

# THE ADVOCATE

SAN DIEGO EDUCATION ASSOCIATION

## CELEBRATING BARGAINING INPUT SESSIONS

### IMPRESSIVE NUMBER OF UNION MEETINGS

Despite the awful Omicron surge, SDEA members held over 140 union meetings between January and March with one goal in mind—collectively discussing how to improve our union contract. This was an incredibly successful outcome, because the meetings for the first time were happening entirely online. Nevertheless, thousands of members gave their input on what the next contract should look like.

Our current contract expires on June 30th; however all of its benefits stay in place until we reach a successor agreement. Our Bargaining Team will be going to the table with the District starting in May. They will be armed with the information and the feedback given to them by the membership, which lays out the framework of what we will fight for in the next round of bargaining, which starts in late May. This is what it means to be a member-led union.

### MEMBER CENTERED APPROACH TO BARGAINING

The SDEA Bargaining Commission, which is comprised of diverse, multidisciplinary rank-and-file



SDEA members, will help provide research and organizing support to elected members on the SDEA Board of Directors, and the members on the SDEA Bargaining Team.

### BUILDING ON OUR PAST WINS

In 2019, we were able to win significant changes to our special education language which has led to over 96% of special education teachers being at or below caseload. Additionally, we were able to reimplement longevity pay for our most veteran members.

In 2020 and 2021, our bargaining efforts led to wins that resulted in better staffing for nurses and counselors, in addition to an increase in elementary teacher staffing. Of course, we also fought for additional wage increases and some of the best protections in the face of the COVID pandemic.

### THE TOUGH ROAD AHEAD

The pandemic has resulted in a significant reduction in the

enrollment of students in our school district. That will no doubt have an impact on our schools' budget. The winding down of the state and federal COVID relief funds will also add to the budgetary burdens. Already we've seen educators in other large urban school districts across the country (Minneapolis) and the state (Sacramento) walk out and strike in their contract fights. A strike is never something we ought to sprint towards, but we as a membership must be ready for it.

### SOLIDARITY IS THE ANSWER

The solidarity of the membership will be a critical ingredient in our contract campaign. Now that the membership meetings have been held, it's time to mobilize in support of our transformative platform of change. The amazing members on the SDEA Board of Directors, Bargaining Team and Commission will do their part.

**Will you?**



SDEA PRESIDENT

**KISHA BORDEN**

SDEA VICE PRESIDENT

**KYLE WEINBERG**

# LETTERS IN SOLIDARITY

Welcome back from your well-deserved Spring Break! We hope you are rested and energized to begin our next fight for a fair contract that lays the foundation for the schools our students and educators deserve.

Over the last two months, thousands of SDEA members attended Bargaining Input Sessions at over 140 sites and programs. At those input sessions, members prioritized the issues that they wanted to see in our next contract. Members identified demands around wages, benefits, working conditions, and issues that impact our students and their communities. Holding those meetings was a lot of work, but now the real work begins!

The Bargaining Input Sessions are the kickoff of our organizing campaign to support our Bargaining Team. The way we won raises, protected fully paid family healthcare, new maternity leave and won a host of other improvements in our last round of contract bargaining was through thousands of us getting involved. We know what it takes to win: Contract Action Teams (CATs) at every school, and widespread participation in unionwide actions showing the District that we don't have ten people at the bargaining table—we have over 6,000.

As we've shared before, just because our Bargaining Team asks for something, doesn't mean the District will give it to us. Our bargaining power is not completely revealed at the bargaining table. Our bargaining power can be seen at every one of our school sites and programs. Our bargaining power is derived from the raised voices of every single SDEA member. In order to win our

bargaining demands, we must continue to build power at our sites and programs.

COVID has had a real impact on all of our school sites. Teaching online last year left many of us feeling isolated. Even now that we are in-person, there is still a feeling of isolation and separation due to COVID safety concerns. There are new educators on our school sites that we may not even know. We may not have had the opportunity to have face-to-face conversations with many of our colleagues, new or long-term. We have to start working to change that.

It is more important now than ever before to reach out to those new educators at your site and introduce yourself. Let them know about SDEA and the work that we have done and will continue to do as we begin bargaining our new contract.

If you are one of those new educators that was hired in the last couple of years, WELCOME! We want to get to know you and we hope that you can find ways to get involved in SDEA.

There will be opportunities for all members to build and show our power in the coming months. Make sure to attend your monthly SDEA site meetings and open and read the weekly Union Notes and the monthly Advocate to stay informed.

We have a lot of work ahead of us if we are going to create the schools and communities our educators and students deserve. But, we most certainly can do it!

## TOGETHER WE ARE STRONGER!!

**KISHA BORDEN**  
SDEA PRESIDENT

**KYLE WEINBERG**  
SDEA VICE PRESIDENT

# UPCOMING BATTLE

## FOR A PRO-PUBLIC EDUCATION AND PRO-WORKER SCHOOL BOARD

Two seats will be open on the SDUSD Board of Education for the November 2022 election. SDEA has endorsed two candidates for SDUSD school board, Shana Hazan for subdistrict B (Canyon Hills, Henry and parts of Kearny, Hoover and Crawford clusters) and Dr. Cody Petterson for subdistrict C (University City, La Jolla, Mission Bay and Point Loma clusters).



**Shana Hazan**

Subdistrict B

Shana Hazan is a parent of a student in the Hoover cluster, a former union public school teacher, a community leader and an advocate for increasing enrollment in our district's schools.

Shana is running against Godwin Higa, a retired SDUSD principal, and Jose Velazquez, a vehicle service tech. Jose has made extreme statements about the regurgitation of "political and ideological fashions of anti-racism, liberated ethnic studies, racial equity and critical race theory" being taught in our classrooms.

Shana has been endorsed by the Labor Council and is rated as a qualified candidate by the San Diego Democratic Party. She has worked with educators to boost enrollment, improve instructional programs, and to secure resources for schools. Shana is a strong advocate for increasing enrollment in neighborhood schools throughout the District, which would increase staffing and support for all of our students.



**Dr. Cody Petterson**

Subdistrict C

Dr. Cody Petterson is a parent of SDUSD students, a union lecturer at UCSD, an environmental justice leader and supports increased funding for our schools. Cody is

running against Lily Higman, a parent school advocate, and Becca Williams, a charter school businesswoman. Lily emphasizes projected budget shortfalls and potential cuts to our schools. Becca is a charter school advocate who would embrace the privatizers of public education.

Cody has been endorsed by the Labor Council and the San Diego Democratic Party. He has lobbied on behalf of education justice issues and would work to strengthen District restorative practices. Cody is a committed advocate for public education and has worked alongside union educators and other allies.

The current political climate shows us that we will need to redouble our efforts to maintain our pro-public education and pro-worker board. We are asking SDEA members to donate to our Political Action Committee to increase the funds available to support our endorsed candidates. The **SDEA PAC Contribution Form** ([click here](#)) is easy to fill out and now available online!

Photo by Tiffany Tertipe

# BIG AND TRANSPARENT BARGAINING MEANS WINS FOR STUDENTS AND EDUCATORS

## Transparent Bargaining



**Bargaining Updates**



**Live Video**



**Text Action Alerts**



**Site Union Meetings**



Coming on the heels of the Bargaining Input Sessions that SDEA leaders facilitated at over 140 schools and programs throughout SDUSD, your SDEA Bargaining Team is currently envisioning how to refine the way we do bargaining to make it more participatory and transparent.

Inspired by [big bargaining teams](#) in Oakland, Sacramento and Los Angeles with members from the full spectrum of grade levels and job classifications, we are growing our bargaining team to be more representative of the diversity of SDEA union educators. We also plan to incorporate Article Committees for the first time composed of educator experts on topics like pay,

benefits, special education and P.E. that can collectively research, develop proposals and present at bargaining sessions with the District. Members of Article Committees can be incorporated into SDEA communications that will keep all of us informed on the progress of our contract campaign and opportunities to integrate ourselves into the fight for the schools and communities our students deserve.

As a member-driven union, one of our strengths as SDEA is our communications. The SDEA Bargaining Team plans to continue our practice of timely bargaining updates that provide transparency on the back and forth of negotiations

with the District. During the pandemic, we started live videos for time-sensitive news and we want to expand on this during this contract campaign. When there are urgent actions needed to demonstrate our collective power, we can employ action alert text messages and other rapid response tools. And we are counting on our stellar SDEA site and program leaders to spread the word at union meetings so that we are all prepared to contribute our unique abilities to this effort. By strengthening the way we advocate together, we will be able to extract bigger improvements at the bargaining table for educators and the students that we serve.

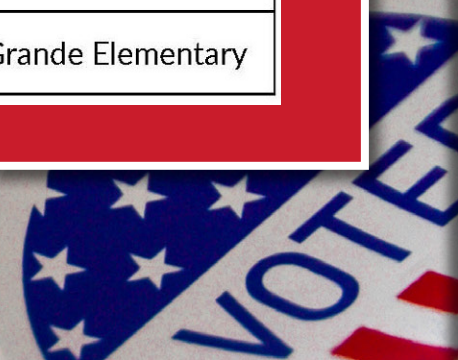


# SDEEA

## 2022 SPRING ELECTIONS RESULTS

*The SDEA Spring 2022 election is complete and [election results](#) have been posted on the SDEA website. The Election Committee is proud to facilitate this process and thanks to all SDEA members who participated in their democratic right. Together We Are Stronger!*

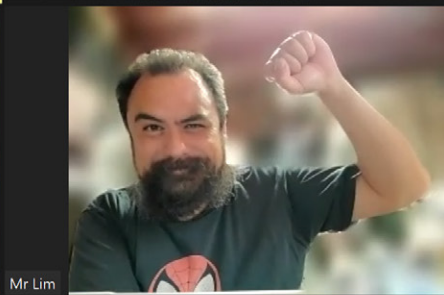
SDEA Role	Elected Member	Site
SDEA President	Kyle Weinberg	Middle School Teacher
SDEA Vice President	Lisa Morris	Foster Elementary
SDEA Treasurer	Stacy Hernandez	Dailard Elementary
SDEA Secretary	Sarah Darr	Millennial Tech Middle & Scripps Ranch High
Board Seat 2	Teri Ang	Mann Middle School
Board Seat 3	Allison Paredes	Franklin Elementary
Board Seat 5	Mary Belmontez	Lincoln High
Board Seat 6	Matthew Schneck	East Village High
Board Seat 9	Jessica Moore	Chesterton Elementary
Board Seat 12	Kimberly Allard	Vista Grande Elementary



# GOMPER EDUCATORS ARE BARGAINING FOR THE SCHOOL THEIR STUDENTS DESERVE

Gompers educators won union recognition in 2019 and a first contract after two challenging years of bargaining. As members of Gompers Teachers' Association/SDEA we are back in negotiations for our successor contract and are working hard to address critical issues at the school such as

retention and recruitment of educators. Roughly 25% of GPA teaching positions are vacant and our proposals will go a long way toward finding and keeping the quality educators our students need and deserve. **TOGETHER WE ARE STRONGER! – GTA BARGAINING TEAM**



SUPPORTING  
Students  
Means  
SUPPORTING  
teachers

GTA/SDEA/CTA

## GOMPERS TEACHERS' ASSOCIATION BARGAINING TEAM:

**CHRISTINA AVILA**, Spanish; **VALLERY CAMPOS**, English; **SHISMAR JOHNSON**, US History & Geography; **ADAM LAKE**, Exercise & Nutritional Science; **BRENAN LIM**, Math; plus SDEA staff **JONATHON MELLO**, SDEA Organizer



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# SDEA

## SCHOLARSHIP

**SDEA annually offers scholarships for members and members' dependents. The Dependent Application is for graduating seniors and current college-enrolled students, who are dependents of a current SDEA member. The Member Application is for current SDEA members who wish to further their education. Applications can be found [here](#) on the SDEA website.**

**THE DEADLINE TO SUBMIT APPLICATIONS IS FRIDAY, MAY 6TH AT 5PM.**

PHOTO: JOHN GUICCIONE





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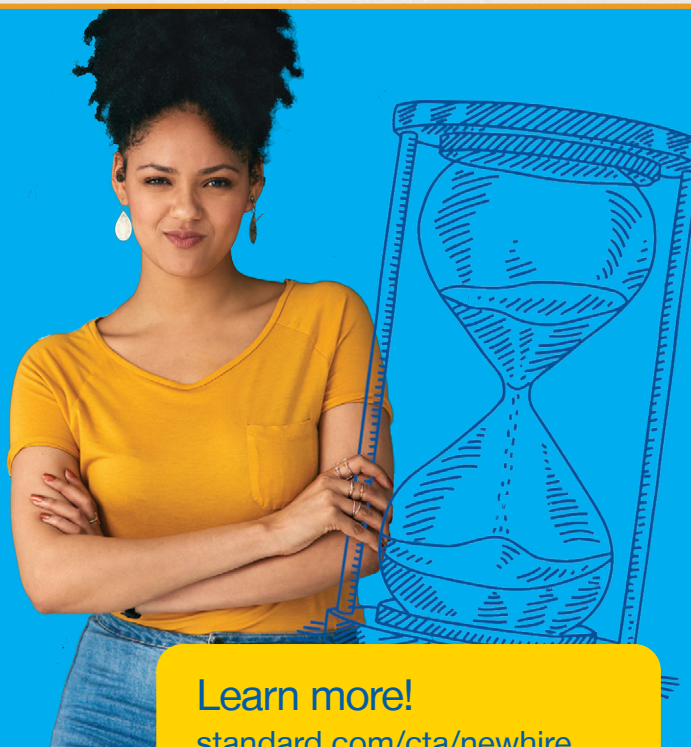


## Special Enrollment Opportunity Ending Soon

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school year? Your special enrollment  
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**TOGETHER**  
*WE ARE*  
**STRONGER**

*San Diego Education Association*

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