

Union Notes – March 2, 2022

Mask Mandate

On Monday, the state announced that we will move from required masking indoors in schools to **strongly recommending** masks indoors in schools as of March 11th.

Reaction to this announcement will be mixed. While some educators are ready to immediately remove their masks, others have remaining health concerns and are extremely cautious. Educators will be dealing with all reactions in their classrooms. We must also not forget the needs of students with disabilities or those who are medically fragile.

The state's announcement also said that school districts have the authority to decide what the mask mandate should look like beyond March 11th within their districts. Also, our safety agreement with the District requires that the District apply the highest minimum standards in all matters related to our response to COVID-19. As they have throughout the pandemic, San Diego Unified has consulted with experts at UCSD on the indicators for a safe, science-based relaxation of masking indoors in schools and it's important to do that now as well. Stay tuned for further updates.

Know Your Rights- Excessing

Excessing = Reduction of Staff

Excessing is a type of involuntary transfer that is done to achieve a reduction of staff due to declining enrollment or loss of funding at the site. The term in the union contract is "transfer to reduce staff."

Being excessed is not the same as being laid off

A member who is notified that they'll be transferred to reduce staff ("excessed") will still have a job in SDUSD, but the location of the job will change. On the other hand, a layoff notice means that the member might not have a job in SDUSD.

The window for excessing only opens twice a year

Transfers to reduce staff ("excessing") can only happen at two times:

- The end of one school year for the next school year, with written notification before the start of the May Post, and
- In the fall until October 31.

Excessing is based on seniority

Instead of allowing the supervisor to play favorites, the union contract establishes rules about who is to be transferred should there be a need to transfer to reduce staff ("excess"). Here are the steps:

1. The supervisor determines, based on enrollment, the level (TK-3 or 4-6), subject area, or program to be reduced.
2. At an elementary school, the supervisor must ask members about interest in changing levels (TK-3 or 4-6).
3. The supervisor must ask for volunteers to achieve the desired reduction in staff.

4. If there is no volunteer, the member with the least seniority at the level, in the subject area, or in the affected program is to be transferred.

Exercising seniority rights to stay

The member to be transferred may be able to exercise seniority rights to stay at the site. To exercise seniority rights, the member must meet two requirements:

1. Recent experience: Have taught in SDUSD in a different subject, level, or program for at least 2 school years in the last 9, or 1 school year in the last 5
2. Seniority: Be more senior than another member who works in the subject, level, or program in which they wish to exercise seniority rights.

Only the member who is indicated for excessing can decide if they want to exercise seniority rights (if eligible) to stay. The supervisor can't exercise seniority rights for them.

SOURCE: *SDEA Contract, Section 12.7.3*

Educator Endorsed School Board Candidate Needs Your Help!

Cody Petterson, the SDEA-endorsed candidate for District C (University City, La Jolla, Mission Bay and Point Loma clusters) needs our help to collect 300 signatures for his school board race. **We need 25 volunteers** to help on Saturday and Sunday. Will you join us?

- Saturday, March 5th, 9 am - **Ocean Beach**
- Sunday, March 6th, 10 am - **University City**

Please RSVP for either or both dates by [clicking HERE](#)

Cody is a parent of SDUSD students and will be a great ally on the school board. To learn more about Cody, and our other educator endorsed candidate Shana Hazan, **check out page 3 of the January issue of the SDEA Advocate.**

2022 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 roles:

- [SDEA Officer](#)
- [Board of Directors](#)
- [CTA State Council](#), and
- [Local NEA-RA](#)

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 5pm on Wednesday, March 9th! **Due to the ongoing pandemic, the 2022 SDEA Spring Elections will be online.**