

THE ADVOCATE

Members ramp up pressure as District finalizes layoffs

On May 11, the School Board voted to approve Superintendent Cindy Marten's unnecessary and destructive layoff notices for 473 educators. These layoffs aren't about "budget solutions." **SDUSD is creating a budget crisis in order to push through cuts and reorganizations that they want, but that teachers and parents oppose.**

SDEA members have ramped up the pressure on Marten and the Board to recall every single laid off member *now*, not in the fall when the damage to our school communities is done. The day after the vote, members demonstrated outside of Marten's home. The momentum continued on May 30, when educators and our allies "occupied" the Ed. Center before the School Board meeting. SDEA members, joined by our union sisters and

brothers from UDW, IBEW, AFSCME, CSEA, Central Labor Council and the Building Trades, crammed into the lobby outside the room where Marten and the Board were preparing. Our voices shook the building—and certainly unsettled top admin in Finance, Human Resources and Labor Relations as they sat perfectly still on the couches in the lobby—as we chanted our demand: **What do we want? NO LAYOFFS! When do we want it? NOW!**

With hundreds of educators still laid off, we can't stop now. To join the SDEA Summer Street Heat Team, email SDEAPres@sdea.net. If Marten is planning a visit to your site before school ends, make sure she sees a sea of red shirts and No Layoff stickers! And be there at the School Board meeting on June 13!



Top: Dozens of members, parents and students demonstrated outside of Superintendent Cindy Marten's downtown high-rise condo the day after the Board finalized more than 400 layoffs. Center right: ECE teachers gathered at the SDEA Day of the Educator celebration before heading into the School Board meeting to protest layoffs. Bottom right: Members "Occupied the Ed. Center" before the May 30 School Board meeting. Bottom left: Members at Pacific Beach MS showed up to support an SDEA press conference.



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Letters in Solidarity

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2016-17: Best of times, worst of times

It is hard to believe that there is less than a week left in the traditional school year, and just over a month left for our year-round educators. As you all know, there has been a lot going on at the local, state and national level.

Let's start with a couple of high points:

- SDEA was eight for eight in the 2016 election with our endorsed candidates and measures at the local and state level.
- SDEA conducted over 125 bargaining input sessions.
- SDEA launched our L.E.A.R.N.! bargaining campaign for the schools our students and educators deserve.
- SDEA joined forces with large urban districts across the state in the creation of the California Alliance for Community Schools.

Intermingled with these high points, we faced and continue to face many challenges. There is immense insecurity at the national level with the election of a President and the appointment of a Secretary of Education who do not believe in public education for all, and instead want to make a profit off of our neediest students. Through all of this insecurity we remain united and committed to our students, their families and our educators.

Through the L.E.A.R.N.! campaign we are committed to advocating for the resources and support that our educators and students need both in and outside the classroom. The priorities you shared in the bargaining input sessions are the cornerstone of our bargaining proposals. But the bargaining team is only as strong as the members that continue to stand with us in solidarity. We need every one of our members committed to the goal of winning a L.E.A.R.N.! union contract!

We know that the District's finances are looking up, and that with each day that passes, we get closer to the truth. As a union, we are doing everything possible, every single day, to see more and more laid off members. With over 528 SDEA unit members taking the retirement incentive, an improved May revise to the state budget and accurate District budget projections, there is no reason hundreds of our members should still have layoff notices. We



SDEA members at Dailard Elem. are saying YES to a L.E.A.R.N.! union contract.

need to fight for all of our brothers and sisters to be recalled and returned to the school communities they love!

As we emerge from this layoff fight, we must turn our attention to what is happening outside of San Diego. Regardless of what we may think about our current School Board, Superintendent or district administration, the threat to traditional public school education is real. In a stunning turn of events, Los Angeles Unified School District has just become a majority pro-charter school board. With over \$15 million dollars being spent, making this the most expensive school board race in history, the Charter School Association and its millionaire donors have taken control of LAUSD. With the ever-growing threat to public education at both the federal and state level, it has become even more clear that we need to continue to build and strengthen our coalition against the privatization of public education.

The only way that we will win these battles at the local, state and national level, is if we continue to remain strong, united and fighting TOGETHER for the schools our educators, students and communities deserve.

Together WE ARE Stronger.

Lindsay Burningham
Lindsay Burningham
SDEA President

Kisha Borden
Kisha Borden
SDEA Vice President

Live and L.E.A.R.N.! No destabilizing schools.

Does this sound familiar?

It's Friday, Oct. 28. You're a second grade teacher. You've spent the past two months getting to know your students and creating a classroom community. You've established successful routines and an engaging curriculum. You've established relationships with parents. The year is off to an amazing start. Then your principal calls you and tells you that the school is losing a teacher. Your second grade teaching partner is being excessed, and you will now be teaching a grade 2-3 combo. You are losing half of your students. You will be teaching third grade for the first time. The change will be effective on Monday, which happens to be Halloween.

Or how about this one?

It's Tuesday, August 23. You're a high school biology teacher. Though you hold a credential to teach physics, you've taught biology for the past decade. You have amassed ten years worth of curriculum. When you left school last June, your school's master schedule had you teaching biology again. You spent some time over the summer updating your

units of study, and are looking forward to the year. Then you receive an email. Your teaching assignment for the coming year will be physics. Tomorrow is the first teacher report back day.

Or maybe this?

It's July 29, 2017. You have spent the past four years teaching middle school math ten minutes from where you live. You were excessed from your school in June, and you didn't find a position through the Post and Bid. You get a call from Human Resources, offering you two positions. Both are at high schools, and both schools are more than half an hour from your home. You ask if these are the only available positions that you are qualified and credentialed for. The Human Resources Officer tells you that you have to pick one of these positions, and that you have to do it within 48 hours or you will be assigned to one of them. You call the SDEA office and ask if this sounds right. The SDEA Contract Specialist tells you that the union has requested the information needed to determine what vacancies exist right now, but the District hasn't responded even though

it's been over a month. You call Human Resources and accept one of the positions. A month later, you learn that a brand new teacher to the District was placed into a math position at a middle school fifteen minutes from your home. That position was not on the Post and Bid, and it was never offered to you.

Or perhaps this one?

It's April 29, 2017. You have taught in the District for seventeen years. There are four English teachers at your school, and you are the most senior. Your principal calls you into her office and tells you that you are being excessed. You ask how this can be, as there are three less senior English teachers at your school. The principal tells you that there is no line for you in the master schedule. Two of the English lines next year include a history class, and the third includes a CTE class. The other three English teachers hold credentials to teach these new lines. It would be easy to move the classes to keep you and excess the least senior English teacher, but the principal is not willing to.

What do all of these stories have in common? They are all based on real-

life examples SDEA members have experienced under the current transfer language in our union contract. Our transfer article is broken. Our current transfer process is confusing, complicated, and hard to enforce. It allows principals to make staffing decisions that are not supported by the school community, and it allows classes to be reorganized more than two months into the school year. That's bad for SDEA members, and it's bad for our students.

These stories, and hundreds like them shared with SDEA leaders and staff, are the reason that "Not Destabilizing Our Schools" is one of the five pillars of the L.E.A.R.N.! bargaining campaign. The District's recent transfer proposal would remove even the basic protections we do have. They would allow transfers and class reorganizations at any point in the year, and would give site administrators even more authority to move members around at whim.

That means winning a fair, transparent transfer process that brings stability to our schools will require all SDEA members to be in the fight!

Miller engages community through SDEA grant

SDEA members at Miller Elementary are doing powerful work to engage their school community through SDEA's new Community Engagement Grant program. Miller held a Military Appreciation Week May 22-25 to honor Miller's many military families.

On Monday, appreciation banners were placed around the school. On Tuesday, parents were invited to a schoolwide BBQ luncheon. Wednesday was "Muffins for Military" Day, with members on hand to

thank military parents for their service.

The week culminated on Thursday with a "Poppies and Remembrance" event attended by all 775 students and 350 parents. Students sang, recited poetry, celebrated Miller's continuance as a No Place for Hate School, and honored a student who was killed in a car accident this year by naming an orchard in her honor.

"It was an emotional and heartfelt event for all," says Miller teacher Beth Kay.



Members at Miller used their SDEA Community Engagement Grant to support a "Poppies and Remembrance" event.

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Take Care of YOU this Summer

Summer is a great time to slow down, relax, and take good care of yourself. This includes scheduling your FREE yearly wellness visit with your doctor.

Schedule your FREE Wellness Visit

Here's what you can expect at this visit.

Your doctor will:

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

Prepare for Your Wellness Visit

- ✓ Bring a printed list of ALL prescription drugs, vitamins, and any supplements you take (including dosages)
- ✓ Write down any questions you have about your physical and/or emotional health, preventive screenings, exercise, and lab test results
- ✓ Show your doctor any suspicious or new moles or growths on your skin

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

