

# THE ADVOCATE

## SDEA Bargaining Commission sets ambitious goals

The SDEA Bargaining Commission has commenced work to organize for our upcoming round of negotiations in the spring of 2014. The Commission met on Aug. 27 for a training and planning session that involved an overview of the bargaining campaign. The Commission set an ambitious goal of reaching out to every member for input by conducting site-based listening sessions and input meetings throughout the fall and winter of 2013.

The Commission knows the

importance of preparing months ahead of time prior to actually going to the bargaining table. Preparation doesn't just mean having a bargaining strategy at the table; it means having an organizing strategy away from the table, which is where every single member of our union plays a crucial role.

SDEA Association Representatives (ARs) will be provided bargaining campaign details at the upcoming September and October Representative Council meetings.



SDEA Bargaining Commission members discussed what it takes to win at the table at their first meeting of the 2013-2014 school year.

## Summer of SDEA: Union members stay cool... and active!



Showing their commitment to building union-strong schools, Association Representatives (ARs) and Council Representatives (CRs) attended summer trainings. Pictured here are ARs and CRs who attended Core Training, Part 1: Advocacy. First row, L to R: Rhoda Stephens-Yoder (Ericson El.); Jennifer Koonin (Jerabek El.). Second row, L to R: Trace Cimins (Hancock El.), Heather Jahn (Education Center), Ashley Duren (Pacific Beach MS), Claudia Elena Sanchez (Memorial Prep); Tom Martin (Henry HS), Tom Deets (Henry HS), Bradley Bang (Euclid El.), Dennis Kane, (Mission Bay HS). Third row: Mick Rabin (Oak Park El.).

NEA Representative Assembly Delegate Tchaiko Kwayana, Point Loma HS, speaks to her motion to more greatly emphasize African American history in our curriculum. Kwayana is one of 34 SDEA members to represent our union at the NEA-RA.



In response to a spring survey, the SDEA Internal Professional Development (IPD) Committee members conducted trainings this summer to prepare members for the implementation of the Common Core Standards. For more information on all three items featured here, see page 2.



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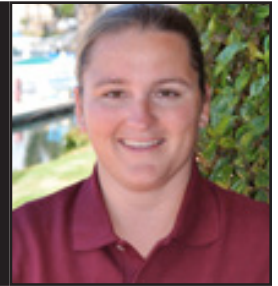
Nanette Najera



## Letters in Solidarity

Bill Freeman  
SDEA President

Lindsay Burningham  
SDEA Vice President



## A flurry of activity for SDEA this summer

There's an old adage that a union's work is never done. This was especially true over the summer break for many SDEA members.

The summer started off with more than 34 SDEA members attending the NEA Representative Assembly Conference in Atlanta. There, SDEA members successfully coordinated a measure that was adopted by our union's national body, to ensure that the Common Core State Standards are not used as yet another "high stakes" test.

In early August, SDEA members participated in CTA's Summer Institute at UCLA. The Summer Institute provides an opportunity for union leaders from across to state to come together for trainings on pressing issues. SDEA Vice President Lindsay Burningham participated in the Summer Institute's advanced bargaining training, while several other SDEA members participated in professional development and emerging leader trainings.

Also, as a result of member input to SDEA's leadership we launched an Internal Professional Development (IPD) training program over the summer. SDEA member Iris Anderson and the IPD committee did an outstanding job surveying

members and creating and administering the initial trainings. The IPD classes were well attended and more are planned for the future.

Leadership trainings were also conducted over the summer for ARs, CRs and other interested union activists. These trainings taught our new union leaders how to advocate for members and build member power by organizing educators at their sites.

We've also continued to hold the District accountable throughout the summer in dealing with the District's haphazard excessing of so many of our fellow educators. Our staff and leaders also have continued to work alongside CTA budget experts to ensure that the District is correctly implementing the state's new method for funding education.

The reality is that even after all that was accomplished over the summer, we still have work to do. The coming year will be extremely important as we begin bargaining a new contract, and the work done over this past summer lays a solid foundation as we prepare for the bargaining table.

*Bill Freeman*  
Bill Freeman  
SDEA President

*Lindsay Burningham*  
Lindsay Burningham  
SDEA Vice President

## Unionizing charters key to our bargaining

The landscape of charter schools in San Diego continues to mirror the growth and expansion trend that the rest of the country is seeing. As more charter schools open and their student enrollment increases, we've seen a corresponding drop in SDUSD student enrollment. SDUSD estimates that enrollment in public charter schools will increase by 6.2% in the 2013-14 school year, and enrollment in District schools will continue to drop by 1.1%. This past year, the number of public charter schools has increased from 42 to 46, with only four of them unionized: Darnall Charter School, Harriet Tubman Village Charter School, Iftin Charter School and Iftin University Prep Charter High School.

Talking to educators at non-union charter schools and helping them to become union is not only key to strengthening the education profession and our power to advocate for our students, but also is important in defending the hard-won rights and benefits in our SDEA-SDUSD union contract.

As the SDEA Bargaining Commission begins to engage members in preparation for bargaining to strengthen and protect our contract, SDEA staff and leadership will be doing outreach to members on the very important role you can play in helping to bring new charter educators into our union. Call SDEA Charter Organizer Pat Alvarez at 619-283-4411 for more information.

### SDEA Election Announcement

A re-run election for one SDEA Board seat and one CTA State Council seat, as well as a special election for one vacated SDEA Board seat and two vacated CTA State Council seats, will be held Oct. 21-Nov. 4, 2013. The election will be conducted via paper ballots which will be mailed to members' home and/or site. Materials for the election are available at [www.sdea.net/about/sdea-elections](http://www.sdea.net/about/sdea-elections).

# Know Your Rights!

## Protecting Against Workload Overload

*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:

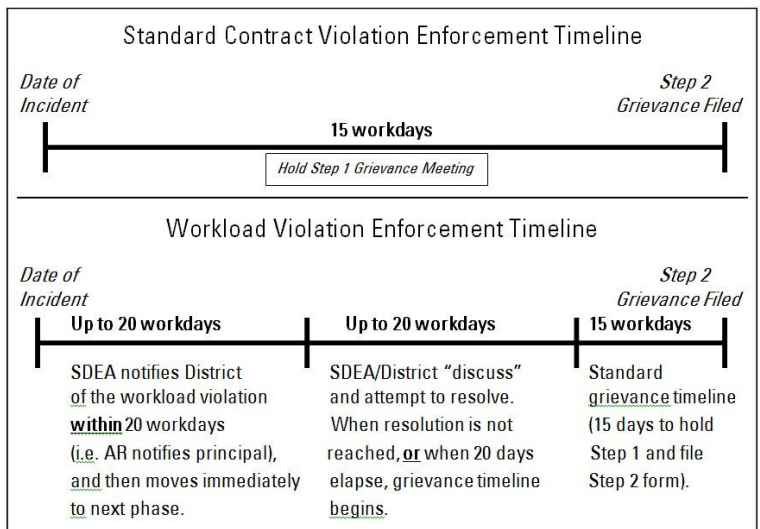
1. Must be new work that was assigned after November 18, 2009
2. Generally must be work that is not already covered by some other section of the contract (Example: An increase in class size does not trigger workload rights because class size is covered in another section of the contract.)
3. Must impact the workload of a job class at one or more of the following levels: Grade, department, program, school, and/or district
4. 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 (3) above. Examples include "all preschool teachers in the district" or "all 6<sup>th</sup> 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. A good first step might be to have a union meeting to find out who's affected.





## Start protecting what's important through this special opportunity.

CTA members newly hired by their districts have an exclusive opportunity to protect their incomes and loved ones. If you apply for coverage within 120 days of starting work, you have a special opportunity to get CTA-endorsed Disability and Life Insurance from The Standard.

This is a great time to get Disability Insurance. You can also get up to \$200,000 of Life Insurance without proof of good health. Plus, there are family Life Insurance coverage options with your Life Insurance. This offer is only available for a limited time. Protect what's important to you by enrolling today.

For more information, call **800.522.0406**. To apply online, visit **standard.com/cta/newhire**.



For costs and further details of the coverage and this enrollment opportunity, including exclusions, benefit waiting periods, any reductions or limitations and the terms under which the policy 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  
GP 190-LTD/S399/CTA.1 GP 190-LIFE/S399/CTA.3 SI 15887-CTAvol



Making Health Care Better for Everyone



### Focus on Health: Know Your Numbers

Cholesterol can be tricky to understand, because not all is bad for you. Some cholesterol is actually good for you. That's why September is named "Cholesterol Education" month. Keeping your cholesterol levels healthy is a great way to keep your heart healthy. It also lowers your chance of heart disease or stroke. The best thing you can do is know your cholesterol numbers.

#### Get the facts:

- Cholesterol comes from two sources: your body and food. Your body makes about 75% of blood cholesterol. The rest comes from the food you eat. Cholesterol is only found in animal products.
- HDL Cholesterol is the "healthy" cholesterol. A healthy level helps keep LDL cholesterol from clogging your artery walls, and it may protect against heart attack and stroke.
- LDL Cholesterol is the "lousy" cholesterol. When too much of it circulates in the blood it can clog arteries, increasing your risk of heart attack and stroke.

#### Maintain Healthy Cholesterol Levels By:

- Eating a diet low in saturated and trans fats, cholesterol, sodium, and added sugars.
- Enjoying 30 minutes of moderate exercise a day for a total of 150 minutes a week.
- Avoiding tobacco smoke.

For more information visit the American Heart Association at: [www.heart.org/conditions](http://www.heart.org/conditions) and click on the "Cholesterol" tab.

#### Know your Numbers with VEBA!

VEBA often provides screenings at school district health fairs and open enrollment meetings. Please check with your benefits office or district employee wellness committee to find out if on-site screenings are planned. Remember, your routine health screening visit with your primary provider often includes a cholesterol check. Schedule your screening soon and ask about your cholesterol.

[www.vebaonline.com](http://www.vebaonline.com)