

SDUSD Operational Plan Update

This evening, Interim Superintendent Jackson sent an updated communication to staff related to guidance for addressing staffing shortages related to this current COVID surge. The email stated that SDUSD is required to work with local and state agencies (County Office of Health, the County Office of Education and the California Department of Education) in order to allow for what are being called "COVID Impact Days" at individual sites in the event there is not sufficient site or central office staff available to safely supervise students. This communication also reiterated the temporary suspension of all unnecessary training and professional development, which SDEA members have advocated for. If your administrator continues to hold such meetings, please work with your SDEA Association Representative at your site/program.

It's Time for SDUSD to Expand COVID Leave for SDEA Members

On September 30, 2021, expanded COVID leave rights granted by state law expired. In too many districts this meant that educators had to use accrued sick leave for any COVID-related absences.

Due to the collective efforts of SDEA members, continued and expanded COVID leave was negotiated to provide coverage for SDEA members when they themselves have COVID or are required to isolate due to being a "close contact."

However, despite our expanded benefits, members have found themselves having to use their own leave for instances where 1) they have to care for a child who has COVID or is symptomatic and cannot attend school or day care or 2) when they have been advised or required to isolate while they await a COVID test result which then came back negative.

[This SDEA proposal](#) to further expand COVID leave would address these issues and ensure that SDUSD provides leave to unit members who are impacted and are making every effort to stay safe and keep our schools safe. We hope to have an agreement by next week on this important issue.

Take Action on COVID Leave: Call your State Legislator!

While our local efforts are important, it's past time for the governor and the legislator to act on reinstating COVID leave benefits for schools. Educators across the state are calling on Sacramento to reinstate COVID-19 supplemental paid sick leave for educators and California workers. The Omicron variant is causing COVID cases to surge to the highest levels that California has seen since the start of the pandemic. The spread of the virus is leading to disruptions and staffing shortages in schools around our state.

Demand supplemental paid sick leave for educators!

Call your senator: 1-888-724-8903

Call your assemblymember: 1-877-959-1867

Negotiations around AB 130

The District has notified SDEA that on Monday, 1/31, they will be ready to present their counter proposal on the impacts and effects of [AB 130](#), the 2021-2022 school year state budget bill, specifically the implementation of independent study contracts at comprehensive sites and the live instruction/interaction/services that is required starting on the 15th day of cumulative IS contracts. This is in response to SDEA's last counter proposal from September 23.

We have continued to push the District to prioritize providing clear guidelines for educators on how to teach students who cannot be at school due to quarantine or emergency situations within the parameters established by AB 130. Without universal guidance, school sites have been forced to scramble on a site-by-site basis to implement the law which has led to practices that are widely divergent throughout the district. We will continue to advocate for solutions that are sustainable and that will allow educators to focus their full energy on serving students.

99.98% of SDEA Unit Members Meet Vaccine Mandate Criteria

Practically all SDEA members (99.98%) have met the district's vaccine mandate by either receiving a COVID vaccine, or successfully applying for the exemptions provided by the law. Our impacts and effects agreement protected SDEA members by providing ample time and benefits which gave an opportunity for many members to meet the mandate's requirements.

Are you National Board Certified or Interested in Certification? You Could Be Eligible for Up To \$25,000!

The California State Budget includes substantial new investments in our schools and communities, one of them being the [California National Board for Professional Teaching Standards Incentive Program](#). The National Board Incentive Program is unique in that the funds allocated for the program are directly accessible by teachers who work at qualifying schools and hold, or are interested in pursuing, National Board certification. More information can be found [here](#).

CTA Instruction and Professional Department (IPD) will be holding a webinar on January 25, 2022 from 4:00 p.m. to 5:30 p.m. to share more information about the program and to answer any questions members have. The webinar is open to members and staff. [Registration for the webinar is accessible here](#).

Black History Month

February is Black History Month, and there are countless ways that you may choose to celebrate, not just in February, but all year long. Below are resources on how you can bring opportunities for critical reflection and honest conversation with our students.

[Week Of Action](#) – Black Lives Matter at School is a national committee of educators organizing for racial justice in education. This year's week of action is **January 31 - February 4, 2022**. Checkout the **[Starter Kit](#)** to learn how you and your school can participate. You can also find K-12 curriculum that is aligned with the Common Core State Standards **[HERE](#)**.

[CTA Resources](#) – Every day is a good day to fight for racial justice. Saying Black Lives Matter isn't enough: we need to actively show it in our work toward anti-racism on a personal, structural and institutional level.

[NEA Lesson Plans](#) – All people, regardless of race or place, deserve the same rights and freedoms. For too long, Black and brown people in America have been denied equality because of the color of their skin. To help students understand the reality of Black people's experiences in American history, their impact on American culture, and to celebrate their achievements, we've compiled a selection of lesson plans that cover a variety of subjects and that can be adapted to fit multiple grade levels.

SDEA Substitute Teachers Highest Paid in the County

Do you know someone who wants to work as a substitute teacher? If yes, [send them this link](#) so they can apply.

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

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