



Union Notes – August 27, 2013

KNOW YOUR RIGHTS ABOUT TEACHER PREP DAYS

The teacher prep days prior the start of school are to be used for classroom preparation, site operational meetings, and other orientation activities. They are NOT to be used for general staff development activities. If your principal has scheduled staff development activities during your teacher prep days this week, that is a violation of the June 20, 2006 Memorandum of Understanding (available for download [HERE](#)). If this is happening at your school, union members can work with your site Association Representative (ARs) to initiate the grievance process.

RETROACTIVE PAYMENT OF SALARY RESTORATIONS

This summer, SDEA and SDUSD reached agreement that preliminary LCFF allocations to SDUSD allow for the following restorations effective at the start of the 2013-2014 school year: A 2% salary increase retroactive to January 1, 2013, and the restoration of three furlough days. Both restorations will be realized in the September pay warrant, as well as the retroactive payment of the 2% raise to January 1, 2013. SDUSD has run two calculations for the retroactive payment: 1) A 2% increase to all steps spanning Jan. 1, 2013- June 30, 2013, and 2) A 2% increase to all steps and the bargained 1% increase to the top step spanning July 1, 2013- August 31, 2013. Additional information is available [HERE](#) on the SDEA website.

IS YOUR SITE REPRESENTED?

Does your school site/program have an elected SDEA Association Representative (AR)? If not, now is the time to be sure your site is organized and represented. Union members at your site can elect an AR as soon as school starts. As SDEA members prepare for upcoming 2014 contract negotiations, and respond to changes in school funding and the implementation of the Common Core State Standards, having an elected and active SDEA AR and an engaged membership at every site is crucial. Information about conducting AR elections is available [HERE](#) on the SDEA website.

SUPPORT TEACHERS AT IVY ACADEMIA ENTREPRENEURIAL CHARTER SCHOOL IN LOS ANGELES

Ivy educators are in negotiations for their first union contract, and they need SDEA members' support. Ivy has taken the position that they want to maintain the current "at will" employment policy, meaning they can discipline or fire any teacher without a reason, without notice, and without recourse. The Ivy Academia Board needs to see that educators across the state will stand together for our profession. Click [HERE](#) to sign the petition urging Ivy Academia Board of Directors and Executive Director to do the right thing and agree to just cause and due process now. More information is available [HERE](#) on the SDEA website.