

This month's
ADVOCATE
is here!



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[This issue](#) includes:

- 2022 Bargaining Timeline
- Letters in Solidarity
- SDEA School Board Endorsements
- Know Your Rights! Performance Evaluation
- SDEA Endorses Let's Go San Diego

Substitute Teacher Pay Improvements Won!





In order to improve Visiting Teacher staffing, we have just won the highest pay for substitute teachers in the whole county! These new rates are effective retroactive to January 3, 2022 and will be in place for the remainder of this school year.

[Read the new substitute teacher pay agreement here.](#)

Also, if you know someone wanting to work as a substitute teacher, [send them this link](#) so they can apply.

Together We are Stronger!

We are able to win the highest paid substitute rates, and other protections because we are a strong union! Are you a member? [If not, here is a membership form link you can use to join.](#)

	Day-to-Day Visiting Teacher— \$250 per day
	Established Visiting Teacher— \$275 per day
	Long-Term Visiting Teachers— \$300 per day
	Resident Visiting Teacher— \$300 per day

Still Waiting for a Clear Operational Plan from the District

Last night, the District sent a communication to students, families and educators about managing the COVID surge in our schools. This message from the District left a lot of questions unanswered.

What is Needed

Earlier this week, SDEA educators demanded that the District develop a detailed emergency operational action plan to address the increased positive COVID cases and resulting staffing shortages that have been driven by the Omicron surge. This plan would give individual schools clarity on when they can no longer safely operate with in-person instruction.

Last night's email from the District introduced the concept of COVID Impact Day(s) that can be declared by principals, in concert with District leadership, and certain outside agencies. However, the District is still clarifying the process and metrics that would trigger these COVID Impact Day(s).

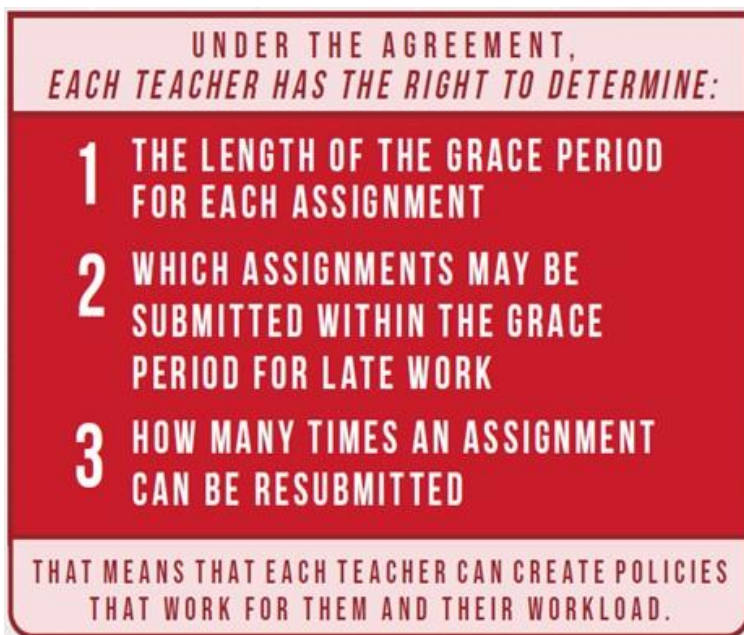
What Is Missing

The District's plan is vague about the minimum length of COVID Impact Days at a school site once the determination is made that in-person instruction is no longer viable. The plan is also silent on whether staff would still be required to work in-person on COVID Impact non-instructional days. SDEA educator leaders will continue to call on district leadership to provide clear guidance that will reduce anxiety during these uncertain times.

Grading Rights Reminder

As we navigate this unprecedented COVID surge, it is important to remember our rights around grading—especially in light of the District's message last night.

After filing a unionwide grievance and [reaching a settlement with the District](#), teachers won relief from the workload implications of SDUSD's new grading policy including enshrining educator rights to shape practices at the site and individual classroom levels that are appropriate for their student populations and subject areas:



Additionally, the District plans to send this communication on secondary grading out in next week's Educator Update:

"Due to the high number of both educator and student absences, we wanted to remind educators of options they have for issuing final semester grades for absences due to COVID-related reasons:

1. The educator can issue an "incomplete" and allow the student up to 6 weeks to turn in any missed assignments that would demonstrate competency in the subject area and allow for a grade to be issued.
2. The educator can issue an IP and allow the student up to 12 weeks to turn in any missed assignments that would demonstrate competency in the subject area and allow for a grade to be issued.
3. The educator can freeze grades up to 10 days prior to the end of the grading term and issue the frozen grade as the final grade.
4. The educator can use their discretion to excuse any assignments that do not factor into the demonstration of mastery."

New STAFF ONLY COVID Testing Location Open

A new SDUSD COVID testing facility opened on Wednesday, Jan. 12.

Location: [9330 Balboa Ave, San Diego, CA 92123](#)

Times: Monday - Friday, 7 am - 7 pm, Saturday & Sunday, 8 am - 5 pm (testing site will be closed on all district holidays - 1/17, 2/18 & 2/21). UCSD appointment based drive-in testing at La Jolla & Hillcrest locations will be operational 8am to 2pm on Monday (Martin Luther King Jr. Day).

No appointments necessary. If you have not already signed up for testing at your school site, please go to the [Primary Health portal to register](#).

Both Rapid Antigen and PCR tests are available. This additional testing facility will help expedite the return to work process for district employees.