

# THE ADVOCATE

## We bargain for another raise in 2019!

If it seems like we were just at the bargaining table, we were! Last May, after a year of hard-fought negotiations, we ratified our new contract. A key piece of that contract is a wage reopener, meaning we have the opportunity to bargain for another raise to go into effect in the next school year.

We also have the ability to reopen one other article of our contract, and so does the District.

That means we will be back at the bargaining table this January, fighting for a raise and for improvements in up to two more articles.

SDEA's Board of Directors has narrowed down the second article that we may reopen to either Transfer and Safety. Now it's time for members to decide what we take to the table.

In order for SDEA's Board and Bargaining Team to know what members' priorities are, every school will have a Reopener Bargaining Input Session, starting mid-October and continuing through December. At these Bargaining Input Sessions, members will:

1. Make our voices heard about what we want to fight for

in the Wages article.

2. Brainstorm improvements in the Transfer and Safety articles.

3. Vote for our priorities in each of those three areas.

4. Vote for whether we think we should reopen Safety, Transfer, or only Wages. (We are reopening Wages to fight for another raise no matter what!)

The Bargaining Input Sessions are also the kickoff of our organizing campaign to support our Bargaining Team. The way we won raises, protected fully paid family

healthcare, pioneered new maternity leave and won a host of other improvements in our last round of contract bargaining was through thousands of us getting involved. We know what it takes to win: Contract Action Teams (CATs) at every school, and widespread participation in union-wide actions showing the District that we don't have six people at the bargaining table—we have 6,000.

**You** being a part of your schools Bargaining Input Session is the first step. See your site AR for details!

## NEW! AR Spotlight: Meet SLP Sarah Cragg

**Q: How long have you been an Association Representative (AR)?**

A: This is my first year as AR for Speech-Language Pathologists (SLPs). I previously served as a Council Representative (CR) for the 2017-18 school year.

**Q: Why did you become active in SDEA?**

A: I was inspired by seeing more of my colleagues becoming involved as SDEA reps for SLPs. They were passionate about organizing around issues relevant to our department and I was motivated to support their work.

**Q: What do you love most**

**about being an AR?**

A: I am enjoying having the chance to interact and collaborate more with my colleagues. Because SLPs are itinerant, we don't get as many opportunities as we'd like to support one another.

**Q: What is the one thing you've done as AR that you are most proud of?**

A: As a CR last year, I collaborated with SDEA staff and leaders and my fellow SLP reps to improve the SLP salary schedule through bargaining. As a result, SLPs now receive more credit for past experience. It was gratifying to help my colleagues receive the compensation and

recognition they deserve for their years in the field. As AR, I am looking forward to continuing this important work by listening to my colleagues' priorities and helping to put them into action as we head back to the bargaining table later this year.

**Q: How is a strong SDEA important to your work as an educator?**

A: As educators, the needs of our students are paramount. Through SDEA, we bargain better wages, benefits and working conditions, which allows us to take care of ourselves and our families and, ultimately, provide our students with the quality of education and



services they deserve.

**Q: If you could tell a new educator one thing about public education or SDEA, what would it be?**

A: Find a way to get involved! Contact your site or program AR to find out what you can do to support our union.



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# Letters in Solidarity

Kisha Borden  
SDEA President



Scott Mullin  
SDEA Vice President

## The SDEA endorsement process

As you know, we are in the middle of election season. SDEA has endorsed Kevin Beiser and Dr. Michael McQuary for re-election to their SDUSD School Board seats, and the SDEA Representative Council (the monthly meeting of all site and program Association Representatives) voted to financially back them. Recently, we have received questions about how SDEA's dues dollars are spent on politics. In an effort to be transparent, we want to outline our endorsement and political funding process.

### Endorsement Process

There are two primary ways that SDEA can endorse a candidate or ballot measure.

For a candidate's initial endorsement, the SDEA Political Involvement Committee (PIC), which is made up of SDEA member-volunteers, creates a list of potential candidates and/or ballot measures to investigate. The PIC forms an interview panel made up of PIC members and SDEA Board members who send out written questionnaires to all candidates. All candidates are given the opportunity to interview in person with the panel. Once interviews are complete, the PIC makes recommendations to the SDEA Board. If the SDEA Board accepts the recommendations, they are sent to Rep. Council for a final decision on the endorsements as well as how the SDEA will support the endorsed candidates and/or ballot measures. Support could include financial support of the campaign, allowing the candidate or ballot measure to use our name as an endorsement, or

encouraging members to volunteer in the campaign.

The second way to endorse a candidate is through a friendly incumbent endorsement. This process can be used for anyone who has already been through the initial endorsement process and has been elected to office. The friendly endorsement can be achieved by a vote of Rep. Council. The Rep. Council would then decide the level of support SDEA would provide.

If you are interested in becoming more involved in our union's political endorsement process or the PIC, please let us know!

### PAC Funding

Every year, one dollar (\$1.00) of your SDEA dues goes to the SDEA Political Action Committee (PAC) fund. The PAC fund is used to support only local, non-partisan races that directly affect our schools. Two-thirds of all SDEA contributions to the PAC come from additional, voluntary contributions from SDEA members.

Increasingly, we see privatizers pumping millions of dollars into School Board races here in our County. If you would like to contribute to this fight against the privatizing of our schools, update your SDEA membership form to include a voluntary PAC contribution in section three.

Kisha Borden  
SDEA President

Scott Mullin  
SDEA Vice President

## Labor Recommendations for the Nov. 6 Election

### SDEA Recommendations

San Diego Unified School Board, Subdistrict B — **Kevin Beiser**  
San Diego Unified School Board, Subdistrict C — **Dr. Michael McQuary**

### CTA Recommendations

California Superintendent of Public Instruction — **Tony Thurmond**  
California Governor — **Gavin Newsom**  
California Lieutenant Governor — **Ed Hernandez**  
California Secretary of State — **Alex Padilla**

California State Controller — **Betty T. Yee**  
California State Treasurer — **Fiona Ma**  
California Attorney General — **Xavier Becerra**  
California State Insurance Commissioner — **Ricardo Lara**

For additional endorsements from CTA, visit [www.cta.yourvoterguide.com](http://www.cta.yourvoterguide.com).

### San Diego & Imperial Counties Labor Council Endorsements

For endorsements recommended by the Labor Council, visit [www.unionyes.org/politics](http://www.unionyes.org/politics).



CALIFORNIA SCHOOLS  
**VEBA**

## PROTECT YOURSELF FROM THE FLU



Flu season is right around the corner. Keep everyone in your family safe with these tips:

**Get a flu shot.** Check for free flu shots at your district or visit your PCP.

**Clean up.** Wash your hands often with soap and water. Disinfect objects that may be contaminated with germs.

**Take a sick day.** If you do get sick, spend time recovering. The CDC recommends staying home at least 24 hours after your fever is gone.

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# ENTER TO WIN!



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## It pays to be a CTA member

CTA membership comes with many great benefits including access to the only CTA-endorsed Disability Insurance plans from Standard Insurance Company (The Standard). Now, at no extra cost to you, when you protect your paycheck with CTA-endorsed Disability Insurance from The Standard, you can get access to two new benefits from CTA:\*

- Student Loan Benefit • Cancer Benefit

These added benefits are available exclusively for members enrolled in the CTA-endorsed Voluntary Disability Insurance plans on a qualified disability claim.

### Learn more!

Visit us at [CTAMemberBenefits.org/Disability](http://CTAMemberBenefits.org/Disability)

\*The benefits are offered by CTA to eligible members on approved disability claims under the CTA-endorsed Voluntary Disability Insurance plans with a disability date on or after 9/1/2018 who meet additional specific criteria. CTA provides these benefits at no extra cost, and The Standard acts only as the claims administrator of these benefits. Student Loan and Cancer Benefits are not provided under the Disability Insurance policy. For costs and further details of the coverage, including exclusions, benefit waiting periods, any reductions or limitations and the terms under which the policies 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 20197-CTAvol (08/18)

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Must meet First Financial Credit Union (FFCU) eligibility requirements to establish membership in order to take advantage of these offers. \*APY = Annual Percentage Yield. A minimum opening deposit of \$500 is required. Other terms and conditions may apply. Refer to your Truth-in-Savings Agreement or call for complete details. Rates are subject to change without notice. Information correct as of September 2018. Federally insured by NCUA.



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