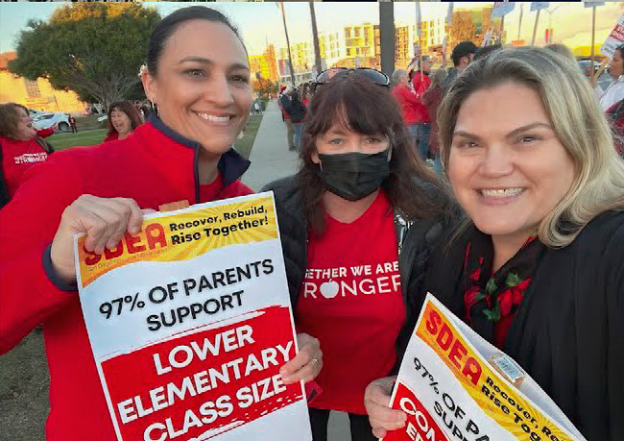


THE ADVOCATE

SAN DIEGO EDUCATION ASSOCIATION



SDEA MEMBERS FLOOD THE SCHOOL BOARD CALL FOR SDUSD TO BARGAIN LIKE IT MATTERS





On Dec. 13 more than 200 energized educators flooded the SDUSD school board meeting, chanting demands for a union contract and that the District “bargain like it matters.” SDEA members are fighting for a new union contract to help San Diego schools recover and rebuild.

The SDEA Bargaining Team is proactive at the bargaining table. First, the SDEA Bargaining Team is made up of union members, like us. Our SDEA Bargaining Team has so far proposed changes that included:

- Full-time counselor at every school
- A 10% + 10% pay raise
- Summer healthcare coverage for temporary members
- Double paid maternity leave from 3 weeks to 6 weeks
- Triple paid partner/paternity leave from 1 day to 3 days
- Double paid elementary prep time from less than 1 hour a week to 2 hours a week
- To protect secondary prep time by prohibiting meetings or conferences during prep time
- Lower elementary class size
- Lower PE size
- Guaranteed TK and ECE Teacher in every UTK classroom
- Single point of entry and secure perimeters at every school using bond money

The District hasn’t responded to any of these really important proposals we made! That’s bad news. They’re acting like making our schools better isn’t important to them.

That’s why we flooded the school board meeting on Dec. 13 – to tell the school board to...

Bargain like it matters!

BACKGROUND PHOTO: DOUGLAS BAGG



KYLE WEINBERG
SDEA President

Letters In Solidarity



LISA MORRIS
SDEA Vice President

TURNING UP THE HEAT *with Our Contract Campaign*

Happy New Year and welcome back. We hope everyone had a relaxing break and were able to recharge and reconnect with friends and family. It was inspiring to see so many of you at our powerful Flood the Board action last month!

Since our union contract expired in June 2022, we've been fighting for a new contract that will allow students and educators to [Recover, Rebuild, and Rise Together](#).

To help students RECOVER from the impact of the pandemic, our SDEA bargaining team has proposed 1) adding more nurses to improve student physical health, 2) adding more counselors to address student mental health needs, 3) doubling student enrichment time from less than 1 hour a week to 2 hours a week, and 4) improvements to Special Education workload that will allow us to focus on instruction with our highest-need students.

To REBUILD the strength of our school communities, we have proposed 1) lowering elementary class size for all grades, including a 20 student hard cap in transitional kindergarten for our youngest learners and 2) lowering secondary PE class size to improve student safety.

And to RISE TOGETHER by ending the staffing shortage, we have proposed 1) a 20% pay raise to recruit and keep the highest quality educators in our district, 2) doubling paid maternity leave, 3) tripling paid partner leave, and 4) that educators on temporary contracts get healthcare coverage over the summer so we don't lose them to other districts who will provide this sooner.

On a side note, there will be far fewer educators on temporary contracts than usual going into this summer because the district converted close to 600 temporary contract educators to probationary status right before winter break. This is in large part due to both SDEA legal advocacy and our organizing through our contract campaign. For those of you who are now probationary educators, we know what a difference this makes for your piece of mind and also to provide stability for our schools, programs, and students. If you aren't a member of SDEA yet, you can [join here](#). Every new member builds a stronger SDEA and with that power, we will win a great contract and continue to improve our working conditions and our students' learning conditions.

To win that strong contract, we as union educators will also have to turn up the heat and continue to take collective action to put pressure on district leadership to come to an agreement. We know that the district has unprecedented funding from the state that can pay for all of our bargaining priorities. But district leadership hasn't responded to our common-sense proposals for change. This month, we will be talking to parents about supporting our contract campaign. Can we count on you to be part of the fight to win the schools our students deserve?

TOGETHER WE ARE STRONGER!

KYLE WEINBERG
SDEA PRESIDENT

LISA MORRIS
SDEA VICE PRESIDENT

SDEA 2022-2023 SCHOLARSHIP TIMELINE

CONTACT THE SDEA
OFFICE FOR A
SCHOLARSHIP
APPLICATION OR
DOWNLOAD A COPY
FROM THE
SDEA WEBSITE.

SDEA
San Diego Education Association

SCHOLARSHIP ANNOUNCEMENT IN REP
COUNCIL PACKETS
WED. JAN. 11, 2023

**DEADLINE - SCHOLARSHIPS DUE TO THE
SDEA OFFICE, ATTN: LISA STEINBERG
FRI. MAY 5, 2023 BY 5:00 P.M.**

SCHOLARSHIPS READ BY PANEL
MON. MAY 8 - FRI. MAY 12, 2023

SCHOLARSHIPS AWARDED BY PANEL
FRI. MAY 19, 2023

NOTICES SENT TO APPLICANTS
MON. MAY 22, 2023

Get Fit for Free at the VRC

California Schools VEBA RESOURCE CENTER

The start of a new year is the perfect time to bring your fitness goals into reality! California Schools VEBA makes it easy to find an enjoyable fitness routine that works for you. As a VEBA member, you receive access to the VEBA Resource Center (VRC) where you'll find a variety of FREE fitness classes designed to help you get (and stay) fit. Can't make it to an in-person class? The VRC offers virtual fitness classes too!

Register today by visiting vebaresourcecenter.com/calendar

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© California Credit Union. ¹Offer available to current school employees only. Restrictions apply. \$100 offer applies to NEW checking accounts for NEW members only. Recurring Direct Deposit must be a Direct Deposit or Payroll Deposit. Limit one (1) bonus per member. Direct Deposit must be established within 120 days of membership opening to qualify for bonus. Three (3) months of recurring Direct Deposits must be credited to the account before qualifying for the bonus. The bonus will be added to the checking account the 1st week of the following month from the qualifying date and will be reported as income. Annual Percentage Yield (APY) is 0.05% on balances \$10,000+. APY is accurate as of the last dividend declaration date. Minimum \$25 required to open account. Fees may reduce earnings on the account. Refer to the current rate sheet for regular dividends to be paid on eligible balances. The bonus is not included in the calculations of regular dividends and is not recurring. The bonus will be forfeited by the member if the account does not remain open for a minimum of 6 months. Requires enrollment in eStatements within 120 days of account opening. \$2 monthly paper statement fee waived with eStatements, or direct deposit (\$400+/mo. minimum into checking account that receives the direct deposit), or if under age 18 or 65+. Programs (including but not limited to fees, rates and features) are subject to change without notice. Standard data & message rates may apply.



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