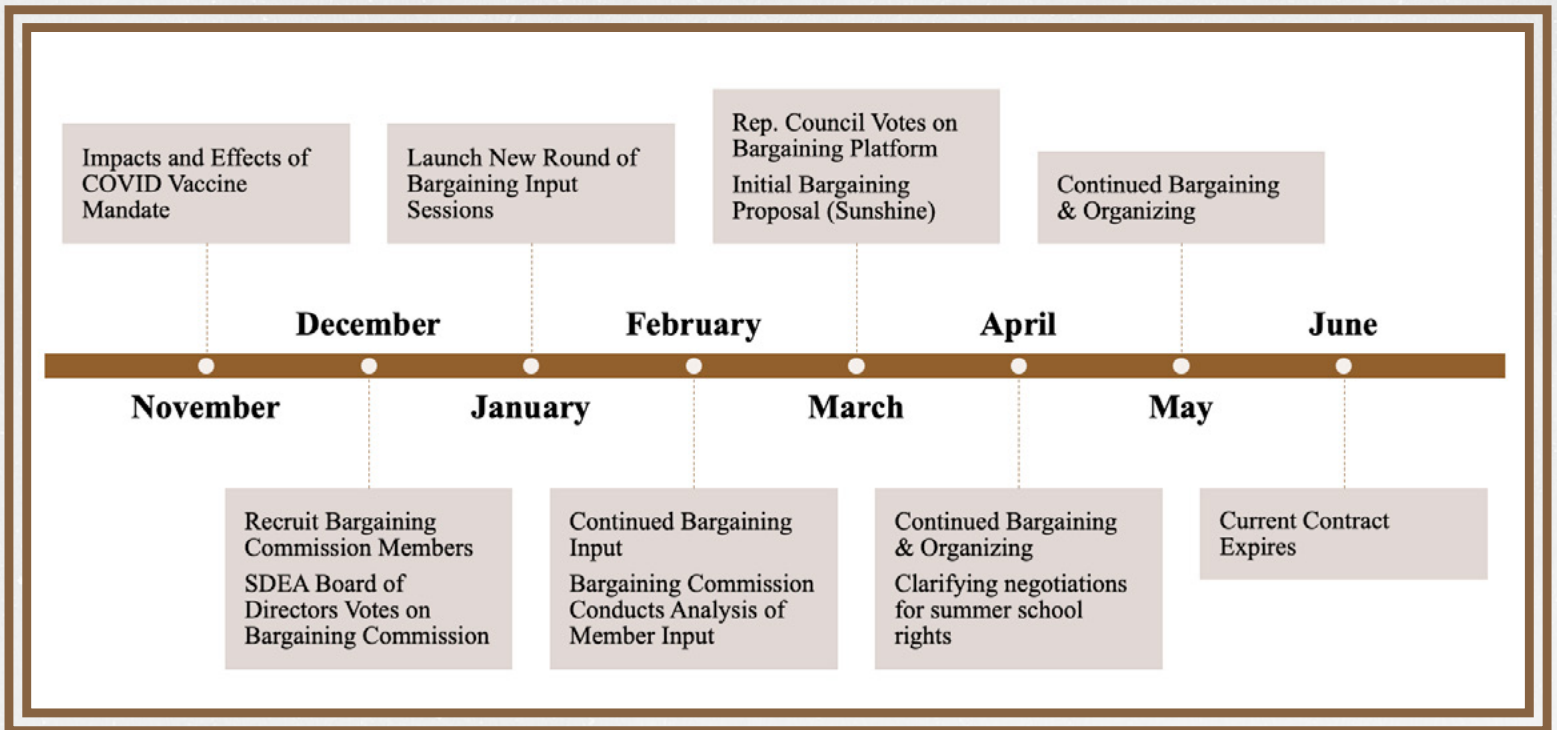


# THE ADVOCATE

SAN DIEGO EDUCATION ASSOCIATION

# 2022 Bargaining Timeline

Our union contract expires at the end of this school year. That means we need to get back into bargaining soon. But before that can be done we all need to give input on what should be in the union contract. Make sure to attend a union meeting to give your important input.



SDEA PRESIDENT

**KISHA BORDEN**

# LETTERS IN SOLIDARITY

SDEA VICE PRESIDENT

**KYLE WEINBERG**

## —SDEA is Headed Back to the Bargaining Table!— WE NEED TO HEAR FROM YOU!

Happy New Year and welcome back. We hope everyone had a relaxing break and were able to recharge and reconnect with friends and family.

While your SDEA bargaining team has been at the bargaining table consistently since March 2020, we are now preparing to negotiate a new contract. Our last contract expired on June 30, 2020 and the extension that members ratified over the summer is in effect until June 30, 2022. Note that the current contract does remain in effect until we are able to reach a successor agreement on a new contract.

We made significant gains in the contract extension. SDEA members won a 4% raise that took effect in July 2021. That was on top of the 3.7% raise we won a year before that took effect in January 2020.

As a way to begin reducing elementary (specifically upper elementary) class size, SDEA was able to push the District to hire 86 additional multiple subject educators over and above the fall allocations for this school year. With the knowledge that upper elementary class size has not been addressed in our contract since 2016, we plan to push the District to continue this movement toward lower class sizes in upcoming bargaining.

In another contract victory, SDEA members won a caseload cap of 12 for Moderate/Severe Education Specialists, with the provision that any school with an educator over caseload would receive an additional staffing allocation. While this year has presented huge staffing challenges, the majority of our M/S Ed. Specialists are at or below the 12 student cap.

Of course, we as SDEA educators will continue to fight until the contract language is being enforced for everyone.

While we made gains in the last contract, we know there are many parts of our contract that need improvement. The last agreement established a special workgroup to review the current transfer language. Both parties also agreed to another workgroup that would study the wage comparability for JROTC and VAPA extended day units, as well as class size comparability for secondary and Physical Education classes. These groups will make recommendations to both bargaining teams before we enter into bargaining again.

To prepare for this new round of bargaining, we need members to give input on what our next contract should look like through bargaining input sessions that will begin in late January.

Your AR will be reaching out in the coming weeks with the date and time of the bargaining input session for your school or program. It is vital that all members participate in an input session. Your SDEA bargaining team does not determine what is bargained. They are the voice of all 6400 unit members at the bargaining table, so make sure we hear from you!

### TOGETHER WE ARE STRONGER!!

**KISHA BORDEN**  
SDEA PRESIDENT

**KYLE WEINBERG**  
SDEA VICE PRESIDENT

# SDEA SCHOOL BOARD ENDORSEMENTS

On January 12, the SDEA Representative Council approved the endorsements for SDUSD School Board of Shana Hazan for sub-district B and Dr. Cody Petterson for sub-district C. The Political Involvement Committee (PIC), which is made up of SDEA members, interviewed prospective candidates for both seats on December 16, 2021. The PIC recommendations of Shana and Cody were approved by the SDEA Board of Directors on January 5, 2022. The primary election will be held on June 7, 2022 followed by the general election on November 8, 2022. This will be the first year with sub-district only school board elections and the current political climate shows us that we will need to redouble our efforts to maintain our pro-public education and pro-worker board. SDEA members can donate to our Political Action Committee to increase the funds available to support our endorsed candidates. The [SDEA PAC Contribution Form](#) is easy to fill out and now available online!

## Dr. Cody Petterson



Dr. Cody Petterson, SDEA's endorsed candidate for SDUSD School Board sub-district C, is Director of Intergovernmental Affairs and Senior Advisor for Education and Environment for San Diego County Supervisor Terra Lawson-Remer, union lecturer at UCSD, and parent of students in the La Jolla cluster. He is the president of the San Diego County Democrats for Environmental Action and a board member of several environmental justice organizations. Cody has consistently organized alongside union educators and has lobbied our federal, state, and local officials on numerous education justice issues. He is a committed advocate for Universal Pre-K, Ethnic Studies, Community Schools, Career and Technical Education and strengthening the district's implementation of restorative practices.

<https://www.facebook.com/codypettersond/>

Shana Hazan, SDEA's endorsed candidate for SDUSD School Board sub-district B, is a community leader, former union public school teacher, and parent of a student in the Hoover cluster. She is the chair of the City of San Diego's Human Relations Commission, president of the Friends of Franklin Elementary School Foundation, a member of her School Site Council, and a member of San Diego Unified's District Advisory Council on Compensatory Education. Shana collaborated with educators at Franklin Elementary to boost enrollment, improve the instructional program, and secure resources to support high-quality teaching and learning. She worked alongside teachers at community events and on campus to encourage neighborhood families to enroll at Franklin and is a champion for expanding this work districtwide.

## Shana Hazan



<https://shanaforschoolboard.com/>



# PERFORMANCE EVALUATION

## FREQUENCY & TYPES OF EVALUATION

Our union contract sets rules about how frequently we can be evaluated and what types of evaluation are available to us. It's based on our employment classification: permanent, probationary, temporary, or Visiting Teacher.

## STANDARD EVALUATION

The standard evaluation, sometimes called "Stull evaluation," is a multi-step process with [built-in deadlines](#). The steps include development and agreement on

evaluation objectives, a mid-year progress check, a remediation plan if any aspect of performance may be less than effective, a meeting to review the draft evaluation, and the issuance of a final evaluation.

### Observations

In a standard evaluation, when observations are being used to assess your performance, the union contract says you have the right to know about the observation in advance. You'll have to provide a "brief outline of the lesson" being observed. After the observation, the

evaluator has to give you written feedback within about 10 workdays. While there are rules about observations during a standard evaluation, it's important to know that supervisors aren't precluded from observing you at any other time.

## E3 EVALUATION

E3 is short for "The Educator Effectiveness and Empowerment Growth and Development Process." It's a new evaluation model being piloted. It's designed to provide more substantive feedback than the standard evaluation. During [the 2021-22 pilot](#), those that participate in E3 are guaranteed an "effective" rating. (The exception is in the rare case that SDUSD dismisses a probationary educator.) Both you and the evaluator have to agree to your participation in E3. Like the standard evaluation, [deadlines are built-in](#).

### E3 eligibility:

1. Classroom educator
2. Most recent evaluation was effective

## ALTERNATIVE EVALUATION

The union contract lays out an alternative to the standard evaluation. Its purpose is to "[encourage] unit members to emphasize professional development and personal growth." Both you and your evaluator have to agree to your participation in an alternative evaluation. Then you and the evaluator have to agree on an "evaluation plan." The union contract doesn't include timelines for

the alternative evaluation, so it's a good idea to include those in your plan: When should the evaluation period end? If you're falling short, by what date should the evaluator give you advance notice so you have time to improve?

### Alternative evaluation eligibility:

1. Permanent employment status
2. Five (5) years of effective experience

## CHALLENGING AN EVALUATION

We have the right to challenge (or grieve) an evaluation only to the extent that the evaluator *didn't follow procedures in the union contract*. For a standard evaluation, those procedures include timelines and observation rules. An evaluation can't be grieved on the grounds that we disagree with the evaluator's assessment.

	FREQUENCY	TYPES OF EVALUATION
<b>PERMANENT</b>	No more than once every other year; No less than once every 5th year on an extended evaluation cycle	<ul style="list-style-type: none"> <li>• Standard</li> <li>• Alternative</li> <li>• E3</li> </ul>
<b>PROBATIONARY</b>	Each year	<ul style="list-style-type: none"> <li>• Standard</li> <li>• E3</li> </ul>
<b>TEMPORARY</b>	Each year	<ul style="list-style-type: none"> <li>• Standard</li> <li>• E3</li> </ul>
<b>VISITING TEACHER</b>	Each assignment	<ul style="list-style-type: none"> <li>• Day-to-day</li> <li>• Long-term</li> </ul>

SOURCE: [SDEA Contract, Sections 14.1 - 14.8](#); [Side Letter, September 21, 2021](#)



BACKGROUND PHOTO: JEAN DELBERGHE

# SDEA ENDORSES LET'S GO SAN DIEGO

At the December 2021 SDEA Rep Council, site and program representatives voted overwhelmingly to endorse the [Let's Go San Diego public transit county ballot measure](#) that would increase sales taxes by 0.5% and provide the funding to make the upcoming [pilot for free countywide youth transit passes](#) permanent among other improvements to public transportation. This aligns with our advocacy priorities from the [SDEA Political Platform](#) that were approved at our October 2021 Rep Council that establish students' access to free and reliable public transportation as a necessary prerequisite for accessing free public education.

The Let's Go San Diego measure would facilitate an estimated \$30 billion investment in specific transportation improvements that will address the climate crisis and make commutes easier for all of San Diego County. That includes expanded transit with a rail connection to the airport, improved trolley and bus service, and affordable fares for seniors, students and the disabled. There's funding for road repairs in every community in the County. And critical safety upgrades to fix aging bridges and rail lines in danger of collapse. Benefits are reduced commute times of up to

20%, over 20% reduction in carbon pollution and the creation of thousands of good union jobs in construction, transit and clean energy.

This measure is a citizens' initiative, which means the people, not the politicians, are putting it on the ballot. SDEA educators are part of a grassroots coalition of unions and environmental organizations that are organizing a petition drive to collect the signatures needed to get the measure on the November 2022 ballot. If you are interested in gathering signatures from fellow educators and parents, please fill out [this Google form](#) and we can get you the materials you need to participate in this critical effort to advance transportation justice for our students and the communities we serve.



YES For Traffic Relief. Transit. Jobs.

# UNION STRONG

in New SDEA Member T-Shirts



Burbank Elementary



Sherman Elementary



Crawford High School





### Start Your 2022 Resolutions with the VRC

'Tis the season to start planning the New Year. Let the VEBA Resource Center (VRC) help you with your well-being goals. VEBA members have free access to the following programs:

- **Free group classes.** Choose from more than 200 free classes each month on everything from fitness, stretching, financial health, dance and educational panels from our experts.
- **Nutrition education.** We offer cooking demos, culinary medicine classes, videos and recipes.
- **Mental health resources.** The mind-body connection is an important aspect of living a healthy life. Services include acupuncture, meditation, yoga and energy healing.
- **One-on-one counseling.** Not sure where to start? Meet with a Care Navigator and receive a personalized plan for a healthy mind, body and spirit.

Visit [vebaresourcecenter.com](http://vebaresourcecenter.com) to learn more.

We focus on what's important so you can do the same.

Tea parties. Story hour. Sing-a-longs. You're likely too busy to research and find a Life Insurance plan that works for you. That's why CTA offers CTA-endorsed Life insurance from The Standard.

When you protect your loved ones with one of our plans, you also get instant access to Life Services Toolkit<sup>1</sup> to help with estate planning, will preparation and more as well as Travel Assistance<sup>1</sup> for travel-related emergencies.



Embrace the best parts of life with CTA Member Benefits!

For coverage as strong as the bonds you share, turn to CTA-endorsed Life insurance.

Visit [CTAMemberBenefits.org/Life](http://CTAMemberBenefits.org/Life).

<sup>1</sup> Travel Assistance and Life Services Toolkit are provided through an arrangement with service partners that are not affiliated with The Standard. These services are not insurance products.

For costs and further details of the coverage, including exclusions, benefit waiting periods, any reductions or limitations and the terms under which the policy may be continued in force, please contact Standard Insurance Company at 800.522.0406. Standard Insurance Company, 1100 SW Sixth Avenue, Portland, OR 97204 GP190-LIFE/S399/CTA.3 SI 21765-CTAvol (8/21)



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