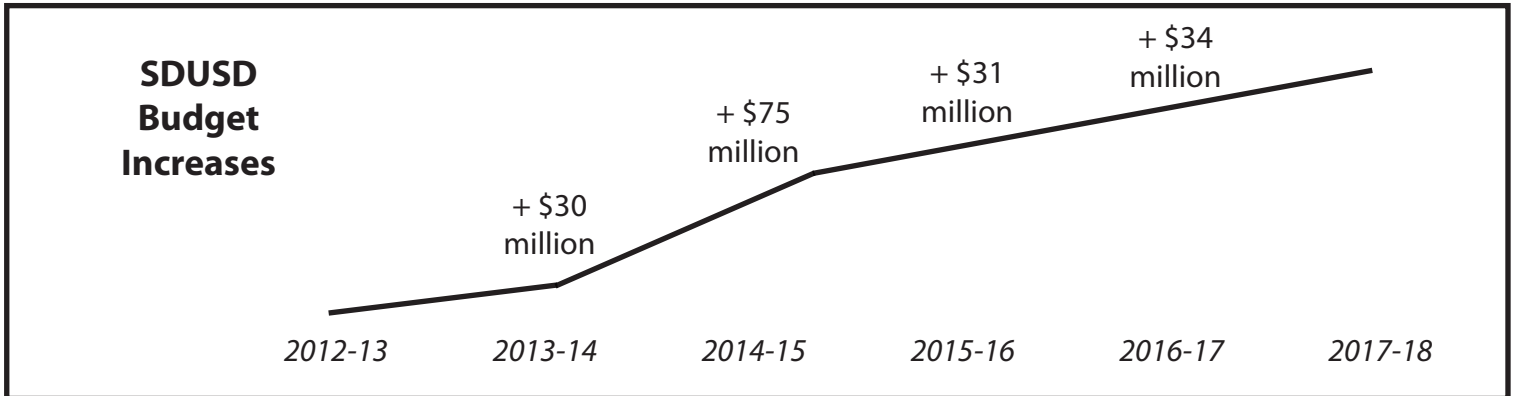


THE ADVOCATE

Where is all the Prop. 30 money going?



Central Office Spending vs. Classroom Spending

Since Prop. 30 passed, the School Board has:

- Actually *increased* K-3 class size from 24:1 to 27:1
- Increased pay to central office administrators, in some cases by 20% or more!
- Created new central office positions through multiple reorganizations
- Increased spending on outside consultants (including an expensive outside attorney to bargain our contract)
- Increased spending on every employee group except certificated

Here's what they propose for the classroom:

- Only a .7% raise this year and a .7% raise next year for educators
- Refusing to lower elementary class size till 2017-2018 (despite facing state penalties that would cost *more* than their proposal!)
- Takebacks on secondary class size
- Only minimal improvements for nursing, counseling and special education
- No increase to elementary enrichment programs
- Takebacks on elementary prep time

Let's take the FF5! to the District!

WHAT: Giant petition and rally at the School Board meeting

WHERE: District Office — 4100 Normal St.

WHEN: 4 p.m. on Tuesday, Dec. 2

WHO: **ALL OF US!**

WHY: Educators and students deserve a FF5! contract NOW!



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Letters in Solidarity

Lindsay Burningham
SDEA President

Michelle Sanchez
SDEA Vice President



Lessons from our fellow unions

A lot has happened in the past month. Our fellow educators in San Ysidro went on strike to stand up to a district that was disrespecting students and educators. The district wanted to pay teachers less, but require them to work more while shortening the student instructional calendar. San Ysidro educators were not alone on the picket line. They worked for months educating parents about their bargaining campaign. When they walked out on Oct. 8, they had the support of hundreds of parents and community members, which is what pressured the district to come back to the table and settle a fair contract.

On Oct. 18 we welcomed almost 100 members to our annual SDEA Fall Leadership Conference (see below). Our day kicked off with a panel of educators from Ramona Teachers Association (RTA) and Sweetwater Education Association (SEA), where we were able to hear about their bargaining experiences.

Past RTA President Donna Braye-Romero shared the importance of ensuring that members are involved in the bargaining process. When it comes time for a vote to ratify an agreement or a vote to strike, members need to have been fully involved in the entire process and know their options. Ramona union leadership and CTA staff made it a priority

to visit every site and ensure that members were kept up to speed. Their actions resulted in members getting a settlement that was far better than what was going to be imposed by the district.

SEA President Roberto Rodriguez spoke about the importance of mobilizing members well in advance of tough decisions. Early in their bargaining campaign Sweetwater educators found themselves reacting to the district. By acting early and building strength and solidarity within their union, a shift occurred where the district started reacting to what the union was doing and not vice versa.

By looking at the experiences of our fellow educators across the County, we see the power and importance of not only member involvement, but also the power of having the support of the entire community. Make sure your staff and community members have signed the *Fight for 5!* petition. We hope to see everyone at the rally on Dec. 2 to show our union solidarity, the support of our community and to present our *Fight for 5!* petition!

Together We Are Stronger!

Lindsay Burningham
Lindsay Burningham
SDEA President

Michelle Sanchez
Michelle Sanchez
SDEA Vice President

Fall Leadership builds union power

SDEA's annual Fall Leadership conference offers Association Representatives and other union leaders the opportunity to receive training to improve their advocacy and organizing skills. These skills are crucial to building union strength and power at our sites, within SDEA, and throughout the community.

Pacific Beach MS Council Representative Don Wood attended the advocacy training, focusing on contract enforcement at the site. "I learned how to

use the contract to protect teachers' rights," Wood said. "The contract is a powerful and interesting document when you take the time to really examine it. I feel that I am better prepared to help unite members at my site to understand and interpret the contract to protect their rights, and ultimately the best interests of our students."

SDEA offers member training throughout the year. See your AR to learn more.



Know Your Rights!

Workload

Workload Rights in the Union Contract

Section 8.5.8

"All terms and conditions of employment impacting the workload of any certificated job class within the bargaining unit at the grade, department, program, school or district level shall be maintained at not less than the highest minimum standards in effect at the time this Agreement is signed."

What are "workload rights"?

In 2009 SDEA members won new workload protections. SDEA is one of the few – if not the only – educators union in the state that has workload protections memorialized in a union contract. In general, our workload rights say that if there is new work put on our plates, work of a comparable quantity must come off our plates. There are nuances to the rule, though:

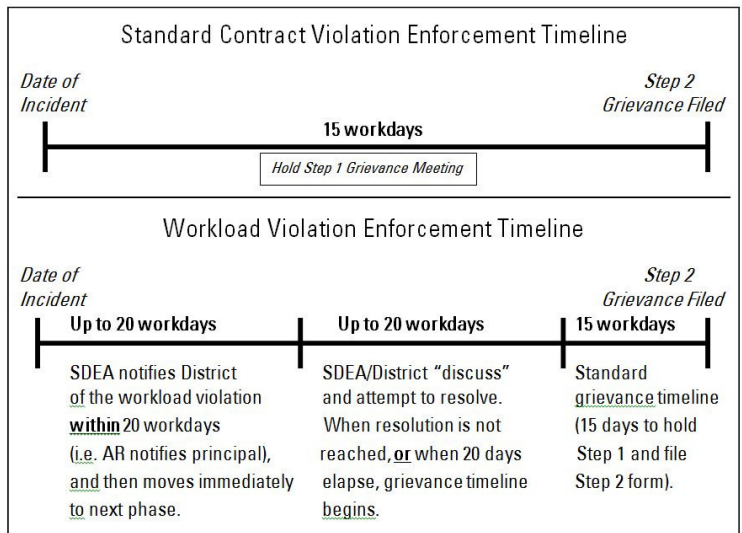
1. Must be new work that was assigned after November 18, 2009
2. Must impact the workload of a job class at one or more of the following levels: Grade, department, program, school, and/or district
3. Can't be minimal (New work that takes 2 minutes per day is probably minimal, but new work that takes 10 minutes is not — that adds up!)

Who makes up a job class?

A "job class" is a group of employees in the SDEA bargaining unit with the same job title. For workload protections to be triggered, the new work must impact an entire job class at one of the levels in (2) above. Examples include "all preschool teachers in the district" or "all 6th grade teachers at Lewis Middle School." Usually a job class at one of the above-listed levels will be more than one person, but sometimes it may be a single person, such as "the psychologist at Henry High School" where there is only one psychologist at the school.

How can SDEA members enforce workload rights?

When administration violates union contract rights, members can use the grievance process to seek resolution. The grievance process is described in Article 15 of the union contract, including timelines for initiating the grievance. In the case of contract violations of workload rights (section 8.5.8), the process is different because it is longer, providing more time for possible resolution. Talk with your Association Representative (AR) about possible workload violations.



Source: Collective Negotiations Contract, Section 8.5 and Article 15



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