

# THE ADVOCATE

## Ratification vote builds union power

On the heels of reaching a tentative agreement in April, SDEA leaders swung into action to merge the ratification process with our ongoing membership recommitment campaign. The SDEA Election Committee and hundreds of site Association Representatives across our union stepped up to the plate to hold a site-based, union-building ratification vote.

Ratification meetings were not just about voting. They were an opportunity for members to make sure our union is positioned to survive and thrive after the Supreme Court ruling on the anti-union *Janus v. AFSCME* case. How? By completing new membership recommitment forms at every single school.

These meetings were also an opportunity to celebrate together and reflect on the power of being a

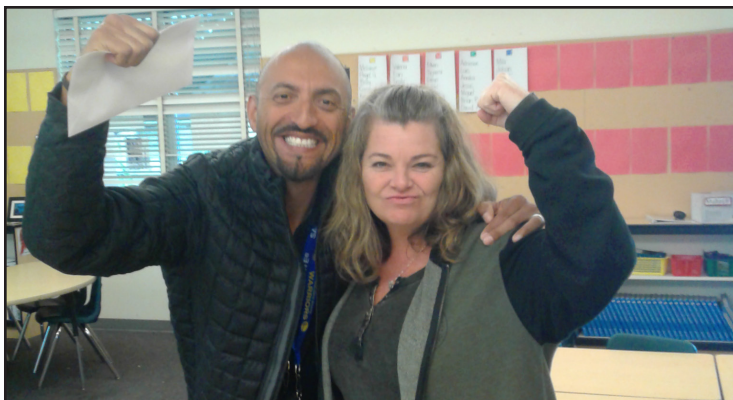
union. A tentative agreement was reached only because thousands of SDEA members at more than 130 schools fought for it. We pop-up picketed. We worked to rule. We flooded the School Board and Superintendent with postcards. And we did it *together*.

“With our new contract, I feel like we are really moving forward through our union,” says Golden Hill teacher Tony Garcia.

“Being a member of SDEA is really important, especially as someone in the first five years of teaching and as an expecting mom,” says E.B. Scripps teacher Christine Kazarian (right). “Being supported and having a voice in our work helps keep teachers teaching. I am also really happy that through organizing we were able to win paid maternity leave. It’s a big step in the right direction.”



**Christine Kazarian** turned out to vote at E.B. Scripps Elem.



**Eduardo Padilla and Christie Talbot of Sherman Elem.** are fired up for the new contract!



**Miller Elem.** combined voting with a pizza party to celebrate 100% union membership. Together we are stronger!



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# Letters in Solidarity

Lindsay Burningham  
SDEA President



Kisha Borden  
SDEA Vice President

## Vote Thurmond and Newsom!

From fast food workers demanding \$15 an hour and a union, to public school educators fighting for great public schools and quality services, American workers are standing up. American workers are speaking out. Now is the time for us to come together as a community and stand up for the freedoms working people deserve—freedoms that we fought for together through the labor movement and the civil rights movement.

When the freedom to join together in strong unions is secure, other freedoms are likely to be, too. Like the freedom to attend a parent-teacher conference or to take off work when a loved one is sick without fear of losing our jobs or pay for the day. Or the freedom to choose where to live because quality public schools are available to all communities, not just to those who are wealthy. Or the freedom to retire with dignity.

When working people have the freedom to come together, the sky is the limit for our communities and our families. We've seen unions lift up entire communities, shape the course of history, and advance the promise of freedom for everyone in America.

We have to stand up for strong unions—the permanent, powerful organizations that we need to amplify our voices and give us a say in the decisions that impact our families. We have to stand up for the strong public schools that all of our students and communities deserve.

One way educators can stand up is by exercising our civic duty and voting in the June 2018 election. This June we have the opportunity to elect individuals who value strong unions and value a strong public education system.

Our CTA-endorsed candidate for California Superintendent of Public Instruction is Tony Thurmond. His lifetime of commitment to at-risk youth and public education makes him the only choice to lead the state's school system. He supports adequate funding, community schools and attracting and retaining quality educators.

Our CTA-endorsed candidate of Governor of California is Gavin Newsom. He is a proven advocate for our students, public schools and colleges. He knows that educational excellence does not come



**Tony Thurmond for Supt. of Public Instruction.**



**Gavin Newsom for Governor.**

from Sacramento, but from the daily devotion of those on education's front lines.

Make sure your voice is heard and do not allow billionaires and privatizers to continue their attacks on unions and public education. We can make a difference if we stand strong and stand united!

Together WE ARE Stronger.

*Lindsay Burningham*  
**Lindsay Burningham**  
SDEA President

*Kisha Borden*  
**Kisha Borden**  
SDEA Vice President

# The transfer process will look a little different. Here's how.

Our new tentative agreement includes a lot of changes to our transfer rights. The SDEA Election Committee will be counting ratification ballots on May 10, and the School Board is scheduled to vote to ratify on May 15. As long as the tentative agreement is ratified, our new contract rights will be in effect for this year's transfer process. Here are some new things to expect.

## Post and Bid Announcement

The opening of the Post will be announced via email to all SDEA members. If the District adds positions to the Post while it is open, those must also be announced via email.

## Post and Bid Routing

Here is what is *not* changing with Post and Bid routing: If no excessed member bids on a position, the five senior-most members will be routed to the site and one must

be selected. If five or more qualified excessed bidders bid on a position, then all excessed bidders will be routed and one must be selected. Here is what is *new*: If a position receives less than five qualified excessed bidders, the District will now also route the most senior non-excessed bidders to make up the difference. One of those five bidders must be awarded the position.

## Priority Staffing Schools

Currently, priority staffing schools include those with an API ranking of 1-3. The defunct API ranking system is being replaced. The District will now create a potential list of low performing schools based on the California School Dashboard. The list should not exceed 20% of all schools, and must be reviewed by the joint SDEA-SDUSD Contract Administration Committee

before being finalized. Priority staffing schools receive all bidders, not only excessed bidders or the five most senior.

## Remediation Plans

Members on an active remediation plan will not be eligible to participate in Post and Bid. Members who were on a remediation that has been ended by the evaluating administrator will be eligible.

## After Post and Bid: Excessing

Gone are the days of waiting by the phone if you are still excessed after Post and Bid. Members who are still excessed after Post and Bid will receive an email from Human Resources. There will be an electronic process where members can rank all positions that they are qualified for in order of preference. The District will award positions in seniority order based on those rankings. That means if you

are excessed and don't find a position through Post and Bid, you should regularly check your District email in June until you are placed. You can choose not to, but then the District will place you into a vacant position of their choosing.

## After Post and Bid: Voluntary Transfers

If you are hoping to voluntarily transfer from your site and do not find something through Post and Bid, there will be another, new opportunity for you after all excessed members are placed. There is a new electronic voluntary transfer form available on the District's website under the Human Resources page. For whatever vacancies remain after excessed members are placed, the District will route the seven most senior members with a pertinent voluntary transfer request on file.

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## 2018 Post and Bid Timeline

May 9 — Post and Bid opens

May 18 — Post and Bid closes

May 29 — Principals receive lists of eligible bidders from HR and begin the selection process

June 13 — Post and Bid selections due; principals input selections in PeopleSoft by 5 p.m.

June 18- June 29 — HR staffs remaining excess and unassigned employees

*(Note: Members who wish to be considered in the new voluntary transfer process should have a transfer request on file by June 18)*

June 30 — HR sends Post and Bid Selection/Assignment letters to candidates selected through Post and Bid

July 1 — Voluntary transfer requests expire

What type of insurance can help you pay your bills if you can't work?

**DISABILITY INSURANCE**  
**GROCERIES UTILITIES MORTGAGE**  
**CHILD CARE RENT STUDENT LOANS**



### Enroll in CTA-endorsed Disability Insurance Today

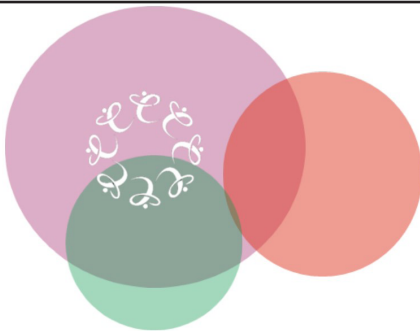
**The Standard** is the only carrier endorsed by CTA for Disability Insurance because we've designed our plan with an educator's needs in mind.

With coverage from The Standard, if you encounter a health situation that keeps you from doing your job for an extended period of time, you'll receive funds – **paid directly to you** – to use for things health insurance doesn't cover.

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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 The Standard's dedicated CTA Customer Service Department at 800.522.0406 (TTY), 7:00 a.m. to 6:00 p.m. Pacific Time, Monday through Friday. Standard Insurance Company, 1100 SW Sixth Avenue, Portland, OR 97204 GP190-LTD/S399/CTA.1.SI.19297-CTAvol. (9/17)



CALIFORNIA SCHOOLS  
**VEBA**

## 3 WAYS TO PREPARE FOR SPRING ALLERGIES

You can feel it in the air, spring allergies are fast approaching. Stay ahead of the game by following these quick tips:

### 1. Schedule an Appointment with your Allergist before Spring Allergies Start:

Don't wait for allergy symptoms to get the best of you before seeing your physician. You should speak to your doctor now to prepare before pollen peaks.

### 2. Keep Windows Closed:

We know how tempting a fresh spring breeze may be, but it is crucial to keep it from coming in, as it will also bring pollen and unwanted irritants into your home. Additionally be sure to regularly clean air filters at home

### 3. Dodge Peak Allergy Hours:

Pollen count is highest between the hours of 5AM to 10AM. If possible, try to avoid planning any outdoor activities during these times in order to limit pollen exposure.

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