

THE ADVOCATE

District: Silence, takebacks on *FF5*

FIGHT FOR 5!



Pay and benefits to attract and keep the best and brightest



Lower class sizes across the board



More counselors, nurses and special education (SPED) support



More elementary student enrichment classes (prep time)



Protect planning time so we can do our best teaching (workload)

SDEA

- 6.5% raise for 2014-2015
- Keep our fair family benefits as they are
- 24:1 grades TK-3
- 32:1 grades 4-6
- Secondary 34:1 hard cap
- More counselors and nurses
- More support for general and special educators
- Increase elementary enrichment classes (prep time) to 75 minutes a week
- Maintain current workload protections and protect planning time

SDUSD

- NO wage proposal
- NO benefits proposal
- NO lower class sizes in TK-6 until 2017
- TAKE BACK 36:1 hard cap
- NO counselor/nurse increase
- Inadequate support for general and special educators
- NO increase; keep elementary enrichment classes (prep time) at 45 minutes a week
- Even LESS elementary prep time through modified days TAKEBACKS

What can WE do to WIN?

Giant Member and Parent Petition with Media Event!

Let's share the *FF5!* with parents and the community, and ask them to sign onto a petition so the District sees that parents and educators are united. See your AR to get involved!



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SDEA strength at the site level!

As the fall bargaining campaign kicks into high gear, SDEA members have been engaged and busy advocating for better working and learning conditions all over our union. Our appointed committee members are working hard to support the work of SDEA, and already members are organizing around sites issues to ensure that we have the schools our students and educators deserve.

Educators at Roosevelt Middle School have been organizing to ensure that, in accordance with our contract, students with special needs are equitably distributed among general education classrooms. Twelve members attended a Step One grievance meeting in September, and members are continuing to work with administration to reach a remedy. Their efforts will ensure that students and educators have the support and resources they need to be successful in the classroom.

Educators at Jones Elementary are creating an effective Site Governance Team (SGT) to give educators a real voice in decisions impacting their students. Likewise, educators at Millennial Tech Middle School are in the process of establishing their SGT after starting the process late last year. Our contract requires every school to have an active SGT. To get an SGT going at your school, your site Association Representative can reach out to an SDEA Field Organizer.

Educators at Baker and Edison Elementary Schools organized around the extreme heat to maintain safe learning conditions for students. Their efforts, along with concerns from educators across the District, helped to push Superintendent Cindy Marten to schedule modified days during periods of extreme heat. Our members have been advocating for a reasonable hot weather strategy for years, and the collective efforts of SDEA members made it happen! While things did not go 100 percent smoothly, we are committed to using what we learned this time to improve future decisions until all of our schools have air conditioning.

Members at schools all over SDEA are sharing the concerns that new District mandates are pulling us in too many directions, making it harder to focus on what our students need most. Protecting planning time so we can do our best teaching is a cornerstone of our *Fight for 5!* bargaining campaign. An educator's time is valuable, and no one knows what time is needed and how to use it better than those who are in front of students every day. The SDEA bargaining team will continue to fight for this issue at the table!

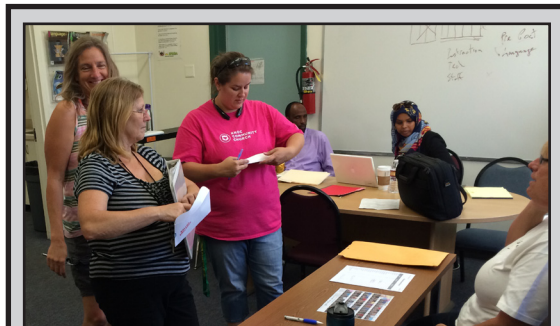
Together we are stronger!

Lindsay Burningham
Lindsay Burningham
SDEA President

Michelle Sanchez
Michelle Sanchez
SDEA Vice President

Join SDEA READS!

It is with great pleasure that we announce the formation of SDEA READS. All SDEA members are invited to join our union's reading group. SDEA READS will meet frequently to discuss books that are of timely and topical concern to public educators of all stripes. Our first book will be *Reign of Error: The Hoax of the Privatization Movement and the Danger to American Schools* by Diane Ravitch. Together we will determine location, time and frequency of gatherings. Future titles will be selected based on membership interest. Please contact SDEA staff Secretary Sara Chandroo at 619-283-4411 if you would like to participate.



Better benefits at Iftin Charter

Union members at Iftin Charter School ratified an agreement to expand healthcare options and lower the cost of benefits for their families. Iftin's educators will be back at the table this spring to bargain their second union contract!

WORK HOURS

Know Your Rights!

I can't get this straight! What is my actual required number of work hours?

There are two different work hour requirements – the minimum on-site day and the workday. The minimum on-site day is the minimum number of hours that you must stay at the worksite. The workday is the total number of hours you can be required to work.

FULL-TIME STAFF	MINIMUM ON-SITE DAY*	WORKDAY
Classroom teachers	6-hours 35-minutes	8 hours
Non-classroom certificated staff	6-hours 35-minutes	8 hours
Early Childhood Education teachers at a CDC	7-hours 30-minutes	8 hours

*Minimum on-site day excludes your duty-free lunch (minimum of 30 minutes).

Can I be required to stay at work beyond the minimum on-site day? How long?

You can only be required to stay at work up to 8 hours. This applies to all full-time union members. The exception is for those who have made additional arrangements to work longer hours to, for example, coach an athletic team. But remember – you are entitled to be compensated for all required work beyond the 8-hour workday!

DEFINITION

“Balance of the 40 hour workweek”

The weekly difference between the minimum on-site day of 6 hours and 35 minutes (excluding lunch) and the 8 hour workday.

For what reasons can I be required to stay at work beyond the minimum on-site day?

The union contract limits the reasons for which you can be required to stay at work beyond the minimum on-site day. The *balance of the 40 hour workweek* can include only these job duties: a reasonable number of meetings (See “*Know Your Rights! Meeting Attendance*”), conferences, departmental activities, site planning, evaluation and instructional activities, open houses and staff development. You cannot be required to remain on site to do preparation or provide service to students during this time. Take note if you are non-classroom certificated staff: You do not have to routinely remain on site beyond the minimum on-site day and do not have to obtain daily approval to leave the site before the end of the workday.

What about breaks?

Full-time staff is always entitled to a duty-free lunch break of at least 30 minutes. Duty-free means no work! For non-classroom certificated staff, when required to remain on-site for 8 hours, you are entitled to two 15 minute rest periods per day.

What should I do if my union rights on work hours are being violated?

First, remember the union saying, “Obey now, grieve later.” Document what’s happened and work with the AR at your site to grieve the violation, which may include seeking extra pay. If the issue is widespread at your site, hold a union meeting to create a collective plan of action.

Source: Collective Negotiations Contract, Section 8.5

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