

THE ADVOCATE

San Diego crucial battleground for 30, 32

San Diego matters when it comes to passing Proposition 30 and defeating Proposition 32. Past voter data for the last two corporate attempts to eliminate our ability to have a voice in politics, Prop. 226 in 1998 and Prop. 75 in 2005, shows that statewide we defeated the measures by more than a 6.5 percent margin. However, voter turnout increased from 1998 to 2005 due to educators, firefighters, nurses and police officers getting folks to polls!

Like in 2008, it is anticipated that November's election will see a higher percentage of voters participating due to the Presidential election. Experts forecast a statewide turnout between 67 and 70 percent, and San Diego typically over-performs the statewide turnout by a couple percent points. As the results from 1998 and 2005 show, a

higher voter turnout helps bolster educator efforts to protect our classrooms.

Next, if the changing demographics of San Diego County are factored in, with the number of registered voters increasing at the same time that pro-education voters have become the majority, it is possible for the efforts of SDEA members to have a major impact in this election. Even 25,000 more voters from San Diego can make a big difference in the statewide totals in passing Prop. 30 and defeating Prop. 32.

If we continue to reach out to voters, WE WILL WIN. SDEA's volunteer efforts include phone banking at SDEA from 4 to 7 p.m. every Tuesday, Wednesday and Thursday, and precinct walking from the Labor Council office every Saturday from 9 a.m. to noon. Contact the SDEA office to RSVP!

Failure Rates of Anti-Union Props.

1998 - Prop 226

2,723,268 - Yes, (46.77%)
3,099,794 - No (53.33%)

2005 - Prop 75

3,644,006 - Yes (46.5%)
4,190,412 - No (53.5%)

Growth of SD County Voter Turnout

1998

42.49% - Statewide
40.74% - San Diego County

2005

50.14% - Statewide
52.77% - San Diego County

2008

79% - Statewide
83.72% - San Diego County



Clockwise from top left: 1. SDEA Board member Erin Kole speaks at a Toni Atkins event. 2. Members at Millennial Tech Middle get pumped for a voter registration drive. 3. Hancock AR Trace Cimins educates members about Props. 30 and 32. 4. SDEA members from all over the District are phone-banking in support of our fall campaign. Join us! 5. CTA President Dean Vogel addresses the August Rep. Council.



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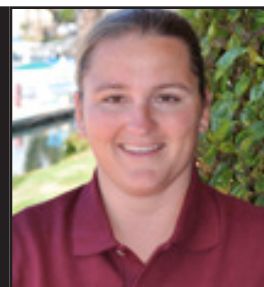
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Letters in Solidarity

Bill Freeman
SDEA President

Lindsay Burningham
SDEA Vice President



Down to the wire: Act now before it's too late

Time is winding down to one of the most important days for public education in this state. We should have talked to all of our members at our sites by now about the importance of passing Proposition 30 and defeating Proposition 32. We are continuing to walk precincts and phone bank, explaining how our classrooms have been devastated with the more than \$20 billion cuts to education and more than 30,000 educators laid off in this state over the past four years. The community should know that if Proposition 30 fails the state will face an additional \$6 billion in cuts to our schools. We are finding that community members support our efforts as long as they understand the impact of continued financial cuts to our schools. It is critical that we focus our efforts over these last few weeks on phone banking and precinct walking. We just can't afford more cuts to education, or a further reduced school year for our students. California schools and colleges are facing a catastrophe if we don't take matters into our own hands. We must stand up for public education and student safety by voting YES on Proposition 30

because it is necessary, fair and sensible.

As we talk to community members, many of them don't understand the effects of Proposition 32 and how it is misleading, unfair and unnecessary to working families and middle class America. They have to know this measure prevents us from fighting for our students because we will not have a voice in decisions made about education. As such, the wealthy will be allowed to set the agenda for us and our students. After explaining to parents and community members how deceptive this measure is, they get it. They understand the importance of having a voice at work and how this measure will weaken public education and educators' rights. Now, over the next few weeks, it is up to us to share our stories and explain these propositions to parents and community members. They are with us, but we must talk to them and ensure they understand.

Bill Freeman
Bill Freeman
SDEA President

Lindsay Burningham
Lindsay Burningham
SDEA Vice President

Contract Fact: Do you know your evaluation rights?

A key component of our evaluation rights in our union contract is how often we are evaluated. Temporary and probationary members are evaluated every year. Permanent members are evaluated every other year, but some members may be able to extend the evaluation cycle up to five years. There are four eligibility requirements that have to be met in order to participate in this extended evaluation: at least ten years of work in the District, permanent status, NCLB compliance if applicable, and an effective rating on the most recent evaluation. For those who meet those eligibility criteria, there is an additional step: a one-on-one meeting with principal, and there must be mutual agreement to extend the cycle. The principal should respond to your request within a reasonable period of time. Get written agreement of the extended cycle.

Your principal should let you know if you are being evaluated. Your principal/site supervisor is your default evaluator, but he or she can designate someone else to play the role of an evaluator. The designee must be credentialed supervisory

personnel. The contract is clear that no unit member shall be evaluated by another unit member.

Administrators can observe your classroom any time, whether it is part of your formal evaluation or not. Other unit members can also observe you, but the information gathered from their observations cannot be relayed to the administrator. Any time someone observes you, make sure you keep a log and document visits. If your evaluator is observing you as part of your evaluation, you should be given advance notice and the opportunity to provide a lesson plan so the evaluator knows what to expect.

Remember the right for union representation any time you schedule a meeting to discuss evaluation. If you reasonably believe the meeting may result in disciplinary action regarding the terms and conditions of employment (evaluative or investigative), it's important to ask for representation.

Your site AR should have a copy of the annual evaluation timeline. Make sure you have a copy and work with your site rep in documenting any violations of timelines.

ARs hone their skills, work campaign at Fall Leadership

Roughly 70 ARs and union activists braved 90-degree plus heat on Saturday, Sep. 15 for SDEA’s annual Fall Leadership training. Attendees spent the first part of the morning practicing nuts and bolts union organizing skills to take back to build the union at their sites. Then they fanned out across the Mission Hills area to educate voters about Props. 30 and 32. Conference-goers also sent a letter and photo of support to striking Chicago Teachers Union members.



Left: New PBMS CR Don Wood and AR Bob Mihalik practice their conversations about Props. 30 and 32. **Right:** Sharon Blaire and Don Macintosh (Hage Elem.) urge YES on 30!



Secondary teachers defend 36-student class size hard cap

Among the many victories SDEA members won in our previous round of contract negotiations was a hard cap of 36 students at the secondary level. The previous contract language contained an average of 36 students across all class periods, allowing certain class periods to balloon to levels that were not conducive to effective teaching and learning.

According to our bargained language, that hard cap went into effect on July 1, 2012, and so no secondary class should currently contain more than 36 students. (*Note: Music, PE and business classes are exempt from the hard cap.*)

Unfortunately, District attorney Lawrence Schoenke has decided to pretend that the new class size language doesn’t exist, and is directing site administrators accordingly. As a result of Schoenke’s bad advice, teachers and students District-wide do not have the

manageable class sizes needed to ensure that we can provide the best possible education.

The good news is that SDEA members all over the District are springing into action to defend our contract and our classrooms! At the September Rep. Council, SDEA launched an aggressive grass roots organizing plan to not only defend our contractual rights, but to put pressure on every level of District administration to honor the hard cap.

ARs are collecting information about overages at their schools, and initiating grievances at the site level. They are involving fellow union members in those grievances so the District understands we are *all* standing up for our rights and our students. These site grievances will be escalated to the District level, in addition to SDEA’s pursuit of an Unfair Labor Practice Charge against the District.

New contracts and new outreach for charter project

Last school year, SDEA welcomed educators from America’s Finest Charter School, Nubia Leadership Academy, and Iftin Charters into our union family. Educators decided to organize with SDEA to have a stronger voice in decisions made at their schools so they could better advocate for their students and profession. They join Harriet Tubman Village Charter School, where educators previously organized with SDEA, as part of a growing community of union charter schools in San Diego.

Teachers at AFCS bargained a strong first contract last year, while both Nubia and Iftin educators continue negotiations with a goal of settling their first contracts early this school year. Tubman is negotiating their second contract and looking to build on their past bargaining successes.

Joining SDEA’s charter organizing team are SDEA Board member Iris Anderson and longtime union organizer

Pat Alvarez. Anderson will serve as the Charter School Member Organizer and will be released from the classroom for the school year. This position was previously held by former SDEA Vice President Camille Zombro. Alvarez joined SDEA’s staff in October as the Charter Organizing Director, replacing Muni Citrin. Alvarez is longtime union organizer who comes to SDEA with decades of experience organizing nurses and healthcare workers in both the private and public sectors. Alvarez was also a teacher prior to joining the labor movement.

SDEA members will continue to work with charter school educators, and help them organize and improve conditions at their schools. If you know anyone who works at a charter school in San Diego, or if you want to help your charter colleagues defend our profession, email sdcharterteachers@gmail.com.

Fall Election Announcement

The election for SDEA Board Seat Four and CTA State Council Seat 15 will run Oct. 29-Nov. 15, via paper ballots which will be mailed to members’ home and/or site. Materials and timelines for the election are available for download at www.sdea.net/about/sdea-elections.



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