

THE ADVOCATE

SDEA Continues Fight for More SPED Staff

On March 4, SDEA took our yearlong fight to increase special education staffing to the bargaining table. Based on feedback from educators and parents at input sessions, SDEA's bargaining team proposed:

- One job title of Ed. Specialist: Mild/Moderate teacher for all Ed. Specialist: Mild/Moderate teachers and Resource Specialists (RSPs).

- An immediate hard cap of 20 for Ed. Specialist: Mild/Moderate teachers.

- No new Initial or PPPSS assessments for Ed. Specialist: Mild/Moderate teachers already at a full caseload.

- Ed. Specialist: Mild/

Moderate teachers shall have no more than two schools.

- Mandatory parent notification to any parent whose child is on the caseload of a teacher who is over caseload.

Here is what the District's team proposed:

- One job title of Mild/Moderate Teacher for all educators currently under either of these titles.

- A soft cap of 22 for all current Ed. Specialist: Mild/Moderate teachers and RSPs.

- No cap until the eighth week of school.

- Overages of 23 or 24 would not increase staffing.

Instead, Mild/Moderate Teachers

with 23 or 24 students for 20 consecutive workdays (after the first seven weeks of school) would receive a \$1,000 stipend.

- Overages of 25 might increase staffing. Sites with a Mild/Moderate Teacher with 25 or more students for 10 consecutive workdays (after the first seven weeks of school) could receive a proportional staffing allocation. After another 20 workdays, if the allocation is not filled, the teacher would receive another \$1,000 stipend.

The District's March 4 proposal would weaken current special educator caseload protections. It would essentially set everyone's caseload at 24.

The proposed stipends are less than the cost of hiring staff, effectively incentivizing the District to pay special educators over caseload without hiring the staff our students with disabilities need. That is the opposite of what we are fighting for!

As of printing, two more bargaining dates were set for March 11 and 18. If we don't settle, we are taking our fight to Superintendent Cindy Marten at an accountability session at 4:00 p.m. on March 20 at the SDEA office (10393 San Diego Mission Rd.). All educators and parents are welcome. Let's keep the pressure on to win the supports our students deserve!

Know Your Rights: Limited Assignment Permits

When spring staffing challenges arise, administrators sometimes promise SDEA members that they will not be excessed or reassigned from their current site or program if the member agrees to take a position in a credential area in which they do not currently possess a credential. This is done by having the SDEA member agree to accept a Limited Assignment Permit (LAP). An LAP is basically a temporary credential in an area outside a member's regular credential. It requires mutual agreement and cannot be forced on a member.

This process is allowed by state law, but comes with many risks.

If you find yourself facing this situation, here are some important factors to consider. LAPs must be renewed annually, can only be renewed twice after the initial granting (for a maximum of three years on the LAP), and stay in effect only if the impacted member is actively working on satisfying coursework and testing requirements towards gaining the actual credential.

Problems arise when a member is unable to meet the course work or testing

requirements to obtain the full credential, or when the maximum number of renewals under state law run out. In some cases, members have been placed on unpaid leave when their LAPs expired because SDUSD did not have a position available for them in the member's original credential area at the time of the permit's expiration. Because the law places responsibility for maintaining the required credentials on the educator, not the employer, SDUSD does not remind members of the coursework and testing requirements, or communicate

with members about timelines.

It is recommended that members do not accept such assignments without first weighing all their options, and if they do accept such an assignment, that they ensure that they are working on meeting the course work and testing requirements towards gaining a full credential in the LAP area. The requirements vary depending on the credential area, so it's best to be attuned to what the requirements are in the specific credential area they are getting the permit for (especially in Special Education).



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Letters in Solidarity

Kisha Borden
SDEA President



Scott Mullin
SDEA Vice President

New face, same privatizer attacks Local anti-union forces launch postcard blitz

There is a new front in the attack on public education. Carl DeMaio, a failed politician here in San Diego who fought to deny San Diego City workers a pension, has now set his sights on the educators of San Diego. DeMaio and his fellow privatizers are seeking to weaken educators' unions by encouraging us to drop our union membership through a recent postcard blitz. He is being funded by the same anti-union, anti-public education billionaires who seek to weaken our union and privatize our schools in order to turn a profit.

Why are educators' unions the current target? We're winning! The Janus decision didn't stop us. In some ways, it made us stronger! Last spring, we saw thousands of members recommit to our union as an act of solidarity. The UTLA and OEA strikes showed us the power of collective action. We helped elect Tony Thurmond as State Superintendent of Public Instruction, as well as a supportive state legislature that just passed a bill that would hold charters to the same accountability rules as district schools.

And we finally found something we can agree on with US Secretary of Education Betsy DeVos: educator unions are the only thing standing in the way of corporate school privatization efforts. SDEA is fully committed to striking a huge blow against those same anti-public education forces with the

long-overdue Schools and Communities First Initiative in November 2020, which could bring billions of tax dollars back to our schools every year.

In order to see these gains, we must double our efforts to ensure every educator is a member of our union. Our success depends on our power, and our power depends on our membership. Together we have the resources to win a fair contract, charter accountability and transparency, and increase state funding for schools. We are not alone in our fight. We are in the midst of a nationwide teacher uprising, with new locals standing up every day. SDEA is part of a statewide coalition of teacher unions united together around connected struggles.

The attacks against us are not going to stop anytime soon. Can we count on you to reach out to every non-member at your school site? We have to make membership a priority. Together we can push back against any campaign launched to weaken our union. Together we can launch a winning contract campaign. Together we can win the battle for the schools our students deserve. Together we are stronger!

Kisha Borden
SDEA President

Scott Mullin
SDEA Vice President

Teacher wins big in grievance settlement

A middle school teacher used the grievance process to enforce her rights, and came out on the other end with \$8,000!

The teacher was assigned to teach yearbook during her advisory period. This meant that (on most days) she taught 6 periods, with 30 periods in a week. That's a problem because our union contract says in Section 8.7: Secondary Teaching Hours and Preparation/Conference Periods that secondary teachers can only have 25 teaching or supervised study periods in a week. An advisory period in addition to 25 weekly teaching or supervised study periods is only permissible if the advisory doesn't require lesson planning or preparation. But teaching

yearbook called not just for lesson planning and prep, but also a lot of after school work.

The teacher didn't want to go on working this way, so she and her Association Representative (AR) had a Step One informal grievance meeting with the principal. That's the first step in enforcing our rights in the union contract. They talked about what the union contract says, how it wasn't being followed, and the solution. There was heated debate, but in the end the principal agreed to the fair solution proposed by the teacher and AR: One additional hour of pay per day for the 2018-19 year.

If you think your rights are being violated, see your site AR to learn how to fight back and win.

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Making good on your New Year's resolution to exercise? Congrats! Get the most out of your sweat session by keeping your body fueled up:

- * Eat 1 to 3 hours before your workout. Choose a combo of healthy carbs and protein, such as Greek yogurt with berries, PB&J sandwich or oatmeal with fruit.
- * Take frequent sips of water to keep your body hydrated during your workout.
- * Within 20 minutes post-workout, grab another combo of protein and carbs like low-fat chocolate milk, a smoothie or turkey wrap with veggies.

UHC Alliance members: Through the Scripps/VEBA partnership, you have many nutrition and fitness services available to you at the Scripps Center for Integrative Medicine including:

- * Nutrition consultation
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- * Weight management
- * Yoga and meditation

Learn more at scripps.org.



Coming in March 2019 Special Enrollment Opportunity for CTA-endorsed Disability and Life Insurance

From March 1 through April 30, 2019, San Diego Education Association members will have an exclusive opportunity to apply for the CTA-endorsed Disability and Life Insurance plans provided by Standard Insurance Company (The Standard) with **no health questions asked**. To learn more:

- Attend an enrollment meeting (ask your Site Rep for details)
- Watch your home mailbox in March for the announcement postcard

Call The Standard at 800.522.0406 (TTY), 7:00 a.m. to 6:00 p.m. Pacific Time, Monday – Friday with any questions.

Don't miss this special offer for SDEA members!



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 GP190-LTD/S399/CTA.1 GP190-LIFE/S399/CTA3 SI 16480-CTAvol



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