

# THE ADVOCATE

## SDEA rises after anti-union *Janus* ruling

As expected, the US Supreme Court ruled against public sector unions nationwide in the *Janus* case this past June. Upholding a case brought forward by corporate-funded lobbyists who support privatization of public schools, the Court took away our union "fair share" protections. Fair share has been the law of the land, and was the principle that everyone who received the wages, benefits and protections bargained by the union had to, in fairness, contribute to maintaining them. As of now, that rule is no more. It means that effective immediately, there are a handful of people at almost every school who are no longer paying their fair share of union dues.

This case was meant to decimate unions like SDEA and pave the way for privatization. So has it?

**NO.** SDEA members knew this was coming and spent the past year getting ready. At the start of last year, 90% of contracted unit members were full SDEA members. By the time *Janus* came down, that number was up to 94%! As of today, 6,177 of 6,556 of us are SDEA members, and 4,249 of us and counting have signed recommitment forms declaring that we intend to stay that way. In fact, since *Janus*, dozens of former non-members and new hires have opted *in* to SDEA. If we keep that up, the union-busters who paid for *Janus* will be sorely disappointed.

**This case was meant to decimate unions like SDEA and pave the way for privatization. So has it? NO. SDEA members knew this was coming and spent the past year getting ready.**

That is not to say that the *Janus* ruling hasn't impacted our union at all. The loss of fair share, combined with continued declining enrollment and the loss of teaching jobs that goes along with it, has led to a 20% cut in SDEA staff. That means we have one less Field Organizer and one less Contract Specialist supporting us than we did last year. Does this mean our contract won't get bargained or enforced as well as it did?

**NO.** It means that the work of union leaders at our schools, like Association Representatives and Contract Action Teams, is even more important. So give your ARs and CATs a high five!

Our union is under attack, but *we* are the ones who can decide whether or not those attacks are successful. SDEA is our union. It always has been and always will be. It's up to us to keep it strong! **TOGETHER WE ARE STRONGER!**

## Reminder: This is what we just won last year

- **Fully paid family health benefits for 3 years**
- **2% staggered raise in 2018-19, plus 1% one-time based on 2017-18 wages that was paid in August**
- **No caseload increases, and a requirement to bargain special educator job descriptions**
- **No class size increases**
- **Protect secondary class size cap from start of year**
- **Lower PE class sizes**
- **Three weeks paid maternity leave (see page 6 for details)**
- **Expand amount of personal leave from 3 to 11 days, with more flexibility (see page 6 for details)**
- **Protect elementary enrichment**
- **Protect due process**
- **New voluntary transfer process; requirement that excess members be placed in seniority order after Post and Bid and in the fall**
- **District pays for new teacher induction (BTSA)**
- **Scores of improvements throughout contract**
- **The right to bargain for another raise in 2019-20!**



10393 San Diego Mission Rd. Ste. 100, San Diego, 92108

Phone (619) 283-4411 Fax (619) 282-7659

Web www.sdea.net

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.

**SDEA OFFICERS**

**PRESIDENT**

Kisha Borden

**VICE PRESIDENT**

Scott Mullin

**SECRETARY**

Sara Holrud

**TREASURER**

Adam Goldstein

**SDEA BOARD**

**AREA I**

Eleanor Evans

VACANCY

Kyle Weinberg

**AREA II**

Elizabeth Cullen

Michelle Sullivan

Rene Zambrano

**AREA III**

Kristin Brown

Lisa Morris

Dennis Schamp

**AREA IV**

Kimberly Allard

Trace Cimins

Nick Cincotta

**SDEA STAFF**

**EXECUTIVE DIRECTOR**

Abdul Sayid

**FIELD ORGANIZERS**

Erin Clark

Jonathon Mello

Anthony Saavedra

Morgan Thornberry

**FINANCE MANAGER**

Betty Timko

**CONTRACT SPECIALIST**

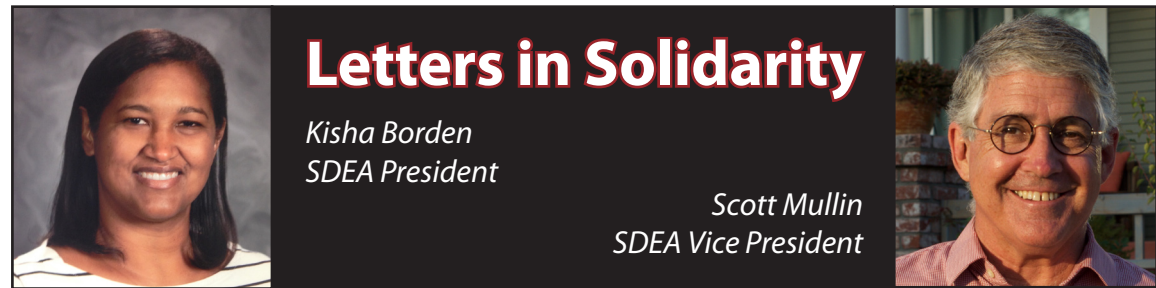
Rafal Dobrowolski

**PROPERTY/OFFICE SPECIALIST**

Nanette Najera

**SECRETARY**

Lisa Steinberg



# Letters in Solidarity

Kisha Borden  
SDEA President

Scott Mullin  
SDEA Vice President

## An exciting time for SDEA!

We are excited to welcome back every SDEA educator! We hope you all had a relaxing and enjoyable summer break and had a great start to the 2018-19 school year. The work of our union continued over the summer on many fronts which we are excited to share with you.

The recommitment campaign that we launched last spring continued through the month of July. Dozens of members from traditional schools volunteered their summer time to “blitz” year-round schools, talking to fellow union members about the value of our union and asking them to recommit. This meant that in the weeks following the anti-union *Janus* Supreme Court decision, SDEA members were opting *in* to our union instead of opting out. The work of our recommitment campaign will continue this year, with a special focus on new educators. Our goal is to engage and encourage all educators to become or remain a part of our union. We all remember how overwhelming those first few days, months and years can be, so please take the time to welcome the new educators at your schools.

We had 18 members attend the National Education Association (NEA) Representative Assembly in Minneapolis, where we worked with educators from across the country to direct the policy for NEA. SDEA members also attended the California Teachers Association (CTA) Summer Institute in August, where we gained valuable knowledge to help guide the work of SDEA.

Special Education job description bargaining began this summer. This process is part of what we won when we settled our contract last spring. The District agreed to bargain over all special education

job descriptions, starting with Resource Specialists and Education Specialists. Once finalized, these job descriptions should eliminate any confusion as to what positions special educators hold, and what their caseloads and duties should be.

Our Least Restrictive Environment Committee also met to begin to describe the spectrum of services for educators to consider when crafting IEPs for our students with special needs. This is another process we won in last year’s contract bargaining.

We will have a busy fall as we work to elect School Board candidates who are supportive of public education, pass important local and state initiatives, and encourage our families and community members to exercise their right to vote. In order to ensure these victories, every one of us must do our part.

Finally, we will be back at the bargaining table in February fighting for a raise for next year. We can also open one more article in our contract. The SDEA Board will be asking members to decide whether we want that other article to be Transfer or Safety. Every school will hold a bargaining input session in the fall so we can set our priorities together. Be there to make sure our bargaining campaign is 6,500+ members strong!

We are looking forward to a rewarding 2018-19 school year and are excited to be leading SDEA through this transformative time!

TOGETHER WE ARE STRONGER!

Kisha Borden  
SDEA President

Scott Mullin  
SDEA Vice President

## Announcing the New SDEA Union Academy

Public employee unions, like ours, took a hit from the Supreme Court when it voted to overturn fair share. This was meant to decimate unions like SDEA and pave the way for privatization. **But instead of lying down, we are rising up!** In that spirit, SDEA Union Academy is bringing active SDEA members from across our union together to learn, strategize and inspire so that we can come out swinging. You’ll also hear inspiring stories from the Arizona Red for Ed movement, and how teachers in Sacramento and Saint Paul used contract negotiations to organize parents and other community stakeholders around a set of demands that benefited the whole community.

Participants will be provided union release time to attend.

If you are interested in being part of your school’s team on Oct. 16, see your AR. **Space is limited!**

# Our schools are under attack at the ballot box

**YES: Thurmond for State Supt.**

**NO: Tuck for State Supt.**

As a State Assembly Member, Tony Thurmond has led the fight to bring more resources to California schools. This includes fighting to shift nearly half a billion dollars from prisons to early education and after school programs, as well as working to expand school-based health, mental health and social service programs to bring our students the support services they need. In addition, Thurmond has been a vocal advocate for reducing California’s teacher shortage by



Tony Thurmond

increasing housing for teachers and other incentives to attract and retain more great teachers.

**YES: Beiser for School Board**

As a teacher of the year in Sweetwater, Kevin Beiser knows first-hand what our schools need to be successful. Beiser has led efforts to increase resources and protect students and educators in San Diego Unified. In May 2017, Beiser voted against SDUSD issuing nearly 1,000 pink slips to educators. He was also a leader in protecting our District’s elementary enrichment and prep time program.



Kevin Beiser

students. Our schools are stronger today because of Beiser’s leadership.

**YES: McQuary for School Board**

As a retired teacher and principal, Dr. Mike McQuary has decades of experience working in urban, rural and suburban schools, giving him insight into the unique needs of a school district as diverse as SDUSD. While teaching, Dr. McQuary also served as president of his local union. Dr. McQuary is active in the community and helped develop numerous partnerships between schools and their neighborhoods.



Dr. Mike McQuary

know who McQuary is and what he has done to protect public education in San Diego.

Unlike his opponent, we

Marshall Tuck’s experience and track record in education centers around the privatization of public schools. As President of Green Dot Schools, which operates 20 privately-run schools within Los Angeles Unified School District’s boundaries, Tuck led the efforts to drain resources from some of LAUSD’s most at-need schools. Due to his track record, Tuck’s campaign has benefitted from millions of dollars of support from the same Wall Street billionaires



Marshall Tuck

who push school privatization and legal challenges to unions, such as the *Janus* case.

**NO: Keliinoi for School Board**

Thomas Keliinoi, a real estate professional who serves as the chairman of Elevate Charter School, proudly wears his anti-union credentials. His write-in candidacy to appear on the November ballot was led by former San Diego City Councilman Carl DeMaio, who spearheaded efforts to eliminate the pensions of city employees. Social media posts also share photos of Keliinoi with Wisconsin Governor Scott Walker, who engineered the elimination of the right to



Thomas Keliinoi with union-buster pal Scott Walker

bargain union contracts for educators in his state.

**NO: Nordstrom for School Board**

Like Thomas Keliinoi, Marcia Nordstrom’s candidacy was led by anti-union Carl DeMaio. Nordstrom, a real estate advisor, has no record of working in public education. The *San Diego Union-Tribune* referenced Nordstrom’s track record of community service as, “Her LinkedIn profile says she was a board member for one month on the Pacific Beach Planning Group, served on a subcommittee in the Pacific Beach Business Improvement District for less than a year, and



Marcia Nordstrom

was on the Parent Association Board at High Tech Middle Media School for one month.”



# WHY I'M A MEMBER

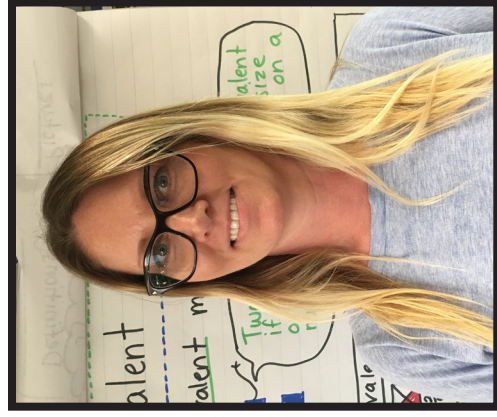


I proudly choose to be a union member because as a working mom it gives me the ability to earn a living wage for my family. My union pledge gives SDEA the negotiating power to fight for better working conditions, affordable healthcare, meaningful professional development and all the benefits that come from being a member.

**Sandra Perez / School of Creative and Performing Arts**

# PUBLIC EDUCATION

The kids in San Diego deserve the best education possible. It's important to stick together. We're all here to help our students be their best selves. The people I work with are amazing and have students' best interests at heart. The union helps us protect our schools and classrooms.



**Janell Small  
McKinley Elementary**

# FAIR PAY

It's important to be a member of our union so we can protect our profession, our students, our livelihood and our dignity! Sticking together as SDEA members means we have the power to keep our jobs secure and to fight for our students.



**Jennifer Steele  
Registered Nurse**

# A VOICE AT WORK

Coming together with other nurses as SDEA members helps create a feeling of community and support. It provides opportunity for discussion, sharing experiences and problem-solving. It challenges us to make changes to be the best we can possibly be at our jobs.



**Juan Sebastian Ulloa  
Hoover High School**

# MY STUDENTS

# SDEA | TOGETHER WE ARE STRONGER



# Know your new leave rights: Maternity and personal

SDEA members won major improvements to our leave rights in last year's contract bargaining. Our victories included three weeks of paid maternity leave and a significant increase in personal leave.

### Maternity Leave

Thanks to our strong union, new birthing moms now have three workweeks of leave to use, paid for by the school district, instead of using sick days during that time. SDEA members are only the second local union in the County to bargain this into our contract!

A workweek is defined as any week in which an employee is regularly scheduled to work, even if this week is shorter than five days. The leave begins the day after the birth of the child, and continues for three consecutive workweeks. If a mother is not scheduled to work during some or all of that three-

week time span (for example during the summer), then there is no need to replace sick leave, and so no paid maternity leave.

The maternity leave is retroactive to July 1, 2017—a right that SDEA successfully filed a class-action grievance to protect. That means eligible mothers who took sick leave in the three weeks immediately following birth during the 2017-18 school year will be getting the days restored to their sick banks. If a mother took half-pay sick leave or unpaid leave during that three-week span, she has the right to get back the salary she lost. A member who lost wages and filed a disability claim with The Standard may need to make some repayment if she chooses to file for the retroactive maternity leave. More information as to how to get retroactively paid will be forthcoming.



### Personal Leave

Under our old contract, we had three personal business days that could be used at our discretion, plus eight personal necessity days that were highly restricted. Under our new contract, the three personal business are gone. Instead, the number of personal necessity days has increased from eight to 11, and they can now be used at our discretion. There are still several different types of

personal necessity leave. One of those is "Personal/Family Responsibility." This is the category that has subsumed what used to be the personal business days, with the number increased to 11. These days can now be used at our discretion, without prior approval or notice. Employees should follow site procedures for reporting leaves. Remember that these days come out of our accrued sick leave!



with First Financial

## Attention SDEA Members: We Have Your Back-to-School List Covered!

Back-to-School is in full-swing and we have your lesson plan for financial success.

- ◆ **New Teacher Package\*** — start your new career with a **new car**, a **low fixed-rate Platinum Visa** and a **free checking account** that can earn you cash back! You get all of this at our lowest rates and more!
- ◆ **Grants Available through September 30** — whether you're finishing your teaching credential, need supplies or want to make a difference in your classroom, we have a grant for you! Apply online: [ffcuc.org/TeachingGrants0818](http://ffcuc.org/TeachingGrants0818)

At **First Financial**, members like you also **save smart** and **borrower smarter** with our competitive products and rates.

Visit: **San Diego Branch at 7510 Hazard Center Drive, Suite 417**  
Call: **(800) 537-8491, extension 5211** ◆ Click: [ffcuc.org](http://ffcuc.org)

Must meet First Financial Credit Union (FFCU) eligibility requirements to establish membership in order to take advantage of these offers. All loans are subject to credit approval and all FFCU policies and procedures. Loan rates are based on credit history, collateral criteria and term of loan, and are subject to change without notice. Restrictions apply. \*A New Teacher is defined as a full-time California teacher with 3 years or less teaching experience in California. Call for complete information. Information correct as of August 2018. FFCU is an equal opportunity lender. Federally insured by NCUA.



Proudly Serving the Educational Community for 85 Years!






What type of insurance helps protect you and your family, now and in the future?



Family Coverage

Financial Planning

Online Tools & Resources

Life Insurance

Customized Choices

Identity Theft Prevention

Included AD&D Coverage

As a California educator, it's part of your job to prepare others for the future. It's just as important for you to prepare for your own.

The CTA-endorsed Life Insurance plan from **The Standard** includes extra benefits and resources that you and your loved ones can utilize now, and in the future – at no additional cost.

Visit us at [CTAMemberBenefits.org/Life](http://CTAMemberBenefits.org/Life) to learn more.

**Enrolling is easy!**

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



For costs and further details of the coverage, including exclusions, any reductions or limitations and the terms under which the policy may be continued in force, please contact The Standard's dedicated CTA Customer Service Department at 800.522.0406 (TTY), 7:00 a.m. to 6:00 p.m. Pacific Time, Monday through Friday.

Standard Insurance Company, 1100 SW Sixth Avenue, Portland, OR 97204  
GP190-LIFE/S399/CTA.3 SI 19298-CTAvol (9/17)















