

Union Notes – February 25, 2021

Tentative Agreement Sets Clear Criteria For Safely Returning to School Buildings, Not Specific Dates

Our tentative agreement with SDUSD sets very clear and science-based criteria for a safe return to in-person instruction this school year. The agreement requires the opportunity for full vaccination prior to resuming in-person instruction, along with SD County being out of the purple tier. A final agreement will also include the instructional schedule and updated strict safety mitigations with those discussions beginning tomorrow.

Guided by SDEA members' three pillars for a safe reopening of our school buildings (see below), the SDEA and SDUSD bargaining teams reached a tentative agreement (TA) on Monday night for the safe restart of in-person instruction and services.

What that agreement does NOT do is set specific reopening dates, though the District will begin planning around possible targeted dates should case rates continue to improve enough for SD County to be out of the purple tier entirely and should vaccines become available to all educators.

Educators across California are [holding up our agreement](#) as a model for clear, science-based criteria for a safe return to on-site instruction and will be using it to help reach similar agreements with their local districts. This is a great example of *Together We Are Stronger!*

Why is the Media Reporting April 12th as a Set Return Date?

Media coverage in the past few days has fixated on the **potential** date of returning to in-person instruction as opposed to the safety criteria that would allow for such a return. This is concerning as it diverts attention from the critically important work that must be done to create the conditions for a safe return and may set up false expectations around dates should these conditions not be met.

Let's review the conditions for a safe return:

1. Vaccines being available and accessible to all SDEA members who want them. This also includes accounting for the time needed to complete the full prescribed schedule for vaccination with achieved immunity.
2. Our county falling out of the most restrictive Purple Tier of COVID community spread.
3. Strict onsite mitigations being in place at every school site.

Onsite return cannot be required until all of these important safety conditions are met. This means that any date for a required return is a projection and not set in stone.

Based on current information, case rates are declining as vaccine supply is increasing. This is good news and we all hope to be able to safely return to our school sites by the target dates that have been communicated by SDUSD.

SDEA Vaccination Update

Please note that the information relating to vaccine availability for SDEA members is fluid and changes daily. Please watch for frequent updates from VEBA, SDUSD, and SDEA.

VEBA has launched www.vebavaccinates.com in an effort to provide the most up to date information to our members. There is an opportunity to submit your email address and receive updates directly from VEBA. **Enter your name, email address and phone number to receive those updates.** VEBA will also work with school districts to send out a link to their employees with access to a secure VEBA portal where they can schedule their appointment.

VEBA will be relying on lists provided by school districts to determine eligibility. SDUSD HR has informed us that they have already sent a list of all current employees to VEBA. All SDUSD staff, including visiting teachers, will be eligible for vaccination regardless of whether they receive benefits through VEBA.

Stay tuned to www.vebavaccinates.com as well as SDEA and SDUSD emails for further updates.

Is Vaccination Required?

Vaccination is not mandated but it is strongly encouraged that anyone able to be vaccinated do so. Our tentative agreement with SDUSD requires that SDEA members have the opportunity to receive the vaccine before being required to return to in-person instruction.

If you are not able to be vaccinated due to health issues, there may be an opportunity to receive an accommodation from the District. Accommodations require independent certification from a physician. Otherwise, if you are able to be vaccinated, but choose not to, you will still be required to return to in-person instruction once the safety criteria are met.

2021 SDEA On-line Spring Elections

SDEA is a member-run democratic organization which means YOU have the opportunity to be involved and run for a leadership position! Spring election nominations are now open for a variety of positions: [Board of Directors](#), [CTA State Council](#), and [Local NEA-RA delegates](#). Be an influential voice and have a direct impact on thousands of your fellow union members by completing your nomination form(s) today! [View](#), complete and submit the necessary documents to the SDEA Election Committee at sdeaelections@sdea.net by Wednesday, March 10th at 5pm! **Due to the ongoing pandemic, the 2021 Spring Elections will be online.**


Let's Support Educators Fighting for Their First Union Contract!

California Charter Educators United

SAVE THE DATE

March 10, 2021

4:30 - 5:30



**Join charter
educators across the
state who are fighting
for first contracts!**

Join charter educators & allies of charter educators at Gompers Preparatory Academy in San Diego, Alliance College-Ready Public Schools in Los Angeles, St. Hope Public Schools in Sacramento and Summit Public Schools in the Bay Area who are fighting for their first union contracts to reduce teacher turnover, improve services for students, and increase teacher voice in decision-making!

Let's show these fellow educators what *Together We Are Stronger* looks like!

Save the date!! March 10, 2021 from 4:30 - 5:30 pm via Zoom. [Register here](#)

Protect Your Loved Ones with Life Insurance

Life insurance provides financial security for your loved ones. The benefits could help pay off debt, pay for your children's education or provide financial support for them. Take advantage of your opportunity to apply **without answering health questions**:

- Up to \$100,000 of Life insurance for yourself
- Up to \$30,000 of Life Insurance for your spouse/domestic partner
- \$5,000 of Life Insurance for each dependent child

Learn more and apply: standard.com/cta/sdea.

TOGETHER WE ARE STRONGER!

