

# THE ADVOCATE

## Let's say no to layoffs and yes to L.E.A.R.N.!

District administration is creating a budget crisis to push through cuts that are bad for kids. They are planning to layoff 1 in every 8 educators, get rid of enrichment classes, and slash supports for our neediest students. Creating an environment of panic and instability is an opportunity to push through the cuts and reorganizations top administrators want, but that parents, educators and our school communities oppose.

These cuts are based on worst-case predictions, and they've been wrong every time. District administration doesn't really know what its budget will be until June. Right now they are just guessing, and they have a long history of guessing wrong. Last year their budget was off by 48%, and in 2014-15 it was off by 94%! That's \$79 million! That's why we are fighting back against teacher layoffs and slash-and-burn cuts.

Educators have a better plan for our schools. Educators aren't getting distracted by this inflated crisis—and we don't want parents to be, either. To move us forward, we're launching a campaign to fight for a union contract that gives our kids and our schools the resources they really need.

Let's join the contract fight to

### L.E.A.R.N.!

**Lower class size!** Lower class sizes for every classroom means our students will get the attention they need to learn.

**Expanded enrichment classes!** Kids need art, PE, music and more to learn and grow. Plus, the time kids spend in enrichment classes gives their teachers time to plan and prepare.

**Attract and keep the best teachers!** Our kids deserve the best, but San Diego educator pay is near the bottom half of all educators in the county. That's why we're fighting for competitive pay and benefits.

**Resources for kids!** We need more wrap-around resources, like counselors, nurses, and special education support, to make sure all of our kids get everything they need in order to learn.

**No destabilizing schools!** We want to start off the school year with teachers in place and ready to teach — no more last minute changes. Staffing policies should create stable schools and be fair.



Top: SDEA members flooded School Board meetings on Feb. 21 and 28 to demand no layoffs and no slash-and-burn cuts. Center: SDEA members stood strong while Crown Point Elementary School teacher Angela Rieke described the negative affect the proposed cuts would have on our students. Above: Mission Bay HS teacher Jared Enyart brought his three "budget priorities" to the meeting, calling on the School Board not to punish students for their fiscal mismanagement.



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

## No, it is not "just a notice"!

It has been a very busy few weeks since our February Advocate article. Although it has been very stressful, know that your fellow SDEA members, leaders and staff have been working hard to ensure our contract is enforced and District decisions don't harm our students and educators.

As the details of the District's proposed slash-and-burn budget cuts to programs across the SDEA bargaining unit have emerged, many of us have found ourselves in shock. On Feb. 28, the SDUSD School Board voted to issue over 800 layoff notices to SDEA unit members. These 800 are in addition to hundreds of notices going to our colleagues who are classified employees, administrators and school safety personnel.

These cuts will impact student support services, preparation time educators, and content area experts, just to name a few. These layoffs are based on a hypothetical worst-case scenario that itself is based on a draft budget that won't be revised until May and finalized until June. We know that there are better ways to resolve budget challenges through retirement incentives, natural attrition, reducing administrative costs, and full-fledged efforts to reduce declining enrollment.

The Superintendent and others have told us that these are just "notices" and we shouldn't over-react, but many of us have received these "just notices." We know what it is like to get the envelope in the mail with the "accusation." We know what it is like to feel that our employer doesn't value and respect the countless hours and blood, sweat and tears we put into our jobs and your students. We know what it is like to still go to work every day and put a smile on our faces, when we don't know if we will have medical insurance or being able to pay the rent. We know what it is like to go through the day-to-day uncertainty of not knowing what is going to happen. It is NOT JUST A NOTICE.

In the past few weeks, hundreds of SDEA members, fellow District employees and community partners have urged our School Board to be respectable employers and provide direction to the Superintendent and administrative team to control this budget deficit by making cuts that are far away from our students, not include layoffs, and show the respect that our educators, students, and families deserve!

We are doing everything we can to ensure our contract is respected, educators are returned to our positions and our students aren't harmed in the process. We have bargained a SERP (Supplemental Early Retirement Program). A SERP is a responsible and respectable way to control staffing that shows your employees that their work is valued and respected and recognizes their years of dedicated service to our students, schools, communities and this district. This SERP will also be used to replace the layoffs in the SDEA bargaining unit. By only filling those positions that are contractually obligated and necessary to provide an adequate level of support for students and families, the District will save millions of dollars a year.

We have also filed three class action grievances on the District's decisions impacting elementary prep time, over-excessing of resource teachers, and staffing allocations at secondary schools. SDUSD is violating our contract, and we will take all steps possible to ensure our contract and educators are respected.

We have a busy few months ahead of us. We will be communicating regularly, so make sure to read your Union Notes (Thursday emails), attend your site union meetings, and stay active and engaged!

Together We ARE Stronger!

*Lindsay Burningham*  
**Lindsay Burningham**  
SDEA President

*Kisha Borden*  
**Kisha Borden**  
SDEA Vice President

### SDEA Election Announcement

March 20-31 is your opportunity to cast your vote for SDEA Board, CTA State Council and NEA-RA! The election will be conducted online with an in-person voting option. For more information visit SDEA's website at [www.sdea.net/home/sdea-elections](http://www.sdea.net/home/sdea-elections).

# From sick leave to jury duty, know your rights

The contract provides members with a variety of short-term leave options, including the following:

- **Sick Leave** (Section 10.2)
- **Personal Necessity Leave** (Section 10.3) – A member can convert up to eight full salary sick days to use as personal necessity leave, under one of the nine categories listed in the contract. A new right negotiated in 2015 is the ability to use up to five days of sick leave converted to Personal Necessity Leave for the purpose of a Personal/Family Responsibility.
- **Personal Business Absence** (Section 10.4) – The options are: two-hour leave, that is not charged to sick leave; three days used at the members discretion, that is charged to your

sick leave bank; and a one month, unpaid leave.

- **Paternity and Adoption Leave** (Section 10.5) – Members get one day off for fathers/spouses/partners upon the birth or adoption of his/her child. Newly expanded rights from 2015 now allow for the ability to utilize up to 10 sick days for paternity/adoption leave.
- **Bereavement Leave** (Section 10.15) – This leave is not charged to a member’s sick leave bank, and allows for a total of five paid days off for each death occurring in the member’s or their spouse’s/partner’s immediate family (as defined in Section 10.16).
- **Family Care Leave** (Section 10.19) – This is unpaid leave, but maintains a member’s benefits. It can

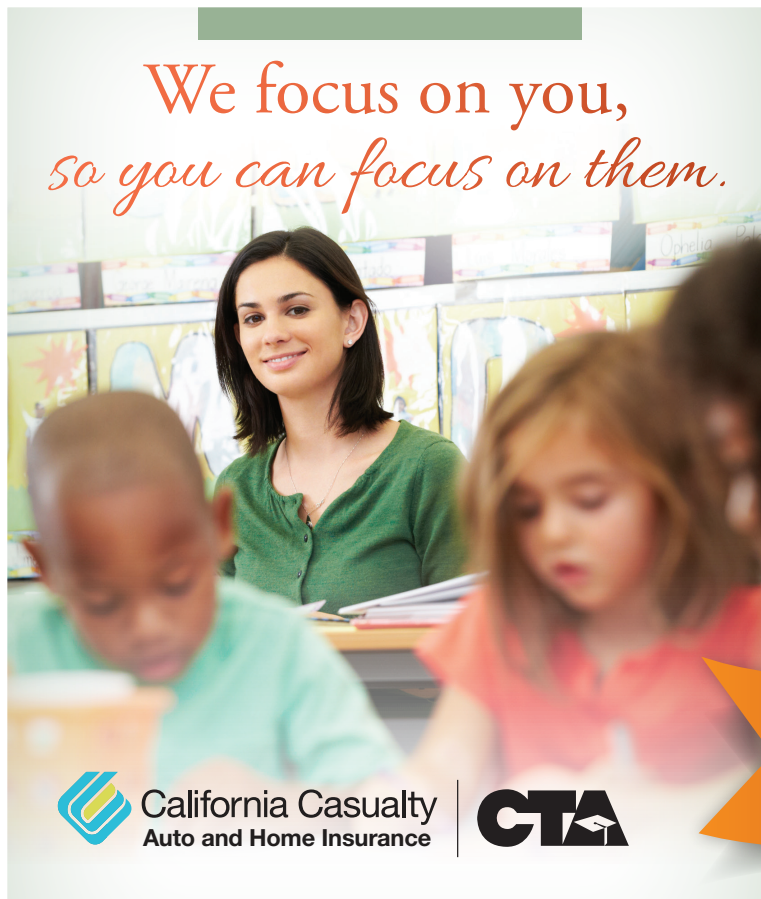


be intermittent, and is for the purpose of childbirth/adoption, care of an ailing family member, or for the member’s own serious health condition.

- **Family School Partnership Act Leave** (Section 10.20) – This leave is used to participate in school activities of a member’s child. Up to 40 hours a year, and eight hours a month can be used, but it must

be used as either personal necessity or personal business leave, vacation (for Child Development Center Teachers), or time off without pay.

- **Jury Duty** (Section 10.21) – Jury duty is paid leave, not credited from a member’s sick leave bank. Members have the option to defer jury service to intersession periods, and can get paid for such a deferment.



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## Get Smart About Your Health Plan

Register on your health plan's website. It gives you all the information you need to get smart and make good choices about your health.

### Look Up Your Benefits

Look up deductible and copay amounts for doctor visits, surgery, prescription drugs, and rehabilitation services.

### Search Nearby Providers

Search doctors, hospitals, labs, and urgent care clinics that are close to work or home.

### Print an ID Card

Print a replacement ID card and avoid the delay of getting it by mail.

### Get Health and Wellness Tools

Get health information, prevention tips, recipes, and wellness tools, such as *Health Risk Assessment* and *Track Your Mood* tools.

### Find Discounts on Certain Products and Services

Find discounts on specific wellness products and services, including gym memberships, workout gear, and more.

### Get Smart.

Register on your health plan's website. It only takes a few minutes.

#### Kaiser Members

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#### UnitedHealthcare Members

➔ Visit [myuhc.com](http://myuhc.com) (for medical)  
➔ Visit [express-scripts.com](http://express-scripts.com) (for Rx)

*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*

