

THE ADVOCATE

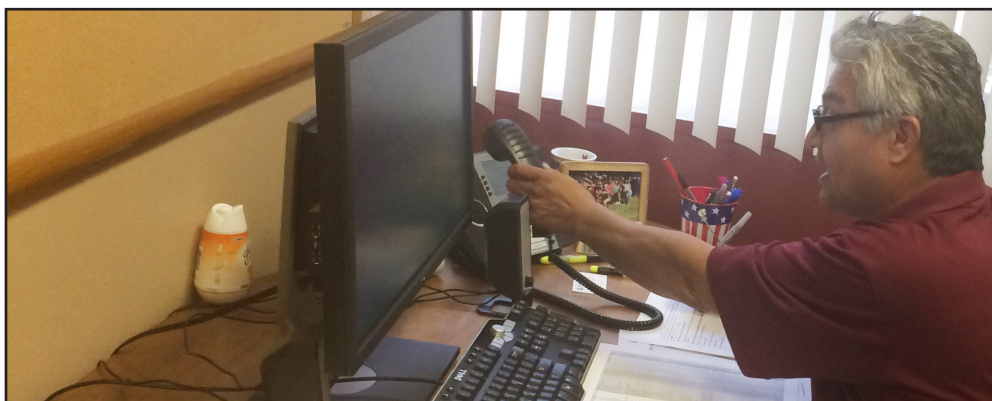
Fair Share Task force ends year strong

It's been quite an eventful year for our union. SDEA leadership started off the year preparing for the possible loss of agency fee by creating a Fair Share Task Force made up of member activists and organizers. The charge of the task force was to tirelessly work on shoring up SDEA's membership and preparing ourselves for the Friedrichs v. CTA decision that we knew would be coming down. No matter how the Supreme Court was going to rule, we knew we had to be prepared.

We all followed the oral arguments in January of this year, and braced ourselves for a ruling, knowing it would be close either way. Then, Judge Antonin Scalia passed away, leaving the court tied with a 4-4 split decision. The effect was sending a "no decision" back to the lower courts, which had found in favor of unions. This meant that public sector unions like ours would be able to continue collecting fair share dues from members and non-members alike, just as we have been able to since the landmark Abood v. Detroit Supreme court case almost 40 years ago.

As relieved as we were, we knew that the threats to our ability to collect fair share fees are still under threat, with 25 similar cases making their way through our nation's courts. The attacks will not stop, so neither can we. So, it was with the same resolve we've always had that the Fair Share Task Force came down to SDEA headquarters on May 24 to continue our ongoing outreach.

The focus of this session was to reach out by phone to new educators who have been hired over the last two years, but who hadn't yet joined SDEA. We were excited to make phone calls to them, both to find out why they hadn't become members yet, and to explain the power of membership and the importance



Top: Armando Catano (Bell MS) calls new teachers about the power of union membership. Above: Member Organizer Adam Goldstein, Danny Blas (Kearny HS) and Linda Guild (A.P.E.) prepare for new member outreach.

of why it is crucial to join and remain a member of our union. What we found is that many of these new educators simply didn't know that they weren't members! They were excited to join as full members of our union.

The Fair Share Task Force is just as fired up as we were back in September, and we

are committed to continuing our mission of membership engagement into next year and beyond. Reaching out to members and non-members alike about the importance of being in our union has been, and will continue to be, absolutely vital to the long-term survival of our union, our schools and public education.



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Letters in Solidarity

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Members' advocacy strengthens schools

It is hard to believe that we only have a few weeks left in the 2015-2016 school year! SDEA members have worked tirelessly this year to build collective strength in increasing membership and union engagement, advocating for our students and communities, and standing up for the schools our students deserve.

On May 12, Alliance San Diego issued a press release applauding our educators and the District for preparing students for the 21st century. The 2016 SDUSD graduates will be the first full cohort to graduate with the new University of California A-G requirements adopted by the District. In years past, the District graduation rate has been just below 90 percent. The 2016 projected student graduation rate is an all-time high of 92 percent, inclusive of a more rigorous curriculum.

What many of the news releases and coverage failed to promote is the fact our membership is at the forefront of classrooms, at school sites and supporting successful programs. These accomplishments would never have occurred without all of our members' dedication to our students. Over the past four years our members have advocated for more counseling time to ensure our at-risk students have the support they need to succeed. Our members have advocated for additional opportunities for our English Language Learners to meet the language requirements by expanding the LOTE (Language Other Than English) assessment. Our members also advocated for more focus to be placed on teaching and learning time, rather than testing and test preparation.

A 92 percent graduation rate is a huge accomplishment for a large urban school district, but our members continue to challenge that the District is more focused on providing access to courses for students without providing the needed supports and

programs to ensure success, such as their recent changes to the New Arrival Centers. Educators know students need assistance and resources to be successful. Our union needs to continue to advocate for those supports to go directly to our students and schools, instead of the central office.

Our members are on the frontline every day supporting the academic and social/emotional needs of our students. We will continue to advocate that the District include and listen to the voices of educators and community members when they make one District reorganization after another. Our educators and parents know the students better than any central office administrator!

We are the experts in our classrooms and in the field of public education. Our voices should be heard, respected and valued in every decision the District makes. As we enter into bargaining over a wage increase later this month, the SDEA bargaining team will be standing strong and united with our members to ensure we receive a competitive salary increase that will assist us in recruiting and retaining a high quality staff during the impending educator shortage. New educators coming into our profession, and those veterans who have been in our ranks for years, deserve to have their voices respected and deserve to have a wage that allows them to support themselves and their families.

Finally, we would like to thank all of the outgoing SDEA leaders for their work and dedication this past school year and look forward to welcoming our new officers, Board members and site leaders!

Together We ARE Stronger!

Lindsay Burningham
Lindsay Burningham
SDEA President

Michelle Sanchez
Michelle Sanchez
SDEA Vice President

Summer wage reopener! Let's support our bargaining team!

Let's support our bargaining team and show the District that we stand together in our bargaining for a wage increase! Come stand with the bargaining team at the School Board meeting on Tuesday, June 4. Members will meet at the flag

pole outside of the District Office (4100 Normal St.) at 4:45 p.m., then move inside for public comment from 5-5:30 p.m. Don't forget to wear red to show your solidarity with the members of our bargaining team!

Post and Bid rights: Important upcoming dates

Post and bid closed on May 11. There are several important dates to keep in mind that are coming up. The District, according to their internal timelines, routed the list of the bidders eligible for the positions from the Post and Bid to the school sites on May 20. Over the next month, beginning on May 23 and lasting until June 13, sites will conduct their selection process. Sites will finalize their selections in PeopleSoft on June 14. The SDUSD Human Resources (HR) Department will be verifying the selections from June 15 to June 17. On June 21, HR will send out letters to members who have been transferred through the Post and Bid process.

Between June 20 and July 1, HR plans to staff members who remain in excess or unassigned status after the Post and Bid transfer process in accordance with the union contract, into any remaining or new vacancies that materialize after the Post and Bid closed. This means that the most senior excessed staff will be offered those positions that they are qualified for, and then the next most senior, and so on, in each credential area (e.g. Social Studies, Multiple Subjects, Counseling), until all excessed and unassigned staff are placed. Regarding staffing of vacancies after the May Post and Bid once all excessed members have been placed, Section 12.2.13: Seniority after



Contract Corner
Strengthening our union by protecting our contract

the May Post and Bid states that “one of the five members who requested the transfer and have been deemed qualified by [HR], will receive the transfer.” Transfer request forms are available in HR.

staff with internal candidates will be filled through external hires, which includes looking at Visiting Teacher and temporary employee candidates, along with applicants from outside of the District.

Finally, any remaining vacancies that HR is unable to

If you believe your transfer rights have been violated, contact your site AR.

Congratulations to our award recipients!



SDEA Board of Directors Award
Early Childhood Education Teachers



President’s Award
Kristin Brown



Executive Director’s Award
Richard Barrera



Crystal Apple Award
Jim Groth



CTA WHO Award
Eleanor Evans

SDEA Scholarship Recipients

- | | |
|----------------------|-------------------|
| John Paul Ablana | James Klueber |
| Danielle Christensen | Jacob Niskey |
| Samantha Gagnon | Courtney Ouellett |
| Richard Schamp | |



Protect what matters to you.

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.



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-LIFE/S399/CTA.3 SI 17311-CTAvol



Taking Charge of Your Health

Taking charge of your health is the best way to stay healthy. VEBA gives you the tools you need to make informed decisions. And they are FREE!



Best Doctors: 866-904-0910 (Monday–Friday, 8 am to 9 pm ET)

- Get a second opinion for a health condition
- Get answers about a diagnosis, treatment plan, or test results
- Find a family doctor or specialist



Employee Assistance Program (EAP): 888-625-4809 (24 hours a day/7 days a week)

- Get counseling to deal with life's challenges (including issues related to work, stress, family, depression, and substance abuse)*
- Get help with financial or legal issues
- Find caregiving for a child or aging parent

*Note: First 5 sessions with an EAP counselor are Free.



VEBA Advocacy Program: 888-276-0250 (Monday–Friday, 8 am to 5 pm PT)

- Get help if your doctors or the health plan can't answer your questions
- Address issues related to getting care or quality of care
- Get answers about a diagnosis or second opinion

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

