

THE ADVOCATE

Union Summer: No rest for the organized

Summer break is a great time to build union organizing capacity. SDEA Union Summer 2015 was a three-pronged approach to making our union and our schools stronger. Phase One focused on preschool recruitment while Phase Two involved SDEA members reaching out to non-union charter educators and new SDUSD teachers. During the preschool recruitment project SDEA members worked with CSEA members to house visit parents and community members who live in neighborhoods with under enrolled preschool programs. This was a joint effort with Alliance San Diego. Alliance provided training on how to conduct effective house visits. Many parents were excited to hear about the preschool programs.

“We are out in the community trying to reach parents and let them know about our beautiful program,” said Rolando Park preschool teacher Alma Tidwell. The program generated interest in over 200 families, most of whom committed to enrolling in their area preschool.

Phase Two brought together SDEA member leaders from an array of schools and programs. Together they brainstormed strategies to engage new teachers and non-union charter educators. Members conducted house visits

to charter educators to learn more about the issues they face and how we can work together to improve public education in San Diego. There was much discussion about an upcoming Supreme Court case that is supported by anti-union education reformers like Walmart and Wisconsin Governor Scott Walker. Member leaders discussed the critical importance of strengthening our union to fight back against these attacks and to be able to have a real voice in what goes on in the classroom. Supporting and building relationships with new teachers is an important component of have a strong and unified membership.

“Reaching out to new teachers is important. We know the first couple of years are really hard and as union members we can support each other. We have each other’s backs,” said Hage teacher and SDEA Member Organizer Adam Goldstein.

Preschool educators and SDEA member leaders helped build a stronger SDEA this summer, made connections in the community, and increased access to high-quality preschool education throughout San Diego. They also had a lot of fun!

For more information about Union Summer and SDEA members’ other summer union activities, see page 2.





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The SDEA Advocate is published monthly by the San Diego Education Association and paid for in full by advertising revenue. Advertising rates are available upon request.

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Letters in Solidarity

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School's in for summer at SDEA

We hope that all of our SDEA educators had a pleasant and relaxing summer break and now are rejuvenated to begin the 2015-2016 school year. Things did not slow down at SDEA over the summer. Over 30 SDEA members attended the National Education Association Representative Assembly in Orlando, FL where we worked with fellow educators across the nation to set policy for NEA. More than 10 SDEA members attended the California Teachers Association Summer Institute, where they were trained in Bargaining, School Finance, Communications, Tax Fairness, Member Benefits and Community Organizing... just to name a few.

The SDEA office and our school communities were buzzing with involved members and activists participating in our SDEA Union Summer program. Over 30 Early Childhood Education (ECE) educators and CSEA paraprofessionals received training on community outreach skills and then hit the streets talking to families about the importance of preschool, recruitment of students and assisted parents with enrollment with a goal to fill District preschool programs to capacity. This program was a joint project between SDEA and SDUSD, with great assistance from Alliance San Diego. It was so powerful to see our ECE members actively involved and engaged in the work of our union.

In Phase 2 of the Union Summer program, 11 SDEA leaders and activists were trained to reach out to the community and contact fellow charter educators who are not yet unionized. They had the opportunity to listen to the struggles of charter

educators and share the power that comes from union solidarity. On the final day of the program, they worked on reaching out to new San Diego Educators to welcome them to our profession.

SDEA members also came together for a series of trainings in August. These trainings included a new AR/CR orientation, and Core Trainings on Advocacy and Organizing. So many members signed up for these trainings that we had to form a waiting list!

We want to thank all of our SDEA members who committed some of their summer to the work of our union! We are looking forward to a great year ahead as we focus on increasing and deepening member engagement in SDEA and working in solidarity to ensure the educators and students of San Diego have the schools and programs they deserve to be successful! We will stand together in support of public education. The members, leaders and staff of SDEA will continue to use our voices and collective strength to ensure that resources are being directed to our students and the schools. We must stand together and support one another as we work to protect and improve public education in San Diego, California and across the nation. As educators we experience many successes and challenges daily in our classrooms and SDEA is here to celebrate your successes and provide support in your challenges.

Together We Are Stronger!

Lindsay Burningham
Lindsay Burningham
SDEA President

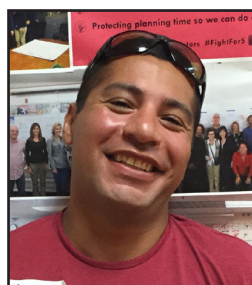
Michelle Sanchez
Michelle Sanchez
SDEA Vice President

Why are SDEA Core Trainings valuable?



"I learned how to look for things in our contract instead of having it sit on a shelf behind the desk. I learned a lot of new information, and how to hold a grievance meeting."

— **Janell Small**
Rodriguez CR



"I learned how to organize the teachers at my site to best enforce the contract and make sure it is upheld, to better support our students so they get what they need."

— **Nick Cincotta**
Serra AR

Contract Corner

Strengthening our union by protecting our contract

New coverage pay rights

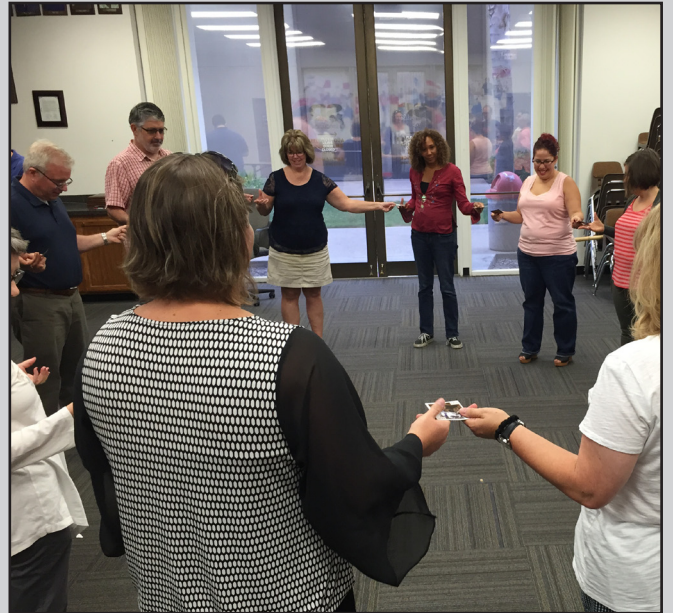
Section 8.9 of the contract for 2014-2017 contains new language improving class coverage pay for unit members. Now, after one hour of providing emergency class coverage, unit members will be compensated the additional hourly classroom rate of pay. Under the previous contract, members had to provide three hours of emergency class coverage with no pay prior to starting to receive extra pay.

Additionally, the contract

now requires that for non-emergencies, a unit member may volunteer to provide class coverage during his or her preparation time when a visiting teacher is not available. If a member volunteers, he or she must be paid at the additional classroom hourly rate.

Site administrator requests to provide classroom coverage should only occur during the unit member's preparation time, whether it is an emergency or not.

SDEA Board looks ahead



The SDEA Board kicked off with an ice-breaker (above) before a full day of planning on Aug. 31. Union leaders discussed the threats educator and all public sector unions face legislatively and in the courts in the coming year, and began to create a plan to make our union even stronger in the face of these challenges.

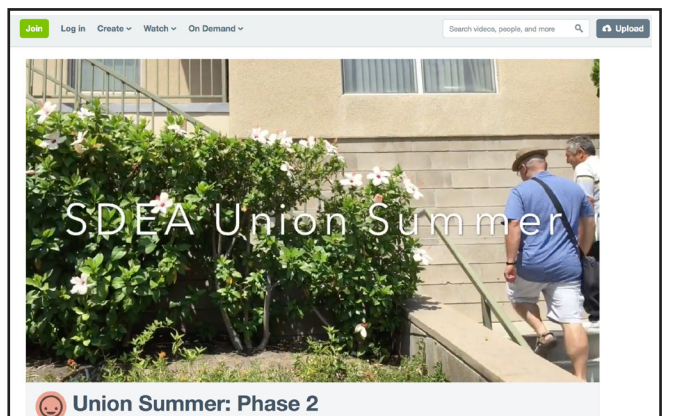
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Likes and tweets and shares, oh my!



Do you use Twitter, FaceBook, Instagram, YouTube or any other form of social media? So does SDEA! By following and sharing union actions online, we can help to increase our union's visibility and educate our broader community about the work that SDEA members do to protect our students and our schools every day. This year there will be even more videos, member spotlights and other content to share, just like the short film about SDEA Union Summer in the picture above above. Visit the SDEA website to get connected!



Start protecting what's important through this special opportunity.

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