

THE ADVOCATE

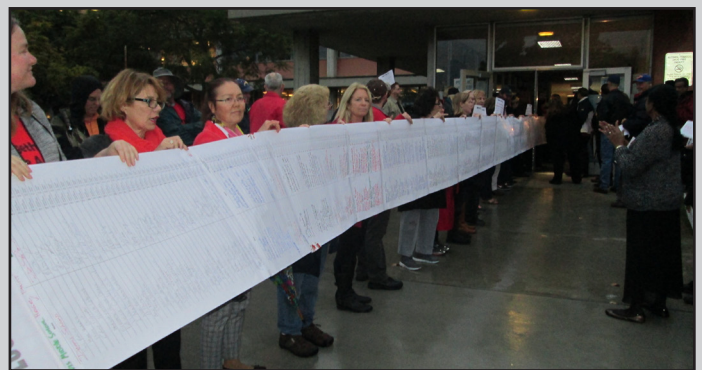
It's official! 86.7% ratify FF5! contract!

Both SDEA members and the SDUSD Board of Education have voted to ratify the 2014-2017 SDEA/SDUSD Collective Bargaining Agreement, meaning our *Fight for 5!* victories will now become a reality. From the Bargaining Input sessions that launched our campaign a year and a half ago, to the massive community petition that we rolled out through the central office hallways, to the rolling rallies that swept the District

this spring, our *Fight for 5!* has been rooted in strong, bottom-up member and parent organizing.

It shows in what we won! We made progress on every one of our *Fight for 5!* priorities. This new contract begins to meaningfully rebuild our schools after years of cuts. Together, members and parents pressured the School Board and Superintendent to prioritize the classroom, and our students will now see the benefits of our hard work.

The road to victory



What did we win?

- **Wages and benefits to attract and keep the best and brightest.** A 1% raise this year, a 4% raise next year, and continued fully-paid family healthcare.
- **Lower class size.** 24:1 site averages at TK-3, 35:1 cap at 4-6 beginning in 16-17, and a stronger secondary class size grievance settlement.
- **More nurses, counselors and special ed. support.** Nursing increases based on site need, more secondary counselors, a 3-school elementary counselor cap, lower RSP caseloads, and a plan for general educators with 20% or more students with IEPs.
- **More elementary enrichment (prep time).** Increased minimum enrichment/prep time by 10 minutes a week for grade 4-6 teachers.
- **Protecting our planning time (workload).** Maintained workload protections for all, and fought back attempts to reduce elementary prep time.



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Michelle Sanchez
SDEA Vice President

Fight for 5! becomes a reality Let's enforce our hard-fought rights

SDEA members have overwhelmingly voted to ratify the 2014-2017 SDEA/SDUSD Collective Bargaining Agreement. The contract was approved by 86.7% of the members who voted. A full 55% of our membership made their voices heard by voting during this ratification.

Our *Fight for 5!* victories will now become a reality. The improvements we've made in our contract were achieved because SDEA members and parents organized to improve the working and learning conditions in our schools. This agreement will help us rebuild our schools after years of cuts and shared sacrifice. Through the *Fight for 5!*, we've also built the strongest relationship we've ever had with parents and community members. In the coming months we will continue to fight together to improve funding for education.

As we emerge out of the *Fight for 5!* bargaining campaign, we need to remember that the strength of our contract does not just come from the words written between the covers of the contract, but rather from our membership's knowledge of our rights and our ability to enforce them. In the months ahead we will work collectively to ensure that our members, students and schools will reap the benefits of this new contract. We will see improved class sizes for our youngest students, more counseling support for our high school students, increased special education

support, and more respect for the time educators devote to our work. Effective July 1, member salaries will have increased by 10% since the start of the 2014-15 school year, showing a respect for the work we do and bringing us comparable to surrounding districts. Members will also continue to receive fully-paid family healthcare during a time when healthcare costs continue to rise.

Over the next few months we will continue to communicate with members about the new contract, striving to equip every member with the tools we need to understand and enforce our rights. Please contact your site Association Representative, who can work with you and with SDEA staff and leaders if you have any questions about your newly won rights in the *Fight for 5!* contract. We look forward to working with members and the District to improve the education of our students, reverse the trend of declining enrollment in SDUSD, continue to see increased school funding, create a meaningful educator evaluation model that is not tied to student test scores, and ensure that students and educators have the resources they need to be successful!

Together We Are Stronger!

Lindsay Burningham
Lindsay Burningham
SDEA President

Michelle Sanchez
Michelle Sanchez
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 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. Forms are available on the SDEA website: www.sdea.net.

Congratulations to SDEA's award winners!



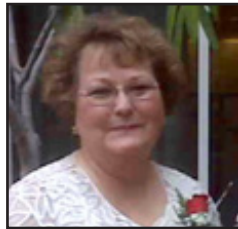
Executive Director's Award
Carol Kim



SDEA Board's Award
Educators at Millennial Tech. Middle School



President's Award
Bill Freeman



Crystal Apple Award
Elizabeth Ahlgren

SDEA Scholarship Recipients

Serena De La Cruz
Hunter Garnier
Wesleigh Harrison

Nathan R. Hight
Braxton Murphy
Madeleine Turnberg

This year's award recipients include those whose service to the union has spanned decades (Elizabeth Ahlgren and Bill Freeman), and those poised to make exciting and new contributions (MTM members' pioneering parent outreach and Carol Kim's leadership as a parent in our Fight for 5!). Congratulations to all winners!

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You do a lot of things for a lot of people. But while your students count on you to teach, your family depends on you for just about everything else. That's why it pays to protect their way of life with CTA-endorsed Life Insurance from The Standard. It can help pay for the things your loved ones might need in the event of the unexpected — like car payments, college tuition, the mortgage and more. Get the confidence that comes with knowing you've protected their future so you can focus on being your best today. Learn more at CTAMemberBenefits.org/TheStandard.



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Schedule your FREE wellness visit. Summer is a great time to slow down, relax, and do something good for yourself. Including scheduling your FREE yearly wellness visit with your doctor. At this visit, your doctor will:

- Review your medical history, current health conditions, and any prescription drugs you take
- Check your blood pressure, height, and weight
- Make sure your vaccines, lab tests, and preventive screenings are current
- Make suggestions on how to stay healthy

Call Your doctor TODAY. Be sure you bring the following information to your doctor visit:

- a list of prescription drugs, vitamins, and any supplements you take
- any questions you have about your physical and/or emotional health, preventive screenings, exercise, lab test results, or any other health questions you have

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