

THE ADVOCATE

Overwhelming support for pay raise!

Our union will be headed to the bargaining table this summer to bargain for a wage increase for 2016-17. (The rest of the contract remains closed until the spring of 2017.) In a survey about the upcoming negotiations completed by 1,918 participants, members voted overwhelmingly for an across the board raise for all as the top priority. While no other options received anywhere near the votes that an across-the-board raise did, other top priorities included increasing contractual stipends, making it easier to move across the salary schedule columns, and increasing overtime pay.

Additional input opportunities will be provided for members on Tuesday, May 24 at Lincoln HS and UCHS and Wednesday, May 25 at SDEA from 4:30-5:30 p.m.

Stay tuned for opportunities to support our bargaining team's fight for a raise!

Wage Reopener Survey Results

1. Across-the-board pay raise for all members: **72.7% of all votes cast**
2. Increase the stipends for counselors, special education teachers and specified programs: **5.1%**
3. Make it easier for all members to move across the salary schedule columns: **5.1%**
4. Other: **4.7%**
5. Increase pay for hourly service outside the work day: **3.1%**
6. Increase salary schedule credit for National Board Certification or holding a doctorate: **2.5%**
7. Increase pay for secondary members who serve as an adviser for school activities: **2.3%**
8. Compact the Early Childhood Educator salary schedule so ECE teachers reach the top faster: **1.8%**
9. Increase summer school/intersession pay: **1.3%**
10. Create an hourly rate of pay for one-time event supervision outside the work day for all members: **1.3%**

See www.sdea.net for full results.

District to reduce high-stakes testing

After months of organizing to educate parents and leaders on the negative impacts of high-stakes testing, SDEA members applaud the District for last week's announcement of a significant reduction in the amount of District-mandated standardized tests.

A January survey of SDEA members found that 90 percent believe students are harmed from the overuse of standardized tests. The survey also showed that students lost up to five weeks of instruction every year due to test preparation, taking and analysis.

The decision follows SDEA members participating in two Alliance to Reclaim Our Schools (AROS) nationwide actions. When members and parents stand together to defend our schools and our students, we win!



SDEA members at Jefferson Elem. educated parents about their right to opt students out of high-stakes testing as part of an AROS nationwide day of action.



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

Dave Erving Ramon Espinal
Juan Sebastian Ulloa

AREA II

Kim Oliver Matthew Schneck
Joe Wainio

AREA III

Monique Anderson Tim Halley
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

FINANCE MANAGER

Betty Timko

CONTRACT SPECIALISTS

Rafal Dobrowolski Larry Moreno

PROPERTY/OFFICE SPECIALIST

Nanette Najera

SECRETARY

Lisa Steinberg



Letters in Solidarity

Lindsay Burningham
SDEA President

Michelle Sanchez
SDEA Vice President



Building on our strengths

Can you believe that we are already in our ninth month of the school year? Time sure has flown by quickly with all the work that has been accomplished by our SDEA members across the union!

We started off the year with 88% of our educators as members of our union. After our "Everyone a Member" campaign, where ARs, CRs, Fair Share Task Force members, SDEA leaders and staff talked with and listened to hundreds of educators, we now have over 93% union membership! Thank you to everyone who took time out of their busy schedules to have these very important conversations.

As part of our "Everyone a Member" campaign, we need to continue having conversations about how our union remains relevant to our members and supports our working conditions and profession. Over the course of this year, we have conducted numerous member training opportunities, including a pre-retirement workshop, student loan debt forgiveness training, and coming up in June, we will be holding a workshop to support our visiting teachers.

We have also increased knowledge around our strong SDEA contract, ensuring that our members know their rights, and more importantly, how to enforce those rights. With the help of our Advocate Contract Corner and Know Your Rights (KYR) trainings and updates, advocacy efforts by our ARs, CRs, and members across the union, we now have fewer secondary 36 class sizes overages and our site Reps. are working hard to settle many contractual violations at the lowest levels of the grievance procedure.

Recently, union members collected over 2,000 signatures from our membership and community to work towards qualifying an initiative for the extension of Prop 30's tax on the state's highest 1% of wage earners. We have all greatly benefited from the increases in school funding from the passage of Prop 30 in 2012, which resulted in more support for students and improvements in salaries for educators. It is absolutely imperative that this measure gets on the November ballot to guarantee our schools receive continued funds for students and educators.

SDEA members have also been working to

educate parents and District leadership about the damage that excessive high-stakes testing does to our students. The SDEA Rep. Council unanimously passed November and April resolutions calling on the District to eliminate unnecessary and irrelevant high-stakes testing. Our organizing work included participation in two AROS nationwide actions (see cover). The District's announcement that they will eliminate unnecessary testing once again shows the power we have when we stand together alongside parents.

Do we still have a lot of work to do? Absolutely! The current SDEA Officers and Board of Directors, as well as our newly elected Board Members, had a planning day on April 26. We reflected on our collective work this past year, reviewed our goals and accomplishments, addressed areas of need and discussed the importance of distributive leadership. In order to increase our collective strength and power, we must ensure the work of the union is not done by a select few, but rather by member-leaders across our union!

For the 2016-17 year ahead our work will focus around five key goals:

1. Continue to build member engagement to increase our union's capacity.
2. Implement a member driven bargaining campaign to achieve a strong successor agreement.
3. Strengthen communication systems to increase member and community awareness about the work of SDEA.
4. Strengthen member advocacy and contract enforcement.
5. Develop ongoing, member driven political and community involvement programs.

The SDEA Officers, Board and staff look forward to continuing to work alongside our SDEA members for the rest of the 2015-16 school and to prepare for an empowering and engaging 2016-17 school year.

Together We Are Stronger!

Lindsay Burningham
Lindsay Burningham
SDEA President

M Sanchez
Michelle Sanchez
SDEA Vice President

ECE members organize to fight workload violations

Twenty-one Early Childhood teachers marched on their boss' office on April 26 to demand respect for their workload. When an old student assessment was revamped, it resulted in an increase in workload for nearly 140 preschool and Child Development Center teachers. The teachers' workload survey found that 88% of teachers had to do the new assessment work

on unpaid time. What's even more outrageous is that SDUSD shifted assessment data entry work from an outside agency to the teachers. Public records show that in a three-year period, SDUSD paid the agency more than \$41,000 for data entry that the teachers now do—often for free, in the evening and on weekends. That's why Early Childhood Education teachers are fighting back!



Workload respect—we won't stop till we win!

SDEA endorses Whitehurst-Payne, Barrera and Evans

SDEA's Political Involvement Committee (PIC) Board of Directors and Rep. Council overwhelmingly voted to endorse current appointed SDUSD School Board member Dr. Sharon Whitehurst-Payne for re-election to the Board.

With more than three decades of experience within

education and SDUSD, Whitehurst-Payne came through SDEA's endorsement process as one of the most well-versed and pro-educator/student candidates the PIC has ever interviewed. She expressed a deep understanding of the state funding issues faced by districts, as well as

the dangers of the corporate takeover of public education.

Whitehurst-Payne's opponent, LaShae Collins, has been endorsed by the California Charter Schools Association. Collins, whose children attend an area charter school, supports extending the probationary period for

educators and changes to the evaluation process. Collins is the District Office Director of Assemblywoman Shirley Weber.

The Rep. Council also approved endorsements for re-election for Richard Barrera and John Lee Evans to the School Board.

*We focus on you,
so you can focus on them.*



It's California Casualty's policy to do more for the people who give more. As a partner of CTA since 1951, we have been protecting California educators for more than 60 years.

Take advantage of your member benefits and get your CTA auto and home insurance quote today.

1-866-680-5139
JustForOurMembers.com



California Casualty is also proud to play a key role in honoring educators who inspire students to succeed.

To learn more, visit mycalcas.com/CSRP





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.



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



Finding the Best Summer Camp for Your Kids

Summer is just around the corner. If you have kids, this may mean scurrying to find the right camp that meets your schedule and budget. Your Employee Assistance Program (EAP) can help.

It's Free!



Expert Advice from camp professionals on camp selection, your child's readiness, and other important concerns you may have



Huge Camp Database that can be customized to meet your child's specific needs and your budget



American Camp Association accreditation meaning all camps have been carefully reviewed for staff qualification, training, and emergency management

It's Easy!

- ➔ Visit: liveandworkwell.com
- ➔ Enter Access code: **veba**
- ➔ Click "Resources" (under "Quick Links" in upper right hand corner)
- ➔ Click "Summer Camps"

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

