The threats and challenges all around us are still real!

- Secretary of Education Betsy DeVos still wants to privatize public education. Her proposed federal budget reflects deep cuts for public schools.
- Supreme Court will most likely take away union fair share by June.
- SDUSD school board is next target for charterization proponents.
How do we win?

Wave 1 to CAT, Petition & Pop-up Picket
Every School Organizing Mtgs
2017/Aug - 2017/Nov
2017/Dec - 2017/Nov

Wave 2 to Work to Rule
Every School Organizing Mtgs
2017/Dec - 2018/Mar
2018/May - 2018/Mar

Wave 3 to Strike Vote
Every School Organizing Mtgs
2018/May - 2018/Jun
2018/May - 2018/Jun

Wave 4 Ratification
Every School Organizing Mtgs (AR-led)
2018/May - 2018/Jun
2018/May - 2018/Jun

The Power of Wave One!

- More than 150 union meetings across the District
- CATs (Contract Action Teams) built at almost every school
- Thousands of parents and educators signed petitions to the Superintendent and School Board
- SDEA members at more than 130 schools participated in our Nov. 8 Pop-up Picket

“Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that has.”

-Margaret Mead
WHEN WE ORGANIZE WE WIN!

• Pressured District to pull healthcare off the table. **Fully-paid family healthcare will be protected** for the length of our new contract.

• Fought back District attempt to eliminate the Elementary Enrichment Program.

• Increased flexibility and quantity of personal leave from 3 to 11 days.

• Fought back District’s proposal to allow the administrative transfer of anyone at anytime.

• Air conditioning in all schools by 2020.

• More resources for students and families:
  ◦ Paid home visits through new union-led Parent Teacher Home Visits Project.
  ◦ Supports for school sites implementing restorative justice.

• Successfully fought back nearly 1,000 layoffs.
The fight is far from over. SDUSD PROPOSALS PUT EDUCATORS & KIDS LAST.

### WAGES
- 0% raise for two to three years
- Salaries drop to lowest quartile in the region

### SPECIAL EDUCATION
- Increase all 465 Mild/Moderate teacher caseloads by two
- Potential layoff of dozens of special educators

### CLASS SIZE
- Remove staffing allocation formulas = bigger class sizes and potential District-wide layoffs TK-12
- Remove secondary 36 hard cap for first 7 weeks of school—no limit

District continues to play BUDGET games...

- **Good news:** From September to December, the District’s projected income for this year jumped by $31 million.
- **Bad news:** The District’s planned spending immediately jumped by $56 million, and they’re not spending it where it matters most.
- **Where did some of those planned spending increases show up?**
  - $6 million in new spending on consultants
  - $6 in new spending on outside agreements
  - $14 million in new spending on books and supplies
- **More good news:** Governor’s newly-proposed budget would boost SDUSD’s funds by $46 million next year.
- **More bad news:** They still claim to have a $59 million deficit for next year, which they will use to justify their bad bargaining proposals or even more unnecessary layoff notices.
- **Bottom line:** The District can prioritize educators and students. They’re choosing not to.
HOW CAN WE FIGHT BACK AND WIN?

OUR UNION! US!

TODAY!
• Post card blitz to the Superintendent and School Board

NOW THROUGH MARCH 12
• Parent leaflets

MARCH 13: UNION-WIDE DAY OF ACTION
• One-day Work to Rule
• Pack the School Board meeting

OUR SECOND WAVE OF ACTION
Work to Rule

What is it?
- No on-campus work outside the 6-hour and 35-minute on-site day.
- That means no after school tutoring, no clubs, no non-mandatory meetings.

Why are we doing it?
- The District has shown they don’t value educators.
- On March 13, we’ll show the District our value by demonstrating what schools look like without the countless extra hours we provide to our students.
- Instead we will spend the afternoon at the School Board fighting to win the contract our students deserve—and ask parents to join us!

Are you committed to standing with 6,500 members at 150 schools on March 13?

STRENGTH IN NUMBERS
Union membership is how we keep our union strong.

TOGETHER WE ARE STRONGER!

Post Card Blitz Launches Now!

Here are some points you may want to include:

- If you have money to spend on consultants, you have money to spend on...
- Increasing special educator caseloads is the opposite of what our students need. Here’s why they deserve better...
- You upped consultant spending by $6 million. You upped outside agreements by $6 million. A 1% teacher raise costs $6 million...
- Where are your priorities?