

# THE ADVOCATE

## Fall political campaign brings opportunity

### Post-bargaining, out of crisis, SDEA can ponder bottom-up reform

Over the past month, SDEA's Board of Directors and Representative Council have begun the process of reflecting on where we have been as a union, where we are today, and where we need to go to best protect our classrooms and our hard-fought contractual rights. By continuing to organize to build power at our schools, we have accomplished a lot—a closed three-year contract, a School Board and a new Superintendent that are not actively anti-teacher, and avoiding the worst of nasty federal reforms... so far. This means that we find ourselves in the eye of the storm, positioned with greater strength and stability than probably any other education union in the country now.

History teaches us that unions in positions of power that choose to stop and rest on their laurels rapidly lose that power. We have a personal history as well—San Diego's educators know better than anyone that conversations about reform can harm children and decimate effective teaching. We also know that national conversations about reform are unlikely to abate anytime soon. Balanced between our current position of strength and a School Board that is at least voicing some level of commitment to bottom-up reform through the

"Community Schools Model" (see page 2), SDEA may now have a unique opportunity to *act* rather than *react*; rephrased, we can act now, or be acted upon later.

The fall election brings an opening to begin these conversations with one another and with parents and other members of our school communities. What would bottom-up reform really look like? What do we really need to do our jobs to the best of our abilities? How must the District refocus its priorities to best meet the needs of all of our students? *This is an opportunity to reshape the way the nation thinks of school reform.* The only way any reform effort will work is if the voices of educators, in conjunction with parents, have a fundamental role in shaping that process. While the lack of a blueprint or shiny silver bullet may disconcert critics, the truth is that the only way to develop a plan that works is to plan together. But real change means real allies, and real resources. We must *all* take an active role in the fall political campaign for Barnett, Beiser and Prop. J, as well as reform conversations that continue throughout the year, to ensure that the District's changes make sense. **Together we remain stronger!**

## Special Ed. settlement will bring relief to many

In 2008 the District had begun unilaterally implementing a new model for special education service delivery—the Specialized Academic Instruction (SAI), without providing the supports and structures required to ensure that this new model would be successful for students and educators. SDEA held a series of all-member union meetings to discuss solutions to the problems created by the District's decision. Members' stories at those meetings underscored the need for new contract language designed to better protect educators and meet the needs of our students under the hastily implemented new model. During the course of bargaining the 2008-2013 contracts, SDEA and the District reached agreement to enter into a separate bargaining process to create new workload language for special educators.

SDEA proposed language that would provide immediate relief to our membership in the form of strong caseload caps that match current special education job titles, as well as ensuring that overall workloads are equitable and realistic. This language would also improve special educators' rights in relation to IEP meetings, create time to co-plan, and provide protections regarding class coverage for co-teachers.

At the end of bargaining we were able to secure real and immediate relief for special educators. This includes caseloads that are up to date and reflects the reality on the ground, such as language that protects our Mild/Moderate and Moderate/Severe Educational Specialists. We were also able to enshrine into the contract some of the best practices that our Speech Language Pathologists had already been implementing, but previously without the codified protection of contract language.

The fight to improve the workload standards of our special educators, and by extension San Diego's children with exceptional needs, is by no means over. In the next month or so the District and SDEA will again go back to the table to negotiate the minutiae of what a reasonable, sustainable and effective special education workload model should look like. Be on the lookout for union-wide actions in support of the workload standards that we will be advocating in negotiations. For more information regarding the recently settled Memorandum of Understanding, visit the bargaining page at the SDEA website.



**SDEA STAFF**

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**CONTRACT SPECIALIST/  
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**ACCOUNTING ASSISTANT/  
SECRETARY**

Nanette Najera



# Letters in Solidarity

Bill Freeman  
SDEA President



Camille Zombro  
SDEA Vice President

## A new year and a new journey

SDEA Members—

We welcome all educators back to school and hope that you had a truly enjoyable break. This school year brings with it many new opportunities and many new challenges. While we have accomplished so much over the past few years, educators continue to be blamed for many of our society's shortcomings.

As SDEA members continue to face the challenges that confront public education today, we stand as one of the best-positioned locals to take on school reform. We have the opportunity to shape the education reform agenda in California, and ultimately across the nation.

The work ahead of us will not be easy; affecting change never is. However, today we have the chance to participate in ground-up school reform. As the conversations about "community-based school reform" have started across SUDSD, we must recognize that this is the first time the District has ever ventured into this territory with the united potential of our union, School Board, Superintendent, and strong parent and community organizations.

As we continue to organize our schools and to

protect our contract and our classrooms, we must be mindful of the obstacles before us. We have a critical political race where we must educate ourselves, as well as the community, on the vital issues at stake on the ballot. Prop. J will allow us to provide funding for our schools that can't be taken by our state legislators. Props. 24 and 25 will strengthen and bring fairness in our state tax structure. Last, we must ensure that we elect the right School Board candidates, Scott Barnett and Kevin Beiser. Effective leadership in SDUSD will enable us to strengthen meaningful reform efforts of our schools.

It is essential that our voices be heard in this election. We understand the needs of our students and what they can accomplish if we are allowed to teach them what they need—rather than the latest top-down fad that is pushed down our throats. This work will not be easy, but it is essential for our schools and our students.

**In Solidarity,**

*Bill Freeman*  
Bill Freeman  
SDEA President

*Camille Zombro*  
Camille Zombro  
SDEA Vice President



10393 San Diego  
Mission Rd., San  
Diego, 92108

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

Web  
www.sdea.net

Email  
advocate@  
sdea.net

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**Mission Statement**

The members of SDEA are dedicated to providing a quality public education. As a professional union advocating the interests of certificated staff, students and the community, SDEA/CTA/NEA will implement its membership commitment through involvement in politics, building coalitions, negotiations and grievance advocacy and educational programs.

**2010-2011 OFFICERS**

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SDEA EB Scripps Elem. Montgomery Middle

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**MEMBER CTA BOARD OF DIRECTORS**

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3 Kandi Nieto	6 Elida Melendez	11 John Kennett	15 VACANT	18Brenda Iodice
	7 Terry Pesta	12 Tommy		19Meghann Hughes
	8 Erin Andreasen			

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		Jennifer Jimenez	Melody Welch	
		Ann Norman		

# Rep. Council and Board Reports

## June SDEA Representative Council

### Summary of the Meeting

#### Major Actions:

- Approved SDEA's recommendation of Kevin Beiser for SDUSD School Board, District B
- Approved beginning an Independent Expenditure Campaign on behalf of Kevin Beiser and Scott Barnett for School Board in the November 2010 election
- Approved SDEA's "Charter School Organizing Resolution"
- Approved SDEA's 2010-2011 Budget, including dropping annual dues in proportion to the reduction of salaries due to furlough days

The Rep. Council also honored our annual scholarship and award winners (see page 4).

## September SDEA Special

## Representative Council Summary of the Meeting

### Major Actions:

- Approved support for Proposition J (SDUSD's parcel tax),
- Discussed and planned for fall political and community-engagement campaign,
- Discussed upcoming VEBA changes to PacifiCare HMO and POS plans (see right)
- Reviewed new contract language
- Reviewed new Special Education agreement and continuing bargaining

ARs were asked to come to the next Rep. Council prepared to plan site-based political activities based on member input.

## August 11 and 27, SDEA Board of Directors Summary of Meetings

### Major Actions, August 11:

- Recommended support for

Proposition J to the Rep. Council

- Discussed summer planning for 2010-2011 projects and programs
- Approved VEBA's Kaiser Senior Advantage Plan as a District-approved plan for retirees

### Major Actions, August 27:

Discussed and approved 2010-2011 strategic plans in the areas of:

- Site Organizing
- Organizing Visiting Teachers
- Community-based School Organizing
- Contract Enforcement/Advocacy Resources
- Political Organizing
- Membership Campaign
- Member Training

Discussed and approved VEBA HMO Package A and PPO Option 1 (which are the closest to the negotiated plan options)

# VEBA update!

During last year's bargaining, SDEA negotiated ten-dollar co-pays in the Kaiser and PacifiCare HMO plans. In June 2010, after the close of negotiations, VEBA announced *new unilateral changes* that will impact the healthcare plan options available beginning January 2011. The changes are designed to control long-term cost, and will bring significant savings to the District, which may trigger the benefits change payout clause in our new contract. SDEA will bargain the impacts of those changes with the District. **VEBA and SDUSD will communicate with members about these changes through a series of workshops coinciding with open enrollment starting October.**

## 10-11 Rep. Council Schedule

### Regular meeting dates:

Sep. 15, Oct. 20, Nov. 17, Dec. 15, Jan. 19, Feb. 16, March 16, April 20, May 18 and June 8

### Alternative meeting dates:

Sep. 1, Oct. 6, Nov. 3 (NOTE: SPECIAL EVENT PLANNED!), Dec. 1, Jan. 26, Feb. 2, March 2 and May 11

## Don't forget to VOTE!

### Fall Election Announcements

Each year, SDEA members have the opportunity to select representatives from among their colleagues to serve in a variety of elected positions. The fall election will be held Oct. 6-19, and will be conducted via paper ballots which will be mailed to members' home and/or site. Materials for the election are available for download at [www.sdea.net/about/sdea-elections](http://www.sdea.net/about/sdea-elections).

# Union victories! Graduation Coaches squash District calendar violation

Shortly before the end of the 2009-2010 school year, the District informed all of the High School Graduation Coaches that in addition to the furlough days that all SDEA members are taking, their schedules would be reduced an additional 20 days. Under the new plan, Graduation Coaches would still be required to work the same extended summer school days they have in past years, but would be paid hourly covering only part of the time it takes to actually do the work.

A group of Graduation Coaches responded by getting together and discussing what it takes to actually do their work,

and what collective action they were willing to engage in to rectify the situation. As a group, the Coaches researched the contract, which states that unit members on an extended work year can have their schedule reduced only by School Board action. They researched Board records, and found that no such action had taken place. They filed a grievance, and won!

The Graduation Coach schedule has now been restored to the number of days required to do their work, with the same furlough days everyone else is taking. Their *collective* efforts show yet again that together, we *are* stronger!



# Thinking local, acting global: SDEA at NEA RA

Over 50 SDEA members attended this year's gathering of the National Education Association Representative Assembly (NEA RA) in New Orleans, LA. The NEA RA is the policy-making body of the NEA, where individual members and locals can impact national policy and the direction of our national affiliate. SDEA members joined nearly 10,000 NEA members from across the US in what is the largest democratic assembly in the world.

Delegates at the NEA RA made a number of decisions, including:

- Approving NEA's position of "No Confidence" in the policy positions of the current federal administration, including "Race to the Top" and similar policies,
- Setting forth NEA's position on the reauthorization of the Elementary and Secondary Education Act (currently dubbed "No Child Left Behind"), and
- Finalizing NEA's annual budget and strategic plan.

Attendees of the NEA RA also heard speeches from the national teacher and education support professional of the year, NEA's governor of the year, and the NEA "Friend of Education" award, which was awarded to writer and education historian Diane Ravitch. Ravitch is the author of *The Death and Life of the Great American School System*, a highly recommended book featuring a chapter on SDUSD's abysmal reform history. She gave a rousing speech in which she blasted the growing culture of test-based accountability, teacher union bashing, and the dismantling of neighborhood schools.

As SDEA members begin our conversations about meaningful and "bottom-up" school-based reform we must be mindful of our role in the national conversation about the future of public education. Our participation in NEA gives us a voice in federal policy and can help to reshape the public debate about our schools. Through the NEA we can and will impact the future of public education.



**Top: SDEA NEA RA delegate Sarah Rodondi addresses the assembly. Bottom: Education historian Diane Ravitch blasts the failure of No Child Left Behind.**

## 2009-2010 Awards

### President's Awards

Teachers who Organized to Stop the Layoffs: Guillermo Gomez (Lincoln HS), Mike Jimenez (Henry HS), Michelle Sanchez (Garfield HS) and Jennifer Trower (Mira Mesa HS)

### Executive Director's Award

Bob Lindquist, CTA Attorney

### Board of Directors' Award

The SDEA Bargaining Team: John Anella, Marc Capitelli, Bill Freeman, Meghann Hughes and Shari Wood-Valenzuela

### Special Recognition:

Special Ed. Bargaining and Organizing Team Members: Nancy Harrelson, Jetonne Jordan, John Kennett and Mary Jane Zappia

### Scholarship Winners

Steven Fowler, Jeana Hayashigawa, Kaylyn Hopkins, Meghan Main and Carissa Perkins

## Remembering Bob Cherry



SDEA remembers Bob Cherry, valued CTA staff member. Bob was a vital ally leading up to and during the 1996 strike. He was the lead staff for the internal organizing campaign. Bob oversaw close to 50 staff at the peak. In addition, he worked with point people for numerous tasks (e.g. having 6,000+ "I Held The Line" t-shirts printed over a single weekend). Bob worked countless hours (100+ per week at the end) assisting our members as they achieved a resounding victory for labor in SDUSD. He will be missed.



## November 2, 2010 General Election: Union Political Recommendations

### State of California

Governor – **Jerry Brown**<sup>3</sup>  
 Lieutenant Governor – **Gavin Newsom**<sup>3</sup>  
 Insurance Commissioner – **Dave Jones**<sup>3</sup>  
 Secretary of State – **Debra Bowen**<sup>3</sup>  
 Attorney General – **Kamala Harris**<sup>3</sup>  
 Treasurer – **Bill Lockyer**<sup>3</sup>  
 Controller – **John Chiang**<sup>3</sup>  
 Superintendent of Public Instruction – **Tom Torlakson**<sup>3</sup>  
 Assembly District 74 – **Crystal Crawford**<sup>2</sup>  
 Assembly District 76 – **Toni Atkins**<sup>3</sup>  
 Assembly District 77 – **Mark Hanson**<sup>2</sup>  
 Assembly District 78 – **Marty Block**<sup>3</sup>  
 Assembly District 79 – **Ben Hueso**<sup>3</sup>  
 Assembly District 80 – **Manuel Perez**<sup>3</sup>  
 Senate District 36 – **Paul Clay**<sup>3</sup>  
 Senate District 40 – **Juan Vargas**<sup>3</sup>

### Statewide Propositions

Prop 18 (State Water Bond) – **NO**<sup>2</sup>  
 Prop 19 (Decriminalize Marijuana) – **Neutral**<sup>3</sup>  
 Prop 20 (Congressional Redistricting Overhaul) – **NO**<sup>3</sup>  
 Prop 21 (Protect State Parks) – **YES**<sup>3</sup>  
 Prop 22 (League of Cities Budget Proposal) – **NO**<sup>1</sup>  
 Prop 23 (Suspend Air Pollution Laws) – **NO**<sup>3</sup>  
 Prop 24 (Repeal Costly Corporate Tax Loopholes) – **YES**<sup>3</sup>  
 Prop 25 (Simple Majority State Budget) – **YES**<sup>3</sup>  
 Prop 26 (New Budget Restrictions) – **NO**<sup>3</sup>  
 Prop 27 (Eliminate Redistricting Commission) – **YES**<sup>3</sup>

### Local Initiatives

Prop A (Ban on County Project Labor Agreements) – **NO**<sup>4</sup>  
 Prop D (Protect Public Safety and Services in City of San Diego) – **YES**<sup>4</sup>  
 Prop H (Chula Vista Utility User Tax Modernization) – **YES**<sup>4</sup>  
 Prop J (SDUSD Parcel Tax) – **YES**<sup>4,5</sup>

### U.S. Congress<sup>3</sup>

U.S. Senate – **Barbara Boxer**  
 U.S House of Representatives District 50 – **Francine Busby**  
 U.S House of Representatives District 51 – **Bob Filner**  
 U.S. House of Representatives District 53 – **Susan Davis**

### Local Candidates – San Diego County

#### SDUSD School Board –

**Scott Barnett & Kevin Beiser**<sup>4,5</sup>

County Assessor/Recorder/Clerk – **David Butler**<sup>4</sup>  
 County Treasurer-Tax Collector – **Dan McAllister**<sup>4</sup>  
 County Board of Supervisors District 4 – **Steven Whitburn**<sup>4</sup>  
 County Board of Supervisors District 5 – **Steve Gronke**<sup>4</sup>

Chula Vista City Council Seat 2 – **Pat Aguilar**<sup>4</sup>  
 Chula Vista El. School Board, Seat 3 – **Francisco Sevilla**<sup>4</sup>  
 Chula Vista El. School Board, Seat 5 – **Nick Segura**<sup>4</sup>

Grossmont/Cuyamaca Community College 1 – **Edwin Hiel**<sup>4</sup>  
 Grossmont/Cuyamaca Community College 5 – **Greg Barr**<sup>4</sup>

National City, Mayor – **Alejandra Sotelo-Solis**<sup>4</sup>  
 National City, City Council – **Mona Rios & Luis Natividad**<sup>4</sup>

San Diego City Council District 4 – **Tony Young**<sup>4</sup>  
 San Diego City Council District 6 – **Howard Wayne**<sup>4</sup>  
 San Diego Community College A – **Maria Senour**<sup>4</sup>  
 San Diego Community College C – **Rich Grosch**<sup>4</sup>  
 San Diego Community College E – **Peter Zschiesche**<sup>4</sup>

Southwestern Community College 4 – **Norma Hernandez**<sup>4</sup>  
 Southwestern Community College 5 – **Tim Nader**<sup>4</sup>

<sup>1</sup> Recommended by CTA

<sup>2</sup> Recommended by CA Labor Federation

<sup>3</sup> Recommended by CTA and CA Labor Federation

<sup>4</sup> Recommended by San Diego/Imperial Central Labor Council  
 Recommended by SDEA

<sup>5</sup>

## CTA Urges You to Support **Jerry Brown for Governor**



### Jerry Brown:

- Will make funding of public schools and colleges a top priority.
- Believes education reform must be done with collaboration among educators, administrators and parents deciding how best to meet the needs for students in each neighborhood school.
- Opposes converting CalSTRS and CalPERS retirement systems from secure, defined benefit plans to risky 401(k) contribution plans.
- Believes teachers' pay and working conditions are a matter of collective bargaining.

# SDEA Member Training

## 2010-11 Calendar

*The SDEA Member Training Calendar is subject to change. Please check the SDEA website ([www.sdea.net](http://www.sdea.net)) for updates.*

**Wednesday, September 1<sup>st</sup> – 4:15PM**

**SDEA Auditorium**

***Representative Council Training:***

Our New Union Contract, Special Education Rights, & Health Benefit Changes

**Wednesday, September 15<sup>th</sup> – 4:15PM**

**SDEA Auditorium**

***Representative Council Training:***

Performance Evaluation Basics & the 5-Year Evaluation Cycle

**September 28<sup>th</sup>-30<sup>th</sup> – 4:30-5:30PM**

**School locations to be determined**

***AR Field Training:***

Workload Rights

**Saturday, October 16<sup>th</sup> – Time to be determined**

**Marina Village**

***Fall Leadership Conference & AR Core Training:***

Part 1 – Organizing

**October 20<sup>th</sup> – 4:15PM**

***Representative Council Training:***

Class Size

**Saturday, November 6<sup>th</sup> – Time to be determined**

**SDEA Auditorium**

***AR Core Training – MAKE-UP DATE:***

Part 1 – Organizing

**Wednesday, November 17<sup>th</sup> – 4:15PM**

**SDEA Auditorium**

***Representative Council Training:***

Number of meetings

**Wednesday, December 15<sup>th</sup> – 4:15PM**

**SDEA Auditorium**

***Representative Council Training:***

Progressive Discipline

**Wednesday, January 19<sup>th</sup> – 4:15PM**

**SDEA Auditorium**

***Representative Council Training:***

Remediation Plans

**January 25<sup>th</sup> – 27<sup>th</sup> – 4:30-5:30PM**

**School locations to be determined**

***AR Field Training:***

Work Hours, Prep Time & Schedule Changes

**Wednesday, February 16<sup>th</sup> – 4:15PM**

**SDEA Auditorium**

***Representative Council Training:***

Posting of Vacant Positions

**Wednesday, February 23<sup>rd</sup> – Saturday, February 26<sup>th</sup>**

**8:30-3:30PM**

**SDEA Auditorium**

(Tentatively scheduled)

***AR Core Training:***

Part 2 – Advocacy

**Wednesday, March 16<sup>th</sup> – 4:15PM**

**SDEA Auditorium**

***Representative Council Training:***

Reduction of Staff

**Tuesday, March 22<sup>nd</sup> – Thursday, March 24<sup>th</sup>**

**4:30-5:30PM**

**School locations to be determined**

***AR Field Training:***

Student Discipline Rights

**Wednesday, April 20<sup>th</sup> – 4:15PM**

**SDEA Auditorium**

**School locations to be determined**

***Representative Council Training:***

Leave Rights

# Evaluations

## Know Your Rights!

### Who can evaluate me?

Usually your principal/site supervisor is your evaluator. Sometimes the principal/site supervisor might choose to designate someone else to play the role of an evaluator. The designee must be credentialed supervisory personnel.

### Can another unit member evaluate me?

The answer is NO. The contract is clear in stating that no unit member shall evaluate another unit member, nor may another unit member provide verbal or written feedback about your performance to an administrator.

### Can another unit member observe me?

To simply help a teacher with techniques and/or give pointers, an observation by a fellow unit member is permissible. The information gathered from the observation cannot be relayed to the administration. This should be an understanding prior to any observation. Such observations should be mutually agreed to and not unilaterally directed by administration.

### Am I eligible to be evaluated on a 5-year cycle?

You are eligible to be evaluated on a 5-year cycle if you have been employed by SDUSD for at least 10 years and are a permanent employee, are "highly qualified" under NCLB if so required for the position you occupy, and your previous evaluation was "effective." You and your evaluator must both agree that you will be evaluated on a 5-year cycle. It's a good idea to get that agreement in writing. At any time in the evaluation cycle, you or your evaluator may withdraw consent to the 5-year cycle at any time, but if the evaluator does so, the reason cannot be arbitrary or capricious.

### Can I have a representative present at meetings that discuss my evaluation?

A union member has a right to union representation at any meeting that the union member reasonably believes may result in disciplinary action, and meetings regarding the terms and conditions of employment. The scope of a union member's right to union representation includes evaluation progress check meetings and other meetings tied to an evaluation.

### What are the evaluation deadlines that my evaluator has to meet?

You can find evaluation deadlines for the 2010-11 school year on the "Know Your Rights" page of the SDEA website ([www.sdea.net](http://www.sdea.net)).

#### DEFINITION

#### "Unit Member"

Any certificated employee of the District that is a member of SDEA or is eligible to be a member of SDEA.

SAN DIEGO EDUCATION ASSOCIATION

[www.sdea.net](http://www.sdea.net)  
(619) 283-4411

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Classes begin this fall, and all SDEA members who enroll receive a free copy of The Teacher's Tacklebox. To learn more, contact me today or visit [www.lesley.edu/info/sandiego](http://www.lesley.edu/info/sandiego)



Mike McCarthy, Ph.D. Regional Director of Admissions | 866.531.3167 | [mmccart1@lesley.edu](mailto:mmccart1@lesley.edu)

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# Online Special Edition: Advocate Columnists

## Beware public retirement system petitions

As I begin my second term as president of SDEA-Retired, I feel like I am repeating myself, and I am! Actives and retirees are still facing the same issues on our pensions, health care and Social Security.

Statistics say eight out of 10 Americans are worried about their ability to retire and they should be. We know that pension liabilities fluctuate with the business cycle. The economy is bad now, but it will improve. However, there are those out there who are currently and in the near future planning to take our defined benefits pension plans and privatize them. Of note, is candidate for California Governor, Meg Whitman, whose solution is to do just that. Her ads blame pension unfunded liability in our pension plans as direct cause of the state budget deficit. We need to remember that the Governor appoints about half of the CalSTRS Board. Meg Whitman's appointees can do serious damage to our pensions.

Health care for both actives and retirees remains of prime concern for retirees and actives as they progress into retirement. Protecting and negotiating good, affordable health care is vital for all of us. Those who are already retired can give testimonial to it.

Social Security issues, including the repeal of the Social Security offsets, GPO/WEP, are still being pursued by actives and retirees. Whenever SDEA/CTA/NEA and SDEA/CTA/NEA-Retired put out a call to arms, we need to do our part to help those of us affected, our affected family members, and colleagues.

Take time to be informed about issues and how they directly affect our interests, both actives and retirees. Remember, too, our

votes will make a positive difference on Nov. 2.

Together We Can.



**Norma Heeter**  
SDEA-R President

**\*NOTE FOR RETIREES: You can only opt in and out of the District Kaiser Plan and the VEBA Kaiser Post 65 Retiree Plan, while you are between the ages of 65 and 67. You may select the VEBA Post 65 Retiree Plan at any age after you reach 67, but you cannot get back in to the District Kaiser Plan once you leave it. Still confused about the two Kaiser plans? You can get help through HI CAP at 1-800-434-0222 or 1-858-565-8772 or you can also get help by contacting Heather De Salvo, who presented the VEBA Kaiser Post 65 Retiree Plan seminars (619-398-2834).**

**\*FIRST TGIRT (Thank Goodness I'm Retired Thursday): Oct. 14, 2010 from 3:30-6 p.m. at @ Playa Grill and Margarita Bar, 2104 Fenton Parkway (@Friar's Road, IKEA mall). Please RSVP to Ellie Cole at 858-273-2500 or [ecole4280@yahoo.com](mailto:ecole4280@yahoo.com) for planning purposes.**

**\*WANTED: A retiree to serve as the Corresponding Secretary for 2010-11 in an appointed position. If interested, contact Norma Heeter at [heet2@san.rr.com](mailto:heet2@san.rr.com) or 858-485-9888.**