

# THE ADVOCATE

## Victory in our **FIGHT FOR 5!**

After two full days of mediation and more than a year of bargaining, SDEA member actions have resulted in a tentative agreement (TA) with the District that increases member salaries by five percent over this year and next. Member organizing provided the needed leverage at the bargaining table to reach an agreement that addresses all *Fight for 5!* priorities. The three-year agreement (effective July 1, 2014 through June 30, 2017) includes:

- 1 percent salary increase retroactive to July 1, 2014.
- 4 percent salary increase effective July 1, 2015.
- A contract reopener on wages solely for the purpose of negotiating *additional increases* to wages for the 2016-17 school year.

The agreement also *protects our fully-paid family health benefits for the duration of the contract*, a major member priority. SDEA members are one of only two certificated bargaining units with fully paid health benefits in the County. The TA also improves class sizes and caseloads, increases elementary preparation time, adds more support services for students, and protects our planning time.

For more information about the TA, visit the SDEA website.

### Why I'm voting YES!



Our bargaining team has taken a strong contract and made it even stronger through hard work and focus. The new protections provided us by the TA, plus fully funded family healthcare, and a strong and fair raise make me proud to be a part of SDEA. I will be voting "yes" to ratify this TA.

—Julia Knoff, Scripps Ranch HS, SDEA Board

I support the TA because it addresses every one of our *Fight for 5!* priorities. The TA is about so much more than just wages. It's about making our daily lives and the lives of our students better—from healthcare to special ed., from planning time to class size, so many areas of our contract are better and stronger with this TA.

—Kristin Brown, Silvergate Elementary, Bargaining Team



This agreement meets all of the goals that we set out to accomplish: above median in salary, keeping our benefits, and strengthening some of the best class size language around. Our district is looking more and more attractive to new teachers and will look even better in years to come. This agreement is a huge success for all members!

—Patrick Schoettler, Millennial Tech. MS, Bargaining Team

We worked long and hard and have finally come to a settlement. There has been much information taken into account in order to come to an agreement. Educators in this district have endured much and deserve a fair contract. I believe this is a good agreement and I will be voting yes to ratify.

—Donna Pilkington, SD Met HS, Bargaining Team



We do the best we can with what we have to work with. It's true in the classroom. It's true in bargaining. Member support—rallying in front of your schools, packing School Board meetings—gave us all the momentum we had to work with. Thanks to those who spoke with their feet. Decisions are made by those who show up. I'm voting to ratify.

—Jared Enyart, Mission Bay HS, Bargaining Team



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

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

Web  
www.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

Lindsay Burningham

##### VICE PRESIDENT

Michelle Sanchez

##### SECRETARY

Scott Mullin

##### TREASURER

Kisha Borden

#### SDEA BOARD

##### AREA I

Monique Anderson Ramon Espinal  
Juan Sebastian Ulloa

##### AREA II

Kim Oliver Matthew Schneck  
Joe Wainio

##### AREA III

Tim Halley Stephanie Marble  
Jenny Rivera

##### AREA IV

Adam Goldstein Julia Knoff  
Mary Turnberg

#### SDEA STAFF

##### EXECUTIVE DIRECTOR

Tim Hill

##### UNISERV FIELD ORGANIZERS

Erin Clark Jonathon Mello  
Anthony Saavedra Abdul Sayid  
Morgan Thornberry

##### CONTROLLER/PROPERTY MANAGER

Diana Hayes

##### CONTRACT SPECIALISTS

Rafal Dobrowolski Larry Moreno

##### SECRETARIES

Sara Chandro Zari Santos

##### ACCOUNTING ASST./SECRETARY

Nanette Najera



# Letters in Solidarity

Lindsay Burningham  
SDEA President

## SDEA wins *Fight for 5! TA*

Dear SDEA Members,

I am proud to announce that on April 30, SDEA and the District came to a tentative agreement (TA) on a new three-year contract that meets the *Fight for 5!* priorities set by SDEA members.

As you are all aware, this has been a long process, beginning in Fall 2013 with member input sessions at more than 150 schools and departments. The SDEA bargaining team has been at the table since Spring 2014, advocating for the *Fight for 5!* and demanding that the District use increases in state funding where it will impact students the most—in the classroom.

The TA does just that, addressing all *Fight for 5!* priorities by lowering class sizes, lowering special education and counselor caseloads, increasing enrichment opportunities for elementary students, adding more support services for students, including a fair compensation package that moves SDEA educators towards median or above, and maintaining health care benefits. In addition, for the first time SDEA and the District have agreed to a needs-based method of staffing that will bring additional resources to our most disadvantaged students.

This agreement not only speaks to the effort and skill of an SDEA bargaining team that dedicated more than a year and hundreds of hours to securing a strong contract, but also to the great energy and

pressure put on the District by all 7,000 SDEA members and the community.

Your participation in rallies, signing and distributing petitions, emails to the Superintendent and School Board members, or having a conversation with parents gave the bargaining team the leverage and strength to reach an agreement that met the needs of our members and students.

I congratulate and thank each and every member who helped make the *Fight for 5!* a success. You showed that “Together We Are Stronger” is not just a slogan on a t-shirt, but a true way to build power for SDEA members and advocate for our students.

I am confident that once you have read the information about the TA and salary comparability sent by SDEA and available on our website, you will see that our *Fight for 5!* TA moves us in the right direction of rebuilding our schools after years of cuts and brings our salaries to a comparable level that will help to attract and retain educators in SDUSD. I look forward to seeing a record turnout as we vote to ratify a contract that rebuilds our schools and that the students and educators of San Diego deserve!

In Solidarity,

*Lindsay Burningham*  
Lindsay Burningham  
SDEA President

## SDEA Celebrates Day of the Educator!



# Putting the “Local Control” in LCAP!

The new Local Control Funding Formula (LCFF) is about more than directing funding to support high needs students. It's also about giving school community members a voice in decision-making on how those funds are used. When the requirement for districts to develop Local Control Accountability Plans (LCAP) went into effect the SDEA Community Organizing Committee dedicated time and energy to bring together a diverse and powerful coalition of San Diego organizations including the PTA, ACLU, San Diego Organizing Project (SDOP), and Educate for the Future (EFF). This LCAP Advocates coalition worked to give meaning to the two most important words in the new law: “local” and “control.” By focusing on the process for implementing the LCAP,

the coalition came together around three key demands for the process to be transparent, accessible and empowering. From recommendations like creating an online LCAP to supporting Site Governance Teams (SGTs), the coalition is organizing to create the schools that San Diego's students deserve.

Perhaps the most important recommendations center around the empowerment of school community stakeholders. To that end the coalition recommended the following:

**Support and empower existing site governance structures.** School Site Councils (SSCs) and SGTs can provide meaningful opportunities for deep stakeholder engagement and decision-making. Site governance structures lack support from the central office.

*This leads to inconsistent SSC and SGT participation across the district. If the SDUSD LCAP is going to support and enable true local control, there must be a commitment to site governance training and development district wide. Updated and relevant materials regarding site governance elections, governing documents, and effective meetings must be created and made available to all school sites. Principals and school staff must be trained and held accountable to supporting and empowering these existing site governance structures.*

**Invest in organizers that work in our school communities to empower all local stakeholders.** In order to realize the goal of true parent and community engagement there must be staff dedicated to working with stakeholders

*to be leaders and advocates in their local school communities. Organizers would work with sites to develop functional school site governance structures and would work with administrators and staff to create opportunities for community and parent engagement. These organizers must be linguistically and culturally sensitive. They must also be empowered to address community grievances in order to resolve issues at the school site level.*

The LCAP Advocates coalition will continue to advocate for these recommendations and has begun organizing to move SDUSD to make a commitment to true shared decision-making by supporting SGTs and investing in resources like parent trainings and SGT materials in multiple languages.



PROTECTING THE HEART OF OUR COMMUNITY™

National Teachers Associates Life Insurance Company  
888.671.6771 • [ntalife.com](http://ntalife.com) • [f](#) [t](#) [in](#) [v](#) [plus](#)



**LCAP coalition members discuss SDUSD's LCFF funding and ways to empower stakeholders to engage in decision-making at the school and District level.**



## Protect what matters to you.

When you're out of commission, you aren't just out of the classroom. You're missing out on what makes you, you. That's why it pays to protect your way of life with CTA-endorsed Disability Insurance from The Standard. It replaces part of your income to pay for the things medical insurance won't cover — like groceries, the mortgage, utility bills and more. Get the confidence that comes with knowing you've protected your future so you can focus on making the most of today. Learn more at [CTAMemberBenefits.org/TheStandard](http://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 17312-CTAvol

CALIFORNIA  
SCHOOLS

# veba

Making Health Care Better for Everyone



## Are You Depressed? Take the Test.

**Depression is powerful.** It can take the joy from your life. If you have any of the following symptoms for more than 2 weeks, experts suggest you talk to a professional counselor.

- Loss of interest in daily activities**
- Appetite or weight change**
- Concentration problems**
- Anger or irritability**
- Loss of energy**
- Hopelessness**

**Help is just a phone call away.** The good news is that depression is treatable. As a VEBA member, you can get FREE help through the Employee Assistance Program (EAP)—so that you can enjoy life again.

### Get Help for Depression

**Call the EAP: 888-625-4809**

- 24 hours a day/7 days a week
- All services are **CONFIDENTIAL**
- 5 **FREE** individual sessions with a licensed counselor

**Visit [liveandworkwell.com](http://liveandworkwell.com)**

- Access code: **veba**
- Click "**BeWell**" in top menu bar
- Click "**Depression**"
- Access **Videos & Self-Help Programs**

This monthly health tip is brought to you by the California Schools VEBA. We purchase your Kaiser, UnitedHealthcare, and other Health, Wellness, and Advocacy benefits.

