

# THE ADVOCATE

SAN DIEGO EDUCATION ASSOCIATION

## SCHOOLS BUDGET TAKES A TURN FOR THE BETTER

Around this time last year many of us were anticipating massive budget cuts because of the impacts of the pandemic. Initial projections coming from the state showed schools facing the possibility of draconian cuts. Thankfully, a lot of that did not come to fruition.

As a result of successive federal bailout packages, and local and state initiatives to keep families in their homes, the state is experiencing a surplus in its revenues one year from the pandemic's onset.

You are probably wondering what does this all mean to me as a classroom teacher in San Diego? The answer is a lot. This means that instead of cuts

to our classrooms we are looking at additional support for our schools being a real possibility. These supports are necessary for fighting for the schools our students deserve.

In January, the governor announced that his proposed budget would provide an additional 3.84% in ongoing funding for schools next school year. Another way to think of this is that schools would be getting a 3.84% raise in their funding. This proposed increase in funding may go up in the next few weeks.

Additionally, school districts like ours have benefited from significant inflow

of federal and state one-time revenues to help support reopening. In total, SDUSD stands to bring in more than \$468.9 million in one-time aid.

Our job now as a union (all of us, including you the reader!) is to ensure that those resources are spent in a fashion that ensures our students receive the support they deserve and need. Right before this pandemic, close to [3,000 SDEA members approved our bargaining platform](#) which sets out to transform our schools for the better. The current budget picture allows us the opportunity to win these demands for our students.

## TEACHERS AT HIGH TECH HIGH UNIONIZE

On April 23, more than 400 educators at all 16 High Tech Charter Schools [filed a petition](#) for union recognition with the California Public Employment Relations Board forming their union, [High Tech Education Collective](#) (HTEC/CTA/NEA).

Teachers have been working since the fall of 2020 to build their union. This past year's pandemic and the ongoing fight for racial justice have highlighted the

importance of having a union.

In HTEC's [letter](#) to their employer they stated, "by forming a union across all of our schools, we will be able to collaborate and advocate through a structure that is uniquely ours, to protect and improve all the things we value about our HTH community. Through this unionizing effort, we hope to help our community survive this pandemic, but also to reimagine our organization even after the current

crisis: We can truly be an equity project, where staff, families, and students all have a voice."

High Tech High (HTH) is one of the largest charter management organizations in San Diego County, with 10 schools within San Diego Unified School District, three schools within San Marcos Unified, two schools within Sweetwater Union High School District and one school within the Chula Vista Elementary school district. In addition, High

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# LETTERS IN SOLIDARITY

**KISHA BORDEN**  
SDEA PRESIDENT



**KYLE WEINBERG**  
SDEA VICE PRESIDENT

## BUILDING POWER ACROSS THE STATE

During this Teacher Appreciation Month, we want to recognize the considerable time and energy that all of us have dedicated to meeting the needs of students during this very challenging year and also the work that we have collectively invested to build a stronger SDEA union.

The standard-setting agreements that we have developed and implemented with the District in the past year on instructional models, health, safety and critical protections for educators and students would not have happened without the efforts of engaged SDEA members. As we wind down hybrid and begin planning for the next phase in this unprecedented journey, we are going to be challenged yet again to roll up our sleeves and flex our union educator muscles.

This time, however, we won't be acting alone. SDEA is part of the California Alliance for Community Schools (CACS), a coalition of large, urban educator unions and education justice allies from across the state that are united to win well-resourced, community-centered, anti-racist and democratically-run schools. This coalition harnesses the power of our solidarity with other unions like those in Los Angeles and Oakland that were able to achieve historic victories with their recent strikes.

We know there are many issues within our schools, especially during this ongoing pandemic, and these issues are often tied to larger systemic problems that need addressing at the state level. California has been spending

less than the national average on K-12 education for decades. In SDUSD, this underinvestment results in nurse and counselor ratios that are not aligned with the significant physical and mental health needs that our students have always exhibited and that have only increased during this crisis.

In order to tackle these structural issues, we need to strengthen our connection with other educator unions throughout the state. We are working together with our coalition partners on the development of common contract campaign goals to win resources for our students — in ways we haven't always achieved through our local efforts. This is a real opportunity to get the things we truly need, rather than begging for scraps. When all of the largest unions and our allies are working together, we will be able to build legitimate organizing power that will force districts and elected officials to pay attention and respond to our demands.

Over the coming months, our CACS coalition is working to identify priorities that we share across our unions and districts. Stay tuned - at your upcoming SDEA site meeting, your union representatives will be launching a survey that will help us put together a statewide platform that we can unite around, fight for, and win!

## TOGETHER WE ARE STRONGER,

**KISHA BORDEN**  
SDEA PRESIDENT

**KYLE WEINBERG**  
SDEA VICE PRESIDENT

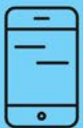
# TIME IS RUNNING OUT

## SDEA's enrollment opportunity ends May 31, 2021

Your paycheck is likely your greatest asset. Disability insurance can help protect it if you're out of work due to an injury, illness (including mental health disorders and substance abuse), pregnancy or childbirth. Don't miss your chance to apply for CTA-endorsed Disability insurance with **no health questions asked**.<sup>1</sup>

**This opportunity for SDEA members only happens every 2-3 years.**

### Two easy ways to apply



**Schedule an individual virtual appointment**

<https://stdrd.co/sdea-appt>



**Apply online**

[standard.com/cta/sdea](https://standard.com/cta/sdea)



**CALIFORNIA  
TEACHERS  
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<sup>1</sup> No health questions asked if 5% of eligible chapter members apply for Disability insurance and/or when applying for up to the Guarantee Issue amount of Life insurance.

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  
GP190-LTD/S399/CTA.1 SI 16804-CTAvol (3/21)



# Teachers of the Year

HIGH SCHOOL  
TEACHER OF THE YEAR

**DEIRDRE  
FABIAN**

MORSE HIGH SCHOOL



HIGH SCHOOL  
TEACHER OF THE YEAR RUNNER-UP

**JILL  
SCHENK**

SAN DIEGO HIGH SCHOOL



HIGH SCHOOL  
TEACHER OF THE YEAR RUNNER-UP

**FRANCIA  
PINILLOS**

TRACE



HIGH SCHOOL  
TEACHER OF THE YEAR

**SHARON  
APPLE**

HOOVER HIGH SCHOOL



MIDDLE SCHOOL  
TEACHER OF THE YEAR

**PAULA  
RICHARDSON**

WILSON MIDDLE SCHOOL



MIDDLE SCHOOL  
TEACHER OF THE YEAR RUNNER-UP

**ERICA  
SOTO-NAUTA**

DE PORTOLA MIDDLE SCHOOL



MIDDLE SCHOOL  
TEACHER OF THE YEAR

**LUPE  
CELEDON**

CPMA MIDDLE SCHOOL



MIDDLE SCHOOL  
TEACHER OF THE YEAR RUNNER-UP

**RENEE  
THOMAS**

MARSTON MIDDLE SCHOOL



ELEMENTARY SCHOOL  
TEACHER OF THE YEAR

**KELLY ANN  
YOUNG**

LINDBERGH SCHWEITZER ELEMENTARY SCHOOL



ELEMENTARY SCHOOL  
TEACHER OF THE YEAR RUNNER-UP

**MELISSA  
TALEB**

LANGUAGE ACADEMY



ELEMENTARY SCHOOL  
TEACHER OF THE YEAR

**THOMAS  
COURTNEY**

CHOLLAS-MEAD ELEMENTARY SCHOOL



ELEMENTARY SCHOOL  
TEACHER OF THE YEAR RUNNER-UP

**JANICE  
ANDERSON**

JOHNSON ELEMENTARY SCHOOL



2020

2021

# STATE BILL WOULD ALLOW CCTE TEACHERS TO EARN PERMANENT STATUS

Three years ago, SDEA members and leaders started working with the California Teachers Association and state assembly members to eliminate a provision of the Education Code that prohibits educators in CCTE positions from earning credit towards permanent status.

This section of the Education Code, which was implemented based on the obsolete structure of funding for ROP positions that was separated from the general fund of school districts, created an unjust system that left CCTE educators without any job security. This includes CCTE teachers who have been employed by SDUSD for nearly 20 years and are still legally required

to remain on temporary contracts.

The current law prohibits teachers from earning probationary credit, creating an inconsistency where some CCTE teachers who previously worked in non-CCTE positions have earned permanent status while others teaching the exact same courses are prohibited from earning the same protections.

Earlier this year, State Assembly Member Jose Medina introduced Assembly Bill 388, which would strike this harmful section of the Education Code and allow CCTE educators to earn permanent status just like any other teacher.

The bill, if passed by the legislature

and signed into law by Governor Gavin Newsom, would strike the section of Education Code that creates this two-tiered system for educator rights.

Currently the bill has been placed in the Assembly's suspense file, meaning it cannot be voted on until the state budget has been adopted. Educators across the state, including SDEA members, have been meeting with legislators to ensure the bill gets moved to a full Assembly vote as a soon as possible.

More information will be available as the bill makes its way through the legislative process and members continue to organize around the law being corrected.



CALIFORNIA SCHOOLS  
VEBA



## EASING BACK INTO YOUR WORKOUT ROUTINE

If you put on a few pounds during the COVID-19 pandemic, you are not alone. According to recent stats, more than 60% of adults report an unwanted weight gain since the beginning of the pandemic.

As things start to open back up, you may be tempted to break out your inner Rocky and start burning off those extra pounds. But if activity this past year has meant walking from your desk to the couch, here are some tips to keep safe and prevent injury:

- 1 Start out slowly. Your body will need time to adjust and get acclimated to increased activity. If you've been completely inactive, go for a walk or try some gentle movement like yoga.
- 2 Show your muscles some love. Make time for a warm up, cooldown and stretching.
- 3 Fuel your body. To power through your workout, eat a healthy mix of protein and carbs before and after your workout. Examples include nuts, yogurt, oatmeal, smoothie or fruit.

The VEBA Resource Center offers free, virtual fitness classes perfect for easing back into your fitness routine or starting a new one. Choose from more than 300 monthly classes, like yoga, dance fitness, beginner HIIT, full body stretch and beginner weight training.

VEBA members can also meet one-on-one with a health coach or care navigator for more personalized care. [Learn more or sign up at vebaresourcecenter.com.](https://vebaresourcecenter.com)

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## HIGH TECH HIGH TEACHERS UNIONIZE

Tech High also operates a graduate school program and a teacher credentialing program through their schools.

High Tech has frozen teacher pay for the 2020-2021 school year citing the pandemic. Shortly after filing for unionization HTH

[fired](#) one of the union organizers.

Teachers have launched a [petition](#) calling on due process and reinstatement of the fired teacher.

The next [HTH Board meeting](#) is scheduled for June 17 at 5 p.m., where union members will be calling on the board to reinstate the fired teacher.

HTEC is currently preparing

for bargaining team elections. Educators of the Collective are looking forward to starting the bargaining process with goals of reducing teacher turnover, improving job security, increasing transparency and having a voice in the decision-making process at their schools.



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<sup>1</sup> Restrictions apply. \$100 offer applies to new eChecking accounts for new members only, who enroll in Digital Banking and establish a recurring Direct Deposit with a minimum of \$500 per month. Visit site for full detail.

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## KNOW YOUR RIGHTS

### Transition from a Year-Round to Traditional Calendar Schedule

Employees who switched school year calendars from year-round to traditional will work more days than normal in this work year.

A typical work year has 184 workdays within the District's fiscal calendar, which runs July through June. Because year-round calendars straddle two fiscal years (the 14 days worked in July at the end of one school year actually fall in the District's new fiscal year that begins in July), those workdays in July are applied towards the employee's salary earned in the new fiscal year. This means if you switch to a traditional calendar (starts in August and runs through June) from year-round, you will earn 14 extra days pay in the new fiscal year resulting in pay for 198 days of work, rather than the usual 184 days.

If you transitioned to a traditional school year calendar this year, be aware that the

default paycheck schedule for certificated employees on a traditional school year calendar is a 10-month paycheck schedule, meaning that all employees receive pay only in the months between September through June. This is the default paycheck schedule unless you opt into 12-pay. If you want to have your annual salary spread out over 12 months for the 2021-22 school year, you will need to enroll in SDUSD's 12-pay option by June 11. You can find more information on the District's payroll [website](#), including the enrollment [forms](#).

Anyone transitioning from a year-round to traditional school year calendar will receive pay for the additional 14 days in a separate paycheck by mid-July, since the extra days in the work year occur in June (184 workdays are completed on May 25 and the remaining days in the school year would be on top of that).