

THE ADVOCATE

Can people power beat billionaire cash?

YES, WE CAN!

It won't be easy, but when educators, parents, students, and the community stand together and fight together, we can win against the big money elites that are attacking our schools. Each of these billionaires wrote \$1,000,000 checks to the California Charter School Association's (CCSA) political action committee for elections this year. This money is being spent to elect pro-privatization school board candidates state-wide. Many of these same people also have invested in charter school and education technology companies that profit from the privatization of public schools.

WHAT CAN WE DO TO WIN IN NOVEMBER?

YES on Prop 55 & Sharon Whitehurst-Payne! We can't return to the dark days of devastating cuts to our schools. Prop 55 will maintain current tax rates for the wealthy and prevent a \$4 billion cut in school

funding. YES on 55 to help our children thrive! Dr. Sharon Whitehurst-Payne is the only candidate endorsed by educators and the only candidate NOT supported by outside billionaires. Her opponent is supported by charter school lobby and the same billionaire fat cats who spent millions against Prop. 30.

SDEA Members WILL Make the Difference

We can't fight these billionaire's dollar for dollar, but we don't have to! **WE CAN WIN** if we combine the time, energy and collective voice of SDEA members with the goodwill we, as educators, have in the community. Every call we make, every door we knock will make the difference.

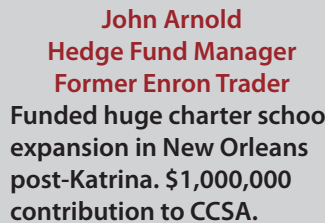
Here's what you can do to protect our schools.

- Work with your AR to plan a day to walk the precinct around your school.
- Volunteer one night at an SDEA Phone Bank.



Eli Broad
Billionaire Real Estate Developer

Funding an effort to convert half of the public schools in LA to charters. \$1,000,000 contribution to CCSA.



John Arnold
Hedge Fund Manager
Former Enron Trader

Funded huge charter school expansion in New Orleans post-Katrina. \$1,000,000 contribution to CCSA.



Reed Hastings
Netflix CEO

Believes elected schools boards should be abolished. \$1,000,000 contribution to CCSA.



SDEA wins tentative agreement for 4% raise

The SDEA bargaining team has reached a tentative agreement (TA) on a fair and competitive 4% across-the-board salary increase for all members. If ratified, this increase would bring the highest step for most members to over \$95,000,

in addition to substantially improving career earnings. The increase would be implemented in two phases. 3% of the raise will be retroactive to July 1, 2016 for every SDEA member, plus a compounded 1% increase effective January 1, 2017 for

SDEA members who are on the 12 pay plan and February 1, 2017 for those on the 10 pay plan.

We also reached agreement on fair hourly compensation for supervision duties at sporting events, dances, etc., compacting the Early Childhood Education

salary schedules, and moving Audiologists to the SLP salary schedule.

This TA must be approved by a vote of the SDEA membership and the SDUSD Board of Education. See page 3 for further details on the ratification vote.



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Letters in Solidarity

Lindsay Burningham
SDEA President



Kisha Borden
SDEA Vice President

Lots of big news for SDEA this fall!

This past month has been a whirlwind! It is hard to believe that we have been in school for over six weeks. At SDEA we have been focused on Campaign 2016 as we work together to pass Prop. 55 and elect Dr. Sharon Whitehurst-Payne to the SDUSD School Board. If your school has not signed up to adopt a phone bank night or scheduled a site-based precinct walk, please work with your Association Representative and Field Organizer to do so. We cannot compete with the money from our opponents, but we do have 7,000 educators committed to standing up for public education, our schools and our students.

Additionally, the SDEA bargaining team has been hard at work at the bargaining table. As you read on the cover, after almost four months at the

bargaining table, the SDEA and SDUSD bargaining teams reached a tentative agreement that will bring a 4 percent salary increase to all SDEA members!

This past summer, after over three years as SDEA Executive Director and 25 years as CTA staff, Tim Hill entered the world of retirement. We wish Tim all the best on his next journey in life. On Sep. 26, SDEA was excited to welcome Carlos Mejia as our new SDEA Executive Director. To finish up our article this month, we asked Carlos to introduce himself to our amazing San Diego educators. Please join us in welcoming Carlos!

Lindsay Burningham
Lindsay Burningham
SDEA President

K Borden
Kisha Borden
SDEA Vice President

Sisters and Brothers,

I am both honored and excited to be joining the SDEA family as its Executive Director. Having started my career in the labor movement a little less than ten years ago after having graduated from San Diego State University in 2007, I served as the Political Organizer and Business Representative for the American Federation of State County and Municipal employees (AFSCME) Local 127 in San Diego. I was responsible for not only negotiating the organizations' contracts, but also charged with overseeing the local's organizational and political development. During my time with AFSCME, I realized how aggressively the conservative right wing agenda was focused on stripping unionized workers of not only their hard earned benefits and wages, but of their collective voice in the workplace all together.

For the past eight years, I have worked tirelessly to defend the rights of public sector employees in Southern California. In that time, I have learned that if we are to be successful in building strong and sustainable workplaces for our members to thrive in, we must organize and educate not only our members, but the communities around them as well. By partnering with like-minded organizations who value and respect our members' work, we become a stronger and more inclusive voice, not only in the workplace, but in the decision-making process overall.

The work you do as educators will have a lasting effect on the future of our city, state and nation. At no other time in history do I believe there has ever been a greater need to focus on strengthening our commitment to helping students achieve their goals in life. As educators, you have been charged with helping students turn their goals into their reality. SDEA is committed to building the organizational strength needed to help our members achieve their goals in the class room, and through collaborative involvement from all staff and members, we will help students succeed in life.

I look forward to working with you in the coming years to build the strongest SDEA possible so that we can continue to defend public education and the students we serve!

In Solidarity,

Carlos H. Mejia
Carlos Mejia
SDEA Executive Director



Got class size caps?

In 2015, SDEA won major improvements in educator’s working conditions. One of these improvements centered around elementary teachers’ class sizes. Because state law changed regarding class size reduction funding, SDEA negotiated a 24-to-1 site average class size for grades TK-3. This means that when you take all the enrolled TK-3 students at a site, and divide them by the number of TK-3 teachers at that site, you should have a result of no more than 24. Some individual teachers’ classes may be over, and some under 24 students, but in no way can the site average for grade TK-3 be above 24 students per teacher, even by a tenth.

Another win for elementary educators was lowering the maximum class size cap from 36 to 35 students per teacher

in all elementary grades, TK to 6. That means that no individual class in grades TK-6 can be over 35 students for longer than 30 calendar days. On the 31st day, any class over 35 students would violate the contract.

A special consideration must be made about the instance where a grade 3 and grade 4 combo class exists. The class size must be proportional to the language that applies to the grade level span: 24:1 at grades TK-3, or 35 at grades 4-6. So, the students in the 3/4 combo who are third graders need to be included in the TK-3 site average count, along with the proportion of the teacher assigned to teach third grade in the combo.

If you think there is a problem with class size at your site, work with your AR to address the issue.

Wage Reopener Ratification

All-Membership Info Meeting

If you have questions, or want to learn more about the tentative agreement, you can come to an all-member informational session at Kearny High School on Oct. 13 at 4 p.m. or 5 p.m.

Ratification Vote

The TA ratification vote will be conducted online starting Oct. 13 and ending Oct. 17 at 5p.m. In order to vote online, your personal email address must be on file at the SDEA office. If you choose to vote in person, your ballot must be cast at the SDEA office Oct. 13-17, excluding the weekend, between 8 a.m. and 5 p.m.

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

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Straight Facts about Chiropractic Care

About Chiropractors

- Meet strict education and licensing requirements
- Help patients get healthy without surgery or medication
- Provide spinal adjustments to treat medical conditions

Conditions Chiropractors Treat (sample list)

Back pain	Scoliosis
Headaches	Asthma
Ear infections	Blood pressure
Neck pain	Healthy pregnancy
Arthritis	Organ function

Getting Coverage

- Visit an **Optum Health** chiropractor
- No referral needed from your Primary Care Provider (PCP)
- Treatment must be medically necessary
- Ongoing care may require a referral from Optum Health

Contact

Optum Health Website
myoptumhealthphysicalhealthofca.org

Kaiser Members Phone
 800-428-6337

UnitedHealthcare Members Phone
 888-586-6365

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