

President's Message

December 15, 2022



Hello members,

I would like to wish all of you Happy Holidays and a restful break for this Winter. As we come to the end of our first semester, I want to thank you for your hard work on behalf of the students and your colleagues.

Staffing for Next Year

The Human Resources department plans to adjust the staffing timeline to ensure that the process goes smoothly, and teachers will know well ahead of the end of the year their status for the 2023-2024 school year. Your Principals are receiving projected enrollments this month and should have a discussion about the excess process at the January FAC meeting. The initial allocation sheets will be at sites also in early January.

The District will be creating the vacancy list and the excess list to begin the staffing process. Any positions not filled by excess teachers will be posted for present SEA members for movement within the District. The final step will be to fill all open positions with RIF'd teachers with a permanent call back and reinstatement of their original seniority date. The intention is that the rescind process will be mostly complete by March/April 2023.

Community Schools

The District and Labor groups collaborated on a Community School Planning Grant application in December. Lucy Ugarte and I attended grant writing meetings to ensure the goals of both NEA and CTA were expressed in the application and that the Association would be a major part of the planning and implementation of Community Schools in the Sweetwater District. The grant for planning is for \$200,000. If you would like to learn more about Community Schools, visit the websites found here:

CTA Community Schools <https://www.cta.org/our-advocacy/issues/community-schools>

NEA Community Schools

<https://www.nea.org/student-success/great-public-schools/community-schools>

Site Representative Council

The Site Representative Council met on November 29, 2022 at Hilltop High School. Site Reps could attend in person or via Zoom. The new SEA Bargaining Chair, Lourdes Renteria from Hilltop High School was announced and members shared concerns about the Co Teach situation. The Council voted to approve a contribution to the GoFundMe to support the family of Mario Olmos of Mar Vista High School and reviewed the calendar for the 2022-2023 school year.

District to Offer Early Tell Incentive

The District will be offering a payment for SEA members who are planning to retire at the end of this year. The payment will be \$5,000 to qualified members who declare their intent to retire in June by December 30, 2022. Qualified members will receive an email via their school account with the instructions and paperwork. SEA is planning to have a representative from CalSTRS come in to the offices in December to answer any questions about retirement that members may have. If you are planning to retire this year, it is suggested that you sign up with CalSTRS for a pre-retirement appointment. Call 800) 228-5453, Monday through Friday from 7:00 am to 6:00 pm.

SEA Reverse Dues

As our representative council approved in 2020, \$2 of your tenthly dues is being transferred to our SEA PAC. This does not increase your tenthly dues deduction. If you wish to opt out of this reverse dues transfer, please send your written statement of intent to Julie Walker at SCTU.

RIF Teachers

At this point, the District is allowed by State Ed Code to have as many temporary teachers as they have temporary funded positions. The total positions are 180 and the number of temporary teachers is 150. I will be meeting with the District over the next couple of months to rescind RIFs and reinstate teachers in as many subject areas as possible. We must be mindful that all of the teachers in resource and special assignments will need to be returned to school sites for next year since the extra funding will be spent.

There may be a few permanent recalls now, but I expect the bulk in the Spring. The current Assistant Superintendent of HR plans to start the excess assignments in the 3rd quarter instead of waiting until May. I am hopeful that by early 4th quarter, the District will right size and offer permanent contracts to all of those they can.

All open, permanent positions will be offered to RIF'd employees first. You are protected by State Ed Code and both the District and Union are following it carefully. I have been in consultation with both the San Diego Union offices and the CTA lawyers in Burlingame to make sure the District is not violating the law.

Yours in Unity,

Julie Walker
President
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