but would you still be able to provide for them if a disability prevented you from working? Take steps to maintain their way of life and yours with CTA-endorsed Disability Insurance from The Standard. It helps safeguard against loss of income due to an illness or injury. Start protecting what's important to you at CTAMemberBenefits.org/TheStandard.




For costs and further details of the coverage, including exclusions, any reductions or limitations and the terms under which the policy 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
GP 190-LTD/S399/CTA.1 SI 16000-CTAvol

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Making Health Care Better for Everyone



Focus on Health: Click Your Way To Good Health This Summer

Summer is here and the perfect time to get healthy! Catch up on wellness exams for you and your family. At this visit, most screenings and prevention services are covered at no cost to you. This means you don't have to pay a copay, coinsurance, or even a deductible. For a complete list of these services, please visit <http://www.healthcare.gov>.

Be sure to check out these websites and smartphone applications, too. They provide wellness information, discounted products and services, and you can even take a health risk assessment.

For ALL VEBA Members:

1. www.UHC.com/source4women: Get healthy recipes, 15-minute workouts, child and teen health tips, advice from Dr. Oz, and much more!
2. "UnitedHealthcare Smart Patient" **smartphone app**: Keep track of your blood pressure, blood sugar, BMI, cholesterol, appointments, doctor's orders, and get tips on how to be a good health care consumer.
3. "Every Body Walk!" **smartphone app**: Turn your smartphone into a pedometer!

For Kaiser Members: www.kp.org

For UHC HMO Members: www.uhcwest.com

For UHC PPO Members: www.myuhc.com

For Express Scripts Members: www.expressscripts.com

Get a jumpstart on good health this summer. . .
Contact a VEBA Health Coach

619-466-4386 or
healthcoach@vebaonline.com

CALIFORNIA SCHOOLS
 **veba**