

THE ADVOCATE

SDEA launches 2013-2014 Bargaining Commission

The SDEA Collective Bargaining Agreement (i.e. our union contract) expires on June 30, 2014. That may seem like a date far out in the future, but our union must begin to prepare now! Bargaining is more than sitting at the negotiations table exchanging proposals. An effective bargaining campaign is a year-round program involving the entire union membership.

Thanks to the efforts of SDEA members in passing

Prop. 30, our union will go into bargaining next year positioned far better than we could have been. But we cannot take it for granted that the District will hand us a fair contract. The District never has. We must be prepared to fight for it.

Per the SDEA Bylaws, the initial phase of that preparation includes the establishment of a Bargaining Commission. Appointed by the President, the commission is comprised of a

cross section of the membership. Commission members are responsible for gathering input and prioritizing contractual issues, developing surveys, conducting listening sessions, and working with the bargaining team in the development of SDEA's initial proposals.

The Bargaining Commission will also work closely with site Association Representatives to engage members around negotiations and strengthen

school sites and programs. Additionally, Bargaining Commission members are committed to receive training and participate in membership activities that support bargaining.

The Bargaining Commission will have their first meeting in June to plan for the 2013-2014 school year, and will keep members informed throughout the process. Through their hard work, we will be ready to launch a winning campaign next year!

Iftin Charter teachers continue fight for first contract

When teachers at Iftin Charter School chose to unionize and join SDEA a year and a half ago, they did so to achieve the basic protections that other unionized district and charter teachers have. They want to earn a middle class wage. They want family healthcare, so that they can care for their families when they get sick. They want just cause protections after a fair probationary period, so that their administrators can no longer fire them for speaking out about issues such as student safety. And they want the other basic workplace protections that the rest of SDEA's members enjoy.

But Iftin isn't just handing these things over. SDEA members at Iftin have been struggling for a year and a half to win their first contract.

Determined to win a settlement by the end of the school year, teachers at Iftin have been ramping up the pressure, with actions ranging from petitions to parking lot placards to Board meeting delegations. After each bargaining session, members at both the K-8 and high school campuses meet to plan what's next. These collective actions have resulted in movement at the bargaining table, making the next six weeks even more crucial.

Support from SDEA's broader membership is essential. In April, more than 100 ARs and CRs signed a petition to the Iftin Board in support of our brothers and sisters at Iftin. When District teachers stand with charter teachers, we protect *all* of our wages, benefits and other workplace standards.



Iftin Charter School bargaining team member Sharlene Houston displays a petition that more than 100 ARs and CRs signed in support of Iftin's bargaining campaign. The petition was presented to the Iftin Board by a delegation of Iftin teachers.



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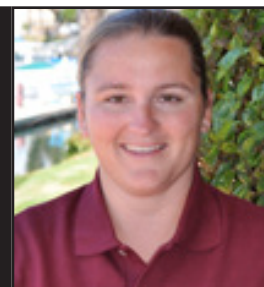
Nanette Najera



Letters in Solidarity

Bill Freeman
SDEA President

Lindsay Burningham
SDEA Vice President



SDEA will build from this year's victories

SDEA Members,

Our union is strong and getting stronger. Strength is more than words, it's action. In the past year, the actions of SDEA members have accomplished a settlement reaffirming the right of new educators to have paid BTSA training, the recall of more than 1,500 educators, a District-provided program for obtaining the state-required autism authorization, enforcement of class size protections at secondary schools, a professional development day to offset a furlough day, and the certainty of pay restoration as state funding improves.

The accomplishments cited above are but a few examples of what we can accomplish when we use our collective voice to improve the education profession. We will continue to do so in advocating for our members and students alike.

Despite all of these positives, we as educators cannot become complacent with the District. As we work with the District to improve our schools, we must also continue to hold them accountable and ensure our contractual rights are respected when they misstep. Regardless of the actions of the District, we

are committed to continuing to use the collective voice of our members to advocate for students, educators and the entire San Diego community.

As we prepare to move into bargaining next year, we are committed to balancing the issues of job security and teacher compensation. With the passage of Prop. 30, California's financial future is finally on the right track, and education funding is once again a budget priority. Now is the time for the District to repay educators by honoring our strong and sustainable agreement which was overwhelmingly approved last summer.

We realize the importance of teacher compensation and understand that even with last summer's agreement, there is still plenty of room for improvement. The first restoration, to be paid retroactive to January 1, is the first step in the right direction. We must continue to use our collective voice to protect our profession.

Bill Freeman
Bill Freeman
SDEA President

Lindsay Burningham
Lindsay Burningham
SDEA Vice President

Visiting teacher POV: The SDEA difference

While there are many reasons for visiting teachers (VTs) to join SDEA, one reason in particular has been especially important this school year.

The California Education Code prohibits the District from using VTs to fill vacant positions. SDEA has been successful in arguing that such VTs should receive a contract and back pay. The best way to address this issue is through a referral to a union attorney. Legal referrals are a benefit of SDEA membership, and cannot be completed for VTs who have yet to complete a membership form.

But there is a lot more to SDEA membership. The letter below from visiting Teacher Judi Dow sheds light on the importance of being an engaged visiting teacher member of SDEA.

A VT's Perspective on SDEA Membership

As VT members of SDEA, we have a lot for which to be thankful. If you have ever subbed in any other district, you know that only one or two match the \$134.64 daily rate we have here under the SDEA

contract. Some still pay as little as \$65 a day!

I feel that SDUSD would still be paying \$85 a day if we weren't in the union. That's what it was in 1991, when I first started working here. We were "at will" employees then with no union backing, but as members of SDEA, we have the ability to make improvements to our working conditions.

One area that highlights the importance of union advocacy is the VT evaluation. Some principals issue negative evaluations without cause. Without SDEA representation those evaluations not only end up in our files but can bar us from future assignments. Many of my colleagues have had frivolous evaluations rescinded due to SDEA advocacy.

If you are a VT and are interested in getting more involved in our union, the VT's meet the second Thursday of the month at the SDEA union hall at 4 p.m.

**In solidarity,
Judi Dow, VT and proud SDEA member**

Announcements

AR/CR Election Announcement

SDEA AR/CR election results for next school year will need to be returned to the SDEA office as soon as each site holds the election this year. Please see <http://www.sdea.net/about/sdea-elections> for materials and instructions, and feel free to contact SDEA if you have questions.

Catastrophic Leave Bank

Once again, the Catastrophic Leave Bank is low. Members are urged to donate at least one day to the bank, so that this valuable benefit can continue to be solvent and available to all SDEA members. This benefit in our union contract is available to all members who have exhausted their fully paid sick leave, and who are suffering from a catastrophic injury or illness that prevents them from going to work. Eligible members can receive up to forty days of paid leave once their accrued leave is exhausted. But in order to be eligible, you must have donated at least one day to the bank. Contact Gloria Rangel in the District Human Resources Department about donating time to the bank at (619)725-8172, or email her at grangel@sandi.net.

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*If using financial aid. The loan calculator used in this example is available at www.finaid.org



Apply by 5/31/2013 to Get CTA-Endorsed Disability and Life Insurance

From April 1 through May 31, San Diego Education Association members have an exclusive opportunity to enroll in the CTA-endorsed Disability and Life Insurance plans provided by Standard Insurance Company (The Standard). Here's how you can learn more about the plans and apply for this important coverage:

- Attend an enrollment meeting (ask your site rep for details)
- Visit www.standard.com/cta/sdea

Call The Standard at 800.522.0406 (M-F, 7am-6pm) with questions.

Don't miss this special offer for SDEA members!



For costs and further details of the CTA-endorsed coverage offered by The Standard, including the exclusions, any reductions, benefit waiting periods or limitations and terms under which the policy may be continued in force, please contact The Standard's dedicated CTA Customer Service Department at 800.522.0406 (TTY). Standard Insurance Company, 1100 SW Sixth Avenue, Portland, OR 97204 SI 16480-CTAvol GP190-LTD/S399/CTA.1 GP190-LIFE/S399/CTA.3

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Focus on Health: Don't Ignore Stress, Get Help!

We all experience stress, but if allowed to continue, it can seriously affect your health. The good news is that as a VEBA member, you have access to the Employee Assistance Program (EAP) and Worklife Services benefits. They provide free, confidential support for the wide range of stressful challenges you may face.



With one quick call, you will be connected with a licensed counselor who can arrange a variety of services to help you deal with stress. These services include:

Face to Face Counseling. Stress can lead to irritability, anger, depression and anxiety that can cause marital or family issues, co-worker conflicts and even alcohol/substance abuse. The EAP can recommend certified counselors to help you work through these issues.

Dependent Care Referrals. Finding the right care for your loved ones when you're at work can be stressful. The EAP can help you find child and elder care providers and even summer camps that you can trust.

Legal Consultation. Legal concerns can be extremely stressful. The EAP provides free legal consultation for wills, trusts, divorce/custody, real estate transactions and drunk driving offenses.

Financial Consultation. Seventy-six percent of Americans cite money as their leading cause of stress. The EAP can provide help with family budget planning or managing your debt issues.

Convenience Services. Take advantage of all the EAP offers to help make your life stress free. Including finding housekeepers, plumbers who work evenings, shopping areas, entertainment, travel, pet services, auto repair, massage, fitness centers, translators, and much, much more!

"Focus on Health" is brought to you by VEBA. Celebrating 20 years of service to California school employees.

Contact the EAP whenever you have a stressful situation. Licensed counselors will take your call 24/7.

888-625-4809

www.liveandworkwell.com
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