

THE ADVOCATE

Rocking the FIGHT FOR 5!

As SDEA's bargaining team heads to the table, SDEA members union-wide are finding ways to show support for the Fight for 5!

On Thursday, May 1, the first bargaining date, SDEA members at sites all over the District wore red shirts and Fight for 5! buttons to show solidarity with our bargaining team. Later that afternoon, members joined San Diegans from all over the city in a May Day march to support justice for workers. The march began at City College, wound through the streets of downtown San Diego, and ended at Chicano Park. Members from nearby San Diego High School, Garfield High School, Roosevelt

Middle School and San Diego Early Middle College attended the pre-march rally, passing out Fight for 5! flyers to community members and collecting handprint signatures on a petition in support of our campaign.

On Thursday, May 8, the second day of bargaining, members gathered at the SDEA union hall to celebrate the Day of the Educator with good food, good company, and a good dose of activism. Members signed the petition started at the May Day rally, wrote postcards to School Board members, and got active at the digital action station.

Stay tuned for ways to Fight for 5!, and visit www.sdea.net for a full photo gallery.

Remind me again...

What's the Fight for 5! all about?

In 2014 SDEA educators are negotiating a new contract and this is what we're fighting for!

- 1. Pay and benefits to attract and keep the best and brightest**
- 2. Lower class sizes across the board**
- 3. More counselors, nurses and special education support**
- 4. More elementary student enrichment opportunities (prep time)**
- 5. Protecting our planning time so we can do our best teaching**



From left: Pam Holzman (SDHS-SciTech AR), Bobbe Abts (Roosevelt AR), Shane Parmely (SDEA Board), Michelle Sanchez (SDEA Secretary), Emily Neidhart (Garfield HS), Matt Schneck (SDEMC AR) and Stan Murphy (SDHS-IS) passed out flyers and gathered signatures at the May Day rally.



SDEA Vice President Lindsay Burningham (center) joined SDEA members union-wide in celebrating the Day of the Educator with a little Fight for 5! activism. Members wrote postcards to Board members (left), traced their hands on the Fight for 5! petition (right), and logged on at the digital action station.



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

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

Web www.sdea.net advocate@sdea.net

The SDEA Advocate is published monthly by the San Diego Education Association and paid for in full by advertising revenue. Advertising rates are available upon request.

SDEA OFFICERS

PRESIDENT

Bill Freeman

VICE PRESIDENT

Lindsay Burningham

SECRETARY

Michelle Sanchez

TREASURER

Manuel Gomez

SDEA BOARD

AREA I

Monique Anderson Ramon Espinal
Scott Mullin

AREA II

Shane Parmely Eleanor Evans
Marc Capitelli

AREA III

Jenny Rivera Kristin Brown
Stephanie Marble

AREA IV

Peter Burrell Teem Osborne
Melody Welch

SDEA STAFF

EXECUTIVE DIRECTOR

Tim Hill

UNISERV FIELD ORGANIZERS

Pat Alvarez Erin Clark
Jonathon Mello Anthony Saavedra
Abdul Sayid Morgan Thornberry

CONTROLLER/PROPERTY MANAGER
Diana Hayes

CONTRACT SPECIALISTS

Rafal Dobrowski
Larry Moreno

SECRETARY

Sara Chandroo

ACCOUNTING ASST./SECRETARY

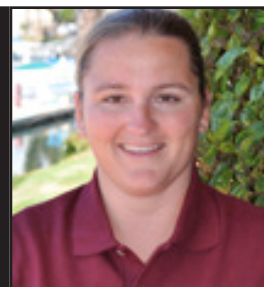
Nanette Najera



Letters in Solidarity

Bill Freeman
SDEA President

Lindsay Burningham
SDEA Vice President



Looking back, looking forward

As I sit at my desk writing this article, approximately 500 SDEA members will be participating in the SERP. With the deadline extended to May 23, many more members are considering taking the incentive, knowing early retirement programs are typically offered only every five to six years. To those retiring, my heartfelt appreciation for the years of dedication to our students, our union and public education. Most of you retiring took a powerful "stand" in February 1996 and went on strike for six days to improve working, living, and learning conditions. Those of us not around in 1996 understand the sacrifices you made that had a lasting positive impact on a generation of future educators.

Like some of my colleagues, I received the SERP packet in the mail, but will not retire. Education is my second career after serving in the military and I am excited to return to the classroom upon the end of my term. I have missed the students and the work I did with parents in our school community.

I have greatly enjoyed serving as your SDEA President the last four years and am very proud to be the first African American elected to be SDEA President. This is not to say my time in office has been without challenges. We were hit with the worst economic downturn since the Great Depression. While the banks were bailed out, we saw public education cut to the bone. SDUSD alone saw a \$140 million reduction in funding over four years! In 2012 SDEA was faced with the potential layoff of 1,500 members. I learned from my experiences

in the military that leadership requires making decisions that will benefit the interests of all and not just a few, even if those decisions come at a cost. The membership rallied and with the highest level of democratic participation in decades, ratified two-to-one to save jobs, continue furloughs and defer full implementation of our much deserved raises for a year. Our temporary deferral not only saved jobs, but protected health benefits and kept our contract closed during SDUSD's worst budget year. We are now at the table as new money comes in with a strong Fight for 5! campaign that would not have been possible had we gone into bargaining with more than a thousand educators laid off and with many districts around us taking cuts, some permanent.

I'm confident that the tough decisions we made collectively will have a long lasting positive impact on the next generation of educators, our students and our families. Our future is bright, and I cannot think of a better person to lead our union than your President-elect, Lindsay Burningham. She is not only a fantastic educator, but has built the union at her site from the ground up. She doesn't just talk the talk, but knows what it's like to be laid off, bring new members into the union, organize with parents, and bargain protections that improve our working conditions and our students' learning conditions.

Together, we will live our motto. **Together We Are Stronger!**

Bill Freeman

Bill Freeman
SDEA President

I want to thank every rank-and-file SDEA member who participated in our union's democratic election. I also want to thank everyone who made the choice and commitment to run for office. Our union is stronger because of the work we have done to bring members into the democratic process.

We may not all agree on everything, but I believe those differing voices and viewpoints can and should be our strength. Post-election we must work together to build the unity that we all know will be required for us to not only win a great contract, but to face the challenges ahead.

We must unite in the Fight for 5! I am committed to bringing us together to win a great contract that

builds our union and rebuilds our schools. I commit to you that I will listen to all members and work tirelessly to unite us around a shared vision of a strong SDEA. We are a union that can win good contracts while strengthening community alliances that are critical to the future of public education in San Diego. I challenge each and every one of you to channel your energies and efforts into building a stronger SDEA, realizing our Fight for 5! goals and reclaiming public education.

Together We Are Stronger!

Lindsay Burningham

Lindsay Burningham
SDEA Vice President and President-elect

Building stronger schools through parent organizing

SDEA members know that a key to winning our Fight for 5! campaign to rebuild public schools is involving parents and community members in that fight. That will mean building on the good work that members throughout our union are already doing. The organizing happening right now at Harriet Tubman Village Charter School and Lincoln High School offers two powerful examples of union members reaching out to parents to build support for educators and students at their schools.

Since early March, Tubman educators have worked with parent leaders to put pressure on SDUSD and the school to investigate allegations of bullying, harassment and failure to follow state laws by the school's administration and governance board. More than half of the parents at the school signed a petition calling

for democratically-elected governance board members and the removal of their administrator. On April 29, at the urging of educators and parents, the District appointed parent Aimee Nimtz to represent them on the Tubman governance board.

Meanwhile, at Lincoln High School, educators recently started a series of parent-teacher dinners to build a stronger relationship with their students' families. The first dinner brought more than 70 people together to enjoy dinner while discussing the needs of Lincoln's students. Lincoln educators plan on continuing the dinners on the first Tuesday of each month.

The efforts of educators at Tubman and Lincoln show the strength created when parents and educators stand together. Let's carry the momentum forward in our Fight for 5!



Top: More than 30 educators and parents stood behind Tubman parent leader Aimee Nimtz as SDUSD named her as their representative to the charter school's governance board. **Above:** More than 70 parents, students and educators attended the first of monthly parent-educator dinner nights at Lincoln High School.

Protect what's important with Disability Insurance from The Standard.

Your loved ones depend on you. Find peace of mind in knowing you've taken steps to protect their way of life. CTA-endorsed Disability Insurance from The Standard helps safeguard against loss of income due to an unexpected illness or injury. Learn how The Standard can protect what's important to you at CTAMemberBenefits.org/TheStandard.

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 GP 190-LTD/S399/CTA.1 SI 15883-CTAvo1

Labor Notes: Building both skills and solidarity

by *Gisela Baranda*
La Jolla Elementary AR
Member Organizing Team

Thanks to an organizing grant from our national union, NEA, four member organizers and I recently attended the 2014 Labor Notes Conference in Chicago. Gathered there were organizers as well as rank-and-file union activists. Participants included teachers, postal carriers, nurses, and transportation workers from all around the country. In sessions both formal and informal, we shared stories of common struggles, strategized, and built solidarity. The workshop offerings included topics ranging from organizing, to beating apathy, to fighting the privatization of public



education. We all learned a great deal.

Above all, my fellow organizers and I agreed that this powerfully inspiring conference strengthened our commitment to build our SDEA and the labor movement.

For more information and conference highlights visit tinyurl.com/norm4p5.

Rate cuts, not cut-rate.

We've Reduced Our Rates for California Educators.

California Casualty is now offering LOWER RATES and BIGGER DISCOUNTS on bundled Auto & Home Insurance policies. You are eligible to take advantage of these unprecedented, members-only savings... even if you've quoted with us before.

With our new lower rates, exclusive benefits and superior service, we are able to provide a value and peace of mind that are second to none.



Exclusive Member Benefits | Payment Skip Options | Vehicle Vandalism Deductible Waived*



For a free, no-obligation quote,
call 1-866-680-5139
 or visit www.CalCas.com/CTA

CA Lic#0041343 *Coverages described are subject to availability and eligibility. ©2014 California Casualty



Making Health Care Better for Everyone



Focus on Health: May is Stress Management and Blood Pressure Awareness Month

Stress is the #1 contributor to chronic disease. Having stress management strategies can help reduce your risk for developing chronic diseases such as high blood pressure.

What is stress?

Stress is a reaction of the body, mind, and emotions when a stressor is present.

What is a stressor?

Life changes, hassles, frustrations, chronic problems, and conflict.

What are the warning signs of stress?

Being especially tired and/or irritable, loss of interest in social activities, and loss of humor.

What are some stress management strategies?

Time management, good organization, knowledge of what triggers your stress, social support, and a healthy lifestyle.

Stressful situations can cause your blood pressure to temporarily rise. But, they can also cause your blood pressure to be higher long term.

VEBA Members who are dealing with stress have two free options to help them find stress management strategies.

1. Contact a VEBA Health Coach at 619-466-4386 or email healthcoach@vebaonline.com.
2. Contact the Employee Assistance Program at 888-6254809 or visit the website at liveandworkwell.com access code: veba.

www.vebaonline.com