

THE ADVOCATE

What would our contract look like if we did not have a union?

The question above is a trick question! If we did not have a union, we would not have a contract. Instead, we'd have a handbook created entirely by the District, with no say at all about our pay, benefits, class size or anything else. Because we are union, we do have a contract, and we have a say in bargaining what goes into that contract.

That's why, after nearly a year at the bargaining table, thousands of SDEA members engaged in a union-wide "work to rule" action on March 13. This action showed the School Board and the San Diego community what our schools might look like without us, and made a clear statement to the Board that we

expect them to send their team prepared to finally settle a fair contract on March 22. That is our last scheduled bargaining date before SDEA's bargaining team decides whether or not to declare impasse, which would move us into state-facilitated mediation.

It is only because we are a union that we can win the strong contract that we and our students deserve. Take a minute and think about what our "handbook" might look like if we weren't a union. The District would have had their way and imposed what they first put on the table back in May 2017. The chart on the right shows us what life would have been like with no SDEA. Together we really are stronger!



Active union members like the ones above at PBMS, completing postcards as part of their Wave 2 union meeting, are why we have seen progress at the bargaining table.

What did our district want our contract to look like when bargaining began last May?

- **Concessions on healthcare:** Almost certainly no more fully paid family healthcare with both Kaiser and non-Kaiser options. We are the last union in San Diego County to have this.
- **Bigger class sizes across the board:** Required school staffing formulae would be gone.
- **Bigger special ed. caseloads:** Nearly 500 Education Specialists would have had a 10% caseload increase.
- **No secondary class size cap for two months:** The cap of 36 would not kick in until the eighth week of school.
- **Elimination of elementary enrichment:** This is how elementary teachers get prep time, and how students get a rich curriculum.
- **No due process for administrative transfers:** Your principal could kick you out of your school at any time for not being a "good fit."

ALL of these concessions were fought back BECAUSE WE ARE A UNION.



10393 San Diego Mission Rd. Ste.
100, San Diego, 92108

Phone (619) 283-4411 Fax (619) 282-7659

Web
www.sdea.net

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Letters in Solidarity

Lindsay Burningham
SDEA President

Kisha Borden
SDEA Vice President



The battle for public schools Nationally and locally, educators lead the way

As you are all aware, public education and public sector unions are under attack across our nation. These attacks are being led by a Secretary of Education who wants to privatize public education and a Supreme Court case (*Janus V. AFSCME*) funded by wealthy privatizers that is aimed at weakening the strength of our unions and our ability to stand up for educators, our students and our communities. In addition to these attacks, legislators now want to arm educators with guns in our schools. Plus, our own School Board is still proposing a 0% salary increase for two and possibly three years, which would put our wages in the bottom quartile County-wide. The good news is, we are not alone in these attacks. Our biggest weapon to fight back against them is OUR UNION!

This past Saturday, in cities across the country, thousands of union and community members united to demand an end to an economy that's rigged in favor of the wealthiest and most powerful. SDEA members joined thousands of working people and our allies and stood up for our freedom to come together in strong unions and fight. During the Working Peoples Day of Action Rally, SDEA Vice President Kisha Borden spoke on behalf of educators as we fight for equitable pay, affordable health care, quality schools, vibrant communities and a secure future for all of us. We will continue to demand an end to a system that's rigged against working people.

After the slaughter of students and staff in Parkland, Florida, the time for action has never been more urgent. The politicians sit on their hands as our children and their teachers are murdered in their schools. Students, educators, parents and our allies will be silent no more! The failure to enact rational laws that bar access to guns designed for mass shootings is inexcusable. It is past time to speak out and act. Students are leading a national walkouts on March 14 and a nation-wide protest on March 24 and SDEA has joined a call for massive action on April 20, the anniversary of the horrific shootings at Columbine High School.

We urge teachers, families, students,

administrators and every member of the community to engage in acts of protest in and around their schools. As a result of SDEA pushing the Superintendent to get information out to members, the Superintendent sent an advisory informing members of students' right to protest, as well as our responsibility as educators. It is time to let our legislators know that they must stand up to the gun lobby and enact meaningful reform to protect students and staff.

While we stand with educators nationwide in protecting our schools and our students, we must also continue our strong bargaining fight for the schools our students and educators deserve here in San Diego. Although we are finally seeing good progress towards our non-cost LEARN goals, SDUSD is still proposing a 0% salary increase. That is not acceptable and does not appropriately acknowledge the amazing work and dedication of San Diego's educators. That's why on March 13 San Diego educators came together in a one-day work-to-rule and rally at the SDUSD Board meeting and demanded that the Superintendent and Board direct their team to settle a fair contract and settle it now. We have one more bargaining date on the calendar for March 22, so don't forget to wear your RED to support the SDEA bargaining team and the fight for a strong and fair union contract!

All of these attacks may seem overwhelming, but our strongest tool to fight back is our union. That is why on March 14, SDEA launched our Re-commitment Campaign, wherein thousands of San Diego educators will be signing new membership forms and recommitting to building a strong union where we will collectively stand up against these attacks and continue to fight for the schools our students, educators and communities deserve! We invite you to join us, sign your new membership form, re-commit to SDEA and show our opponents we will continue to stand strong and united no matter what they throw our way!

Lindsay Burningham
Lindsay Burningham
SDEA President

Kisha Borden
Kisha Borden
SDEA Vice President

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Know your site security plan

In light of yet another horrific school shooting, we must review our District’s safety procedures and the protections that our union contract provides. We should all be familiar with District Emergency Procedures, which are found on the employee portal of the SDUSD website. Our union contract also spells out rights we have in Sections 11.5 and 11.6.

This section establishes the need for site security plans to address unauthorized intrusions and criminal activity at the site. Security plans need to be developed and implemented by the site administration and the Site Governance Team. They should not be unilaterally imposed from administration, and site unit members need to be given the opportunity to give input in the development of the security plan.

The plan should include the rules and procedures that site personnel shall follow for their protection, including a method of emergency communication, and the rules and regulations governing the entering and leaving of school sites. Each plan needs to include communication procedures in the event of an emergency, the rules regulating intrusions, the use of school parking lots, and weapons on campus.

The plan needs to be reviewed annually, and each member at a school site shall be informed of and given a copy of the plan within 10 workdays of the date of reporting to their work location. If these procedures and steps are not followed, there are grounds for a grievance, with the intent being to set up a site security plan to ensure the safety of the school community as a whole.

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