

THE **ADVOCATE**

SAN DIEGO EDUCATION ASSOCIATION

Like a

WAVE

that's growing in

FORCE & POWER

SDEA members are fighting for a new union contract to Recover, Rebuild, Rise Together!

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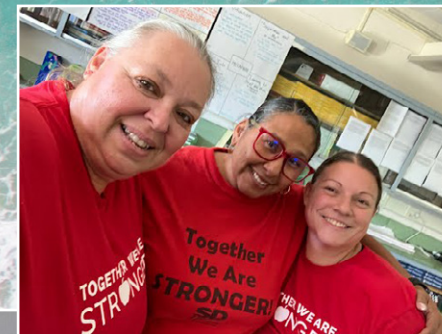
Wave 1

SEPTEMBER

Reps led Wave 1 union meetings to spread the message about our contract fight, and then union members rocked Solidarity Sticker Week Sept. 19-23.

AUGUST

SDEA reps got ready to lead the fight for a contract at Union Academy.



Where are we going now?

Wave 3

DECEMBER

Wave 3 union meetings Nov. 17 - Dec. 7 to recap bargaining so far and get ready to flood the school board

Flood the school board (and wear red!) on Tue., Dec. 13 SDEA members will rally at the school board meeting from 4 - 5:15. All are welcome, but if every school sends 3-6 members (depending on the size of the school), we can pack the place!

Wave 2

OCTOBER

SDEA members went to Wave 2 union meetings and spread the message to parents during Family Flyer Week Oct. 24-28. We told them about what we're fighting for in a union contract and how the Nov. 8 election could affect it.

NOVEMBER

SDEA member-endorsed school board candidates and measures won out in the Nov. 8 election. We wore red on bargaining days to show that when SDEA bargaining team members go to the table, they're not going alone - we're all with them!



SDEA

San Diego Education Association

Educators are fighting for a union contract to

Recover, Rebuild, Rise Together!

Our fight for a new union contract is like a wave that's growing in force and power as it sweeps across San Diego Unified.

WEAR RED DAYS

Dec. 1,
Dec. 13,
Jan. 23,
Feb. 9



KYLE WEINBERG
SDEA President

Letters In Solidarity



LISA MORRIS
SDEA Vice President

This fall, SDEA union educators have been **RIDING THE WAVE!**

In the first two waves of our bargaining campaign, we highlighted key items in our powerful, member-driven campaign platform and shared them with SDUSD families. While our bargaining team has been busy at the table advocating for our demands with district leaders, SDEA members have been busy promoting our Recover, Rebuild and Rise Together platform. Winning the priorities in our platform means that we will see increases in our salaries, improved working conditions, maintaining our fully paid family benefits and the schools our students deserve.

During Wave 1, educators wore stickers printed with pillars of our platform. This action helped spread awareness of our platform among members and sparked conversations with families and students. Photos of members proudly wearing their stickers flooded social media, amplifying our message even further.

Wave 2 pushed our campaign platform to an even wider audience. Educators passed out family flyers to parents, inviting them to learn about our platform, fill out a survey and attend a Family Forum. Results showed that parents overwhelmingly support our platform. Ninety-eight percent of families support lower class size. Ninety-six percent support expanded planning time for teachers, competitive pay for educators and more counseling services. Including families in our bargaining campaign strengthens our message to the school district and helps us win transformational improvements to our contract that will benefit students, families, educators and the communities we serve.

On November 7th, our Family Forum was attended by teachers, community members and SDUSD

families. The purpose of the forum was to create space to discuss the needs we're seeing in our schools and move toward creating and fighting for a shared vision that leads to a more equitable education system. Organizing committee members shared highlights of our bargaining platform and The San Diego Community Schools Coalition led a discussion on the possibilities for expanded after school opportunities for all students and families. Parents were excited about making our schools better places to work and learn. Our next Family Forum is scheduled to take place on December 6th at Crawford High School.

In December, SDEA Wave 3 is causing a flood! We are planning on "flooding" the school board meeting on December 13. District leadership is not demonstrating that they share our urgency to address the unprecedented staffing shortage facing our schools, particularly with special education. That's why they need to hear from us. Educators work closest with students and families everyday. We have a unique vantage point that the Superintendent and Board don't have. Let's gather at the Board Meeting and make sure the Superintendent and Trustees hear our priorities loud and clear.

In order for us to win a strong contract, we need to show our strength. Our strength lies in our numbers. When SDEA members rally together, we are powerful, so let's mobilize!

TOGETHER WE ARE STRONGER!

KYLE WEINBERG
SDEA PRESIDENT

LISA MORRIS
SDEA VICE PRESIDENT



KNOW YOUR RIGHTS

JURY DUTY

“I got summoned for jury duty! Now what?” If you’re summoned to appear for jury duty on a workday, you can report for duty, or postpone duty to non-workdays (such as summer, winter, or spring breaks). The union contract has pay rules for both.

POSTPONING JURY DUTY TO NON-WORKDAYS

The union contract has a rule to incentivize you to postpone jury duty from workdays to non-workdays by paying you for postponed service on non-workdays. If you get a summons to appear for jury duty on a workday and postpone it to non-workdays, you have the right in the union contract to still get paid.

The rate of pay is at 75% of the day-to-day Visiting Teacher rate for each day. Visiting Teacher rates can be found in Appendix D of the [union contract](#), while [special, higher rates are in effect for July 2022 - June 2023](#). To get this pay, you have to give your administrator a completed jury duty postponement

form, a copy of the original jury duty summons, and official validation of each day of jury duty served on non-workdays.

JURY DUTY ON WORKDAYS

If you are summoned to appear for jury duty during work hours, you’re entitled to leave with pay. This leave does not come out of your sick bank, but it is paid by the district. You have to notify SDUSD of your jury service dates when you receive the notice, and provide verification of your jury duty service time.

If an employee serves a partial day of jury duty (less than 3/4ths of their normal workday) they can be expected to return to work. While this is rare, an employee’s supervisor has the authority to make that determination. ([Administrative Procedure 7114, Section 6](#))

SOURCE: [SDEA Contract, Section 10.21](#)



Beautiful cond. 70K orig. mi. \$10,500. More in stock!

\$7 Million!

That's how much money SDEA members on the SDEA-SDUSD Joint Employee Welfare Benefits Trust manage for healthcare benefits to SDEA retirees and laid-off members.

The Trust is made up of SDUSD managers and volunteer SDEA members. The trustees invest the money to grow it, and make decisions about spending the money on benefits.

THE TRUST NEEDS A NEW SDEA MEMBER TRUSTEE. You don't have to be a money expert to get involved! You just have to be willing to learn as you go, listen to the Trust's expert advisors, and make decisions based on that advice.

RESPONSIBILITIES OF A TRUSTEE:

- Attend trust meetings, usually once every 3 months
- With the help of investment advisors, make decisions about how to invest money
- With the help of advisors, set benefit levels for retiree healthcare
- Review financial and investment reports

GOOD QUALITIES IN A TRUSTEE:

- Ideally willing to consider multi-year service
- Have a "learn as you go" mindset
- Asks questions

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Any interested members will be considered, but younger members are especially encouraged to consider this position.

If you are interested in becoming a trustee, call or email Morgan Thornberry, SDEA Organizer, at thornberry_m@sdea.net or 619-283-4411.



KNOW YOUR RIGHTS

RETIREE MEDICAL CARE

LOWER MONTHLY PREMIUMS

Medical insurance plans with lower premiums for retirees are available through SDUSD and VEBA, the teachers union insurance buying pool. For retirees under 65, [2023 monthly medical premiums](#) start at \$666 for a single person.

SDEA MONTHLY RETIREE MEDICAL BENEFIT OF \$375

A monthly subsidy is available to certain eligible retirees to reduce the cost of retiree medical insurance premiums. As of today, that rate is \$375 a month, but may be adjusted on an annual basis. (Historically, it has only been adjusted upwards.) If you are eligible, the benefit is automatically deducted from your medical premium.

Retiree medical benefit eligibility

- 17 years of service with SDUSD (excluding unpaid leave),
- Under age 67,
- Age-eligible for and receiving a monthly benefit from CalSTRS or CalPERS,
- If 65+, enrolled in Medicare Parts A and B,
- Covered under an SDUSD medical plan as an employee immediately prior to your retirement effective date,
- Maintain continuous coverage since the retirement effective date, and
- Sign up using an SDUSD form.



How is the SDEA retiree medical benefit funded?

SDEA members jointly manage a multi-million dollar trust fund along with SDUSD representatives. The fund is used to pay retiree medical benefits. Trustees are charged with investing the money to grow the fund, and making decisions about future benefit levels. Decisions about future benefit levels are based on factors that include how much money is in the fund, investment earnings forecasts, how many beneficiaries (i.e. participating retirees) are in the fund, and forecasts in increases or decreases to the number of beneficiaries.

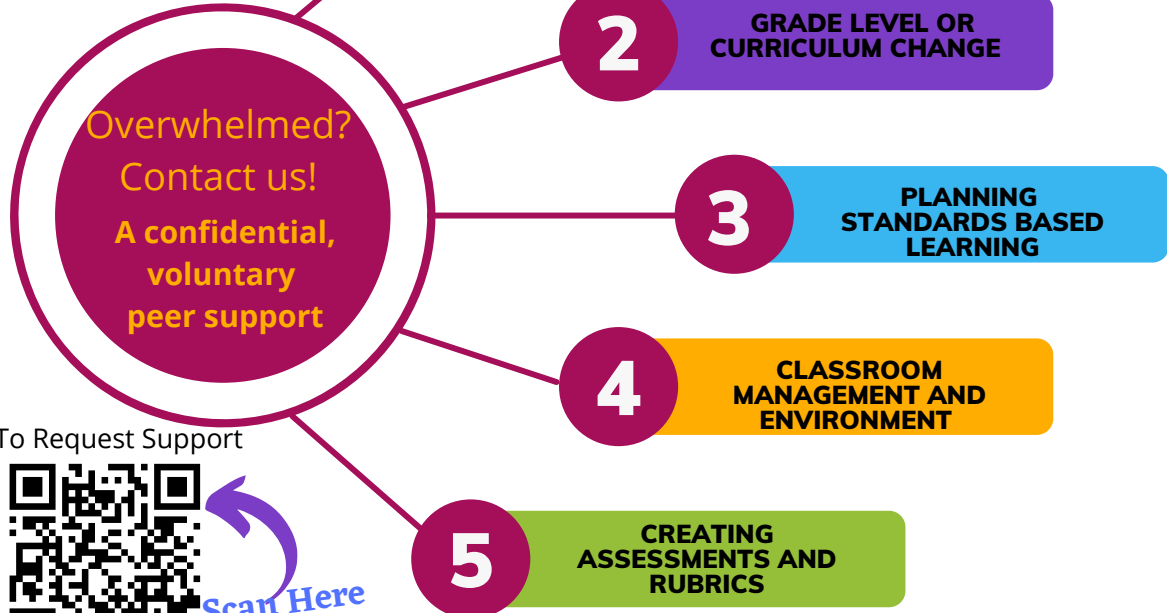
SOURCE:

[SDEA Contract](#), Section 9.8



PEER ENRICHMENT PROGRAM (PEP):

4 - 6 weeks of side- by-side mentorship to support your classroom success



To Request Support



Scan Here

TOGETHER WE ARE STRONGER





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Season with the VEBA Resource Center

Make this your healthiest Holiday Season yet! The VRC has **FREE** resources to help you stress less and have a healthy holiday!

Join us at one of our many **FREE** fitness, cooking or mindfulness classes today.

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