

THE ADVOCATE

Our noble profession is worth fighting for!

I want to welcome everyone back to school and hope that you had an enjoyable break. I also want to thank those of you who contacted me regarding my family emergency. Your thoughts, prayers, and best wishes are truly appreciated. – Bill



Letters in Solidarity

Bill Freeman
SDEA President

Camille Zombro
SDEA Vice President



The last school year was a difficult one and this year stands to be the toughest year SDEA has had since the 1996 strike. We know the district has its eyes set on our upcoming comparability pay, eliminating our family healthcare, and other hard-fought union rights. We must also keep sight of the fact that we still have over 500 laid-off sisters and brothers who have not returned to their schools, and so we are not yet done fighting.

We cannot fall prey to the District CFO's doom and gloom budget presentations. Especially not when the fact is that the state budget was passed in June with California already \$1.3 billion ahead of where revenues needed to be to insulate K-12 spending. This is not to say that the state does not have fiscal problems. But the facts belie the CFO's rhetoric, and are simply designed to get SDEA members to reopen contract negotiations and take deep concessions. Not one layoff was necessary to balance the District's 2011-2012 budget.

While there are a handful of members who felt we should have

given more concessions to the District to save jobs, we must recognize that our collective actions are not just about saving jobs—but about saving a profession. We must force the District to manage its budget properly. We cannot afford to allow them to continue to hire top-level management positions at the cost of students' education. We must not open our wallets to the District simply so they can pad their reserves. If we fall for this ploy, it will never end. It would merely be a matter of time before we could not meet our own financial obligations, thus crippling this honorable profession. More importantly, such actions would jeopardize many students' opportunities for a quality education—and surely our students are worth the fight.

In Solidarity,

Bill Freeman
Bill Freeman
SDEA President

Camille Zombro
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SDEA Vice President

SDEA staff restructured to address organizing and fiscal needs

As you may know, SDEA is facing decreased revenues due to the SDUSD furlough days and fewer members resulting from layoffs and attrition (note that while SDEA's portion of your dues has decreased in recent years, state and national portions have increased). Despite these challenges, we've made the necessary internal changes to keep our union strong and our budget balanced. In the last year, SDEA leaders made the difficult decision to keep two SDEA staff positions vacant to ensure that our union remains financially healthy. Our union staff has also stepped to the plate and voluntarily agreed to take nine unpaid furlough days during the District's Thanksgiving and winter holiday breaks this year to address our financial reality.

While these are difficult times for all unions, we've chosen to view our financial challenges as opportunities to streamline and focus on membership priorities. We are most effective as a union when our worksites are strong, so we are directing all our energy toward ensuring that our school communities receive necessary support they

need. SDEA leadership will take a more active role in site organizing. Each SDEA Board member has committed to visiting at least six school sites in their Board areas this year to work directly with members.

As part of our staff reorganization, we converted one of our two contract specialist positions to a research/grievance support position to give our five field organizers even more time to devote to organizing and direct contact with members. Non-emergency contract calls may take a bit longer to return and we are asking that members first consult with their AR instead of directly calling SDEA. But you can be confident that all contract questions will be answered, and this streamlining is necessary if we are to continue to do more with less. Downsizing is never easy, but we are confident these changes will result in a greater SDEA leadership and staff presence at worksites to assist our ARs and members in their day-to-day work and in protecting our hard-earned and deserved pay, benefits and working conditions.

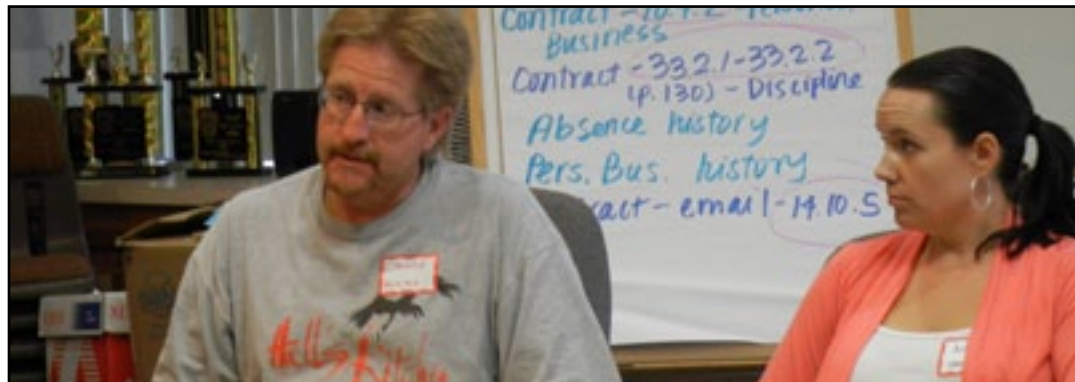
Danger: Educated Union Members!



Nancy Regas (CR, Henry High School) and Nick Irby (CR, Nye Elementary) roleplay a grievance investigation meeting between an AR/CR and a grievant.



In this roleplay of a grievance meeting David Weaks (AR, Bayview Terrace Elementary) stars in the role of a principal who's violated the contract while Pilar Martinez (AR, Thurgood Marshall Middle School) plays the union representative, with Colleen Andrews (AR, CDC teachers) as the grievant.



Dennis Schamp (AR, Lewis Middle School) deserves an Academy Award for his performance as "Union Representative" in this production of Once Upon a Grievance Meeting! Ada Lukas (AR, Sherman Elementary) assisted Dennis in her role as a grievant.

In the last days of summer vacation, thirty-eight SDEA ARs (Association Representatives) and CRs (Council Representatives) pulled themselves away from the beach to participate in an intensive union training program. The five-hour *SDEA Core Training, Part 1: Advocacy* covered basics of representation and advocacy, including the five steps of the grievance process, investigating grievances, the seven tests of just cause for disciplinary actions, writing a grievance, and holding a grievance meeting with administration. *Core Training, Part 2: Organizing*, also a five-hour training, covered how organizing can make the contract stronger and expand our rights at work, getting members involved in union activities, and creating an organizing campaign plan.

If you're an AR, CR or Site Organizer who is interested in attending either or both Core Trainings, please add your name to the interest list by contacting SDEA Organizer Morgan Thornberry at thornberry_m@sdea.net. Please include your name, site, union position at site, and best phone number, as well as indicating if you'd like to attend *Core Training, Part 1: Advocacy* or/and *Core Training, Part 2: Organizing*.

Give a pat on the back to these ARs/CRs who participated in the trainings this August:

The following ARs/CRs participated in Core Training, Part 1: Advocacy

- Ada Lukas, Sherman Elementary
- Ann Howard, Perry Elementary
- Anthony Channing, Farb Middle School
- Bill Daniel, Bell Middle School
- Charlyn McWilliams, Emerson-Bandini Elementary
- Christy Ranbarger, Bay Park Elementary
- Cindy Wasserman, Ibarra Elementary
- Claudia Weimer, Bayview Terrace Elementary
- Colleen Andrews, Kennedy Child Development Center
- David Erving, Hoover High School
- David Weaks, Bayview Terrace Elementary

- Monica Hernandez-Dancher, Curie Elementary
- Nancy Regas, Henry High School
- Nick Irby, Nye Elementary
- Nora Navarrete, Carson Elementary
- Pam Bowden, Challenger Middle School
- Pam Holzman, San Diego High School (Science Tech)
- Pilar Martinez, Thurgood Marshall Middle School
- Randy Wheeler, Point Loma High School
- Ron Reese, Henry High School
- Shannon Lewis, Zamorano Elementary
- Stephanie Costello, Hawthorne Child Development Center

The following ARs/CRs participated in Core Training, Part 2: Organizing

- Ann Howard, Perry Elementary
- Bill Daniel, Bell Middle School
- Christy Ranbarger, Bay Park Elementary
- Claudia Weimer, Bayview Terrace Elementary
- David Weaks, Bayview Terrace Elementary
- Janet Sykes, Walker Elementary
- Karen Harris, Walker Elementary
- Laurie White, Bird Rock Elementary
- Marnie Stransky, Emerson-Bandini Elementary
- Maureen Bonnell, Clairemont High School
- Megan Sussman, Sessions Elementary
- Melody Welch, Tierrasanta Elementary
- Monica George-Halling, Garfield Elementary

- Ann Howard, Perry Elementary
- Bill Daniel, Bell Middle School
- Christy Ranbarger, Bay Park Elementary
- Claudia Weimer, Bayview Terrace Elementary
- David Weaks, Bayview Terrace Elementary
- Janet Sykes, Walker Elementary
- Karen Harris, Walker Elementary
- Laurie White, Bird Rock Elementary
- Megan Sussman, Sessions Elementary
- Monica George-Halling, Garfield Elementary
- Monica Hernandez-Dancher, Curie Elementary
- Nora Navarrete, Carson Elementary
- Pam Holzman, San Diego High School (Science Tech)
- Patricia Thomas, La Jolla High School
- Stephanie Costello, Hawthorne Child Development Center



Sessions Elementary AR Megan Sussman takes notes on the five steps of the grievance procedure. "The union contract doesn't have any teeth if we don't organize and motivate people to take action to enforce our rights. These trainings were empowering!" — Megan Sussman



Karen Harris (CR, Walker Elementary), Pam Holzman (Site Organizer, San Diego High School), Pat Thomas (AR, La Jolla High School), Nora Navarrete (AR, Carson Elementary), Monica George-Halling (AR, Garfield Elementary). "I'm a CR at my school, but after attending both trainings, I'm thinking of running for AR [Association Representative] next year!" —Karen Harris



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Grocery workers vote to strike

Our brothers and sisters of the United Food and Commercial Workers (UFCW) union have voted overwhelmingly to authorize a strike. The 62,000 workers at Vons, Ralphs and Albertsons have been working without a contract since March, and are fighting a major battle over individual and family health coverage. The three corporations made more than \$3 billion in profits last year alone and yet proposed health care increases that could cost as much as 50% of a grocery workers pay.

SDEA members can support local UFCW members first and foremost by pledging not to cross the picket line should the strike happen. You can also support workers by getting together with educators at your site and adopting the closest Vons, Ralphs or Albertson's to your school. By adopting a store, you let store managers know that if these workers strike, they will be supported by consumers and the surrounding community. If workers go on strike, you pledge to stand, walk, and picket with the workers.

Go to ufcw135.org and unionyes.org for the latest updates on the possible strike and a list of alternative stores to shop at.

Together we are stronger!

Election Announcement

Each year, SDEA members have the opportunity to select representatives from among their colleagues to serve in a variety of elected positions. A special election for the SDEA Board Area III Secondary Seat will be held after the October 19 Representative Council meeting, and will be conducted via paper ballots which will be mailed to members' home and/or site. Specific dates will be forthcoming in The Advocate and online. Materials for the election are available for download at: www.sdea.net/about/sdea-elections.



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

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

Web www.sdea.net Email advocate@sdea.net

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