

# THE ADVOCATE

SAN DIEGO EDUCATION ASSOCIATION

This October 2023 SDEA Advocate issue includes the articles below.



## SDEA Leadership is a Movement

*“A movement is when a group of people with shared interests and common goals move forward using collective action. Our successful contract campaign last year was a movement led by collective action. Our movement had a shared goal of winning a historic contract to Recover, Rebuild and Rise Together. We were successful because we stood together. When we stand together, we win! Our movement continues with new goals.”*

[Find more on Letters in Solidarity here.](#)



## Our Local and Statewide Work to Win the Schools Our Students Deserve

*“Over the next two years, SDEA members will collaborate with educators from California's largest school districts to advocate for improved school funding. This year, we will return to the bargaining table for expedited negotiations regarding potential wage increases for the 2023-2024 school year, known as reopener bargaining. However, next year, we will engage in negotiations for the next three-year contract. In this fight, teachers from Los Angeles, Oakland, San Francisco, San Jose, Sacramento, and numerous other chapters of our statewide union will join forces to protect and expand our achievements. We share a common deadline for contract expiration, and this time, our battle will extend to the decision-makers in Sacramento.”*

[Find more on Strengthening Schools here.](#)



## Addressing Staffing Shortages through Affordable Employee Housing

*“Despite our best efforts to address staffing shortages through our bargaining wins, this school year we continue to feel the impact of numerous vacancies in our schools, especially in positions that serve the highest need populations like students with disabilities, 4 year olds in TK and multilingual learners. This means that we need to start exploring solutions to other barriers to becoming an educator in our district like the cost of local housing that has grown astronomically since the beginning of the pandemic.”*

[Find more on Affordable Employee Housing here.](#)



*“Congratulations to the newly hired educators who have joined the union so far this year! Your decision to become a member is a crucial step towards building a strong and impactful union. By joining together with your fellow educators, you are creating a movement that has the power to advocate for the needs of both students and teachers alike.”*

[Find more on New Educators Joining here.](#)



**Restorative Discipline Plans Improve Working Conditions for Members**

*“Restorative discipline plans are essential to maintaining positive, safe environments for educators and students. Restorative Discipline Plans (RDPs) are created collaboratively with input from all stakeholders, including Admin, Staff and the Site Governance Team”*

[Find more on Restorative Discipline Plans here.](#)



SDEA recognizes the contributions of all employees in our district, past and present, who have dedicated themselves to the success of our schools. It is with heavy hearts that we are committed to announcing the loss of some of our cherished colleagues, friends, and loved ones who are no longer with us.

In order to respectfully and promptly share information about these unfortunate losses and to pay tribute to their memory, we would like to introduce our new "In Memoriam" page. This is a dedicated space for announcements related to the passing of our colleagues. Please take a moment to explore the page and join us in paying tribute to the lives and contributions of our dearly departed colleagues.

[Find the In Memoriam Page here.](#)

**Jump Right In!** **Guaranteed Enrollment With No Health Questions Asked.\***

From October 1 to November 30, 2023, eligible SDEA members can enroll in CTA-endorsed Disability and Life insurance from Standard Insurance Company with **no health questions asked.\***

Apply at [standard.com/cta/justforyou](https://standard.com/cta/justforyou)

CALIFORNIA TEACHERS ASSOCIATION

\*Guaranteed enrollment with no health questions asked is for CTA members in eligible Service Center Councils, including San Diego Service Center Council, who meet all eligibility requirements. 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, contact Standard Insurance Company 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 23705-CTAvol (8/23)

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**October is NATIONAL DEPRESSION AND MENTAL HEALTH SCREENING Month**

CALIFORNIA SCHOOLS VEBA is committed to increasing awareness about mental health and helping our members access the resources they need.

**1 Tip to Take Charge of Your Mental Health:**  
Ask your medical or behavioral health provider about what mental health screenings are available to you so you have access to the support you need.

Contact our Advocacy Department to learn more about your behavioral health benefits through VEBA at 888-276-0250 or [vebaonline.com/contact](https://vebaonline.com/contact).