

THE ADVOCATE

SAN DIEGO EDUCATION ASSOCIATION

EDUCATORS ARE FIGHTING FOR A UNION CONTRACT TO

RECOVER, REBUILD, RISE TOGETHER!





SDEA

San Diego Education Association

Educators are fighting for a union contract to

Recover, Rebuild, Rise Together!

Members across the District joined the SDEA members on the Bargaining Team in showing solidarity for the first bargaining session of the 2022-23 school year. **TOGETHER WE ARE STRONGER** is a verb, not just a slogan. Continuous member engagement will be critical to winning our ambitious **BARGAINING PLATFORM** throughout this negotiation cycle with SDUSD.





KYLE WEINBERG
SDEA President

Letters In Solidarity



LISA MORRIS
SDEA Vice President

— What Do Politics Have To Do With — **MY CLASSROOM?**

We are energized by the display of solidarity by educators throughout the district during Solidarity Sticker Week! We are excited to build on this collective action by wearing our new SDEA t-shirts on bargaining days starting in October and distributing flyers to SDUSD families. Stay tuned for your school's next union meeting for more information on the next steps in our [Recover, Rebuild & Rise Together](#) contract campaign.

To win a strong contract, we need to demonstrate our strength by continuing to mobilize as SDEA union educators alongside families and community organizations. This strength also needs to extend to the November 2022 election, as the results at our district, city, county and state level impact our union's ability to win improvements from our contract bargaining platform that will benefit educators and the students and communities that we serve.

Ballots will begin arriving at the homes of San Diego voters starting Monday, October 10. While SDUSD school board trustees are not the first item on the ballot, making sure that our two SDEA endorsed candidates win their races is our most critical priority. The school board determines the priorities of the District and directs their bargaining team on negotiating our salaries, benefits, class sizes and caseloads. Maintaining a pro-worker and pro-public education SDUSD school board puts our SDEA bargaining team in a strong position to continue to fight for measures to address the unprecedented educator staffing shortage that has extended into this school year.

SDUSD is one of the only districts in the state with fully paid family health benefits and this is a

product of the organizing efforts of generations of SDEA union educators. Our hard caps on caseloads for mild/mod and mod/severe education specialists are some of the best special education contract language in California and came about through SDEA members fighting together for the schools our students deserve. Winning a historic salary increase for this school year and the next and lowering elementary and PE class sizes will be contingent on all of us being organized at our school sites as well as our power at the ballot box.

We must work to elect school board trustees that share our values and priorities. Part of this effort is continuing to ensure that our union has the resources to campaign for our endorsed candidates and ballot initiatives like Measure U, the SDUSD Bond for San Diego Student Safety, Health, and School Repair.

We have been successful in using PAC funds to protect our school board for more than a decade. But this can change in the blink of an eye if billionaire donors support our opponents, as has happened in Los Angeles Unified School District and other parts of the state. While wealthy supporters of school privatization have written six-figure checks to influence other school board elections, SDEA members rely on small contributions from each of us to protect our schools. Regular donations from our 6,000+ educators will always beat a large donation from a billionaire! If you are not already a monthly contributor to the SDEA Political Action Committee (PAC), [click here to sign up](#).

TOGETHER WE ARE STRONGER!

KYLE WEINBERG
SDEA PRESIDENT

LISA MORRIS
SDEA VICE PRESIDENT

GET OUT THE VOTE!

ELECTION DAY IS NOVEMBER 8TH!

SDEA Endorses Shana Hazan and Cody Petterson for SDUSD School Board. You can help by spreading the word for the SDEA endorsed candidates. Vote Shana Hazan for district B and Cody Petterson for district C!



Shana Hazan

Subdistrict B

Shana Hazan, SDEA's endorsed candidate for SDUSD School Board subdistrict 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 district wide.

"Shana has been integral in supporting and re-envisioning our neighborhood school. She has a natural ability to collaborate with all stakeholders and a desire to serve every student in the District. Shana will be a significant asset to the SDUSD school board."

Allison Paredes

Kindergarten Teacher and SDEA Member
Franklin Elementary School



Dr. Cody Petterson

Subdistrict C

Dr. Cody Petterson, SDEA's endorsed candidate for SDUSD School Board subdistrict C, is a lecturer at UCSD, and parent of students in the La Jolla cluster. Cody has

consistently organized alongside union educators and has lobbied our federal, state, and local officials on numerous education funding issues.

He is putting those skills to work at his children's SDUSD elementary school where he is currently serving on the school's Site Governance Team (SGT). Cody is a committed advocate for public schools.

"Cody has been an incredible advocate for our school and our community. As an educator, I can't be more excited to have him on the SDUSD school board."

Jamie White

3rd grade Teacher and SDEA Member
Torrey Pines Elementary School



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.

WHAT SHOULD I DO IF OUR RIGHTS AREN’T RESPECTED?

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.

HOW DO EXCESSED STAFF GET A NEW POSITION?

Human Resources utilizes an electronic process that allows unit members to rank all available positions for which they are qualified and credentialed in order of preference. HR will notify employees of the staffing process and the timeline for staffing on the day prior to the electronic distribution of positions. HR will assign these unit members in seniority order according to preference. Unit members have forty-eight (48) hours to rank the available positions. If a unit member does not submit a preference by the deadline, the unit member will be assigned to a vacancy by HR.

Talk with the AR (Association Representative) at your worksite and share this page and read the applicable contract sections. Our union contract has a process for enforcing our rights — the grievance procedure. The next step you and your AR might take is a grievance meeting with the supervisor.

WHAT ARE THE TIMELINES FOR FALL EXCESSING THIS YEAR?

SEPTEMBER 16

HR conducts an enrollment count on the third Friday of student attendance during the school year, which drives allocations of staff to sites and programs.

SEPTEMBER 23

Sites are notified of their adjusted allocations numbers.

SEPTEMBER 30

Sites then have until September 30 to notify HR of which educator(s) is getting excessed from their site (*using the process outlined above*) or if they had an enrollment increase, what kind of vacancy they need staffed by HR. Any educator being excessed should be notified informally by their administrator or program manager during this time.

OCTOBER 7

Excessed educators will receive an email from HR explaining how they will be selecting positions electronically (*via a Google Form*) in accordance with the excessed staffing process described above.

OCTOBER 10-12

Excessed educators will electronically rank their choices for the positions that are made available to them.

OCTOBER 13

HR will place educators in accordance with excessed educator’s seniority and the preferential rankings provided by excessed educators.

OCTOBER 18

Newly placed educators will have this day to move into their new site, which is a paid work day for them, but without students.

OCTOBER 19

The new assignment officially begins on this day with students.

LABOR ENDORSEMENTS FOR NOVEMBER 8TH, 2022 ELECTION
LIVE BETTER, VOTE UNION



**CALIFORNIA
TEACHERS
ASSOCIATION**

ENDORSEMENTS

GOVERNOR *GAVIN NEWSOM*
 LIEUTENANT GOVERNOR *ELENI KOUNALAKIS*
 SECRETARY OF STATE *SHIRLEY WEBER*
 ATTORNEY GENERAL *ROB BONTA*
 STATE TREASURER *FIONA MA*
 INSURANCE COMMISSIONER *RICARDO LARA*
 CA SUPT. OF PUBLIC INSTRUCTION *TONY THURMOND*
 STATE CONTROLLER *MALIA COHEN*
 U.S. SENATE *ALEX PADILLA*

CALIFORNIA STATE ASSEMBLY

76TH DISTRICT BRIAN MAIENSCHIN
77TH DISTRICT TASHA BOERNER HORVATH
78TH DISTRICT CHRIS WARD
79TH DISTRICT AKILAH WEBER
80TH DISTRICT GEORGETTE GOMEZ

CALIFORNIA STATE SENATE

18TH DISTRICT STEVE PADILLA
36TH DISTRICT KIM CARR
38TH DISTRICT CATHERINE BLAKESPEAR
40TH DISTRICT JOSEPH C. ROCHA

UNITED STATES CONGRESS

49TH DISTRICT MIKE LEVIN
50TH DISTRICT SCOTT PETERS
51ST DISTRICT SARA JACOBS

FOR ADDITIONAL ENDORSEMENTS [Click Here](#)



ENDORSEMENTS

SAN DIEGO COUNTY BOARD OF EDUCATION
DISTRICT 3 ALICIA MUNOZ
DISTRICT 5 RICK SHEA

SAN DIEGO COUNTY BOARD OF SUPERVISORS
DISTRICT 4 NATHAN FLETCHER
DISTRICT 5 TIFFANY BOYD-HODGSON

SAN DIEGO CITY COUNCIL
DISTRICT 2 DR. JENNIFER CAMPBELL
DISTRICT 4 MONICA MONTGOMERY STEPPE
DISTRICT 6 KENT LEE

FOR ADDITIONAL ENDORSEMENTS [Click Here](#)

PROPOSITION 1 YES
 REPRODUCTIVE FREEDOM

PROPOSITION 27 NO
 ONLINE & MOBILE SPORTS BETTING

PROPOSITION 28 YES
 ART & MUSIC IN SCHOOLS

PROPOSITION 30 NO
 LYFT SUBSIDIES

PROPOSITION 31 YES
 STOP BIG TOBACCO REFERENDUM

SDEA ENDORSES MEASURE U

The SDEA Representative Council voted to endorse [SDUSD Measure U](#) (*San Diego Student Safety, Health, and School Repair Measure*) for the November 2022 election. SDUSD Proposition Z school maintenance bond funds will expire this fall and the other two current SDUSD bonds will also be expiring soon. The

state and federal government do not provide sufficient funding to maintain SDUSD schools (\$245 million yearly deterioration/backlog) and without bond funding, resources in the district's general fund could be potentially diverted away from other priorities in our [SDEA contract bargaining platform](#).

HIGHLIGHTS OF THE BOND INCLUDE:

- *Maintaining highest standard air ventilation and filtration measures when federal COVID relief funds expire*
- *Maintaining Boxlight interactive displays and 1:1 student devices*
- *Replacing portables with permanent classrooms*
- *Solar energy systems and upgrades to facilities reduce greenhouse gas emissions needed to meet climate action goals*
- *Affordable teacher and employee housing for first time in an SDUSD bond*
- *Independent Citizens Oversight Committee to provide accountability and oversight*

You Got This

Your confidence shines through. So do these CTA benefits.



Special Enrollment Opportunity for Newly Hired CTA Members

If you're new at your district this year, you have a special opportunity to apply for CTA-endorsed Disability insurance and up to \$400,000 of Life insurance¹ from The Standard **with no health questions asked**.

DISABILITY INSURANCE can help protect your paycheck if you're out of work due to an injury, illness (including mental health conditions and substance abuse), pregnancy or childbirth. **LIFE INSURANCE** provides for your loved ones in the event of your passing. You also get additional features you can use now at no additional cost.

Offer expires 270 days from your first day on the job.

Apply now at standard.com/cta/newhire



¹ Coverage reduces to 65% of the amount in force at age 70, 45% of the amount in force at age 75 and 30% of the amount in force at age 80. Offer not available to retirees.

For costs and further details of the coverage and this enrollment opportunity, including exclusions, any reductions or limitations and the terms under which the policies may be continued in force, please contact The Standard at 800.522.0406. Standard Insurance Company, 1100 SW Sixth Avenue, Portland, OR 97204 GP190-LTD/S399/CTA.1 GP190-LIFE/S399/CTA.3 SI 20945-CTAvol (8/22)



KNOW YOUR RIGHTS

2022–2023 EVALUATION PROCESS AND E3 PILOT

SDEA and SDUSD have been working on creating a new evaluation process to eventually replace the Stull Evaluation Process with one that is not punitive and which fosters educator growth and development. This new Educator Effectiveness and Empowerment (E3) Process is a big shift from the previous Stull process and is designed to provide more substantive feedback than the standard evaluation process. Many educators throughout the District have already participated in pilots of E3. [Read the full agreement here.](#)

PARTICIPATION IN EVALUATIONS

Participation in an evaluation process is *mandatory* for educators who are considered “on-cycle” for their evaluation year. With that said, participation in an E3 evaluation process is voluntary and must be mutually agreed upon by the evaluator and unit member. In order to participate in E3, the educator’s most recent evaluation rating must be satisfactory.

ALL CLASSROOM EDUCATORS, ED. SPECIALISTS, ELEMENTARY PREPARATION & ENRICHMENT EDUCATORS, RESOURCE TEACHERS (WHO WORK DIRECTLY WITH STUDENTS), AND ECE EDUCATORS

This school year, all Classroom Educators, Education Specialists (*Mild/Mod and Mod/Sev*), Elementary Preparation and Enrichment Educators, Resource Teachers who work directly with students, and Early Childhood Education Educators will be able participate in E3 if they are interested in this voluntary opportunity.

Educators on-cycle to be evaluated, who do not choose to voluntarily participate in E3, will be required to participate in the regular Stull evaluation process.

Note: If an educator listed in the above categories chooses

to participate in the E3 process, there is no guarantee of effectiveness.

COUNSELORS, SCHOOL PSYCHOLOGISTS, SPEECH-LANGUAGE PATHOLOGISTS, AND RESOURCE TEACHERS (WHO DO NOT WORK DIRECTLY WITH STUDENTS)

Counselors, School Psychologists, Speech-Language Pathologists and Resource Teachers who do not work directly with students, both on- and off-cycle, can voluntarily choose to participate in an E3 evaluation pilot. Those that participate this year are guaranteed an “effective” rating. (The exception is in the rare case that SDUSD dismisses a probationary educator.)

Educators on-cycle to be evaluated, who do not choose to voluntarily participate in E3, will be required to participate in the Alternative Evaluation process.

SCHOOL NURSE, LIBRARIANS, AND AUDIOLOGISTS

Currently, there is no E3 pilot available for School Nurses, Librarians, and Audiologists, however, they may participate in either the Alternative Evaluation or the regular Stull evaluation process.

E3 GROWTH AND DEVELOPMENT TRAINING

The District will provide training focused on the E3 Growth and Development Model and the MyPGD platform to all participating educators. Those who participate in trainings in addition to their workday will be compensated at the Workshop Rate.

EVALUATION TIMELINES

The E3 Growth & Development, Stull and Alternative Evaluation timelines can be found on Pages 5 & 6 of the Agreement.



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October is National Bullying Prevention Month and VEBA is here to support you.

Schools play a critical role in stopping bullying, because most aggression happens on school grounds during recess, in lunchrooms, or in bathrooms. School-based programs can help reduce bullying by:

- Raise awareness of bullying.
- Have peers help settle an incident.
- Increase parents' and teachers' involvement.

Together, we can create a world of kindness, acceptance and inclusion.



CALIFORNIA SCHOOLS
VEBA

vebaresourcecenter.com



TOGETHER
WE ARE
STRONGER

San Diego Education Association

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