

SWEETWATER EDUCATION ASSOCIATION  
Organizing Committee Agenda - January 15, 2019  
2:00PM-3:30PM

I. Organizing Tools

*As site reps, we are all organizers*

A. Building/Department Action Teams (handout)

1. Email-personal emails, *not Outlook--(can send message via Outlook that says to check your personal email)*
2. cell phone numbers
3. Remind App--Enter this number: 81010

Text this message: @dea6kk

**\*\*currently a problem with Verizon and texting\*\***

B. Small Group/In House Meetings (handout)

- I. Best Practices for Relational Meetings (handout)

C. *Relationships/Personal Connections*

II. Organizing for Unity Vs. Against an entity that could change

- A. *We as union members are the constant.No matter who the SUHSD Board is, no matter who we are negotiating with (District, County, State), the teachers are the constant.*
- B. *Targeting a specific group, when group leaves, same issue we are not organized to fight against new entity. OR Targeting a specific group/issue--resolution, no longer organized.*
- C. *Need to be united/organized for ourselves, no matter who we are working with, negotiating with, cooperating with*
- D. *Organize for-*
  1. *Bargaining--what we want vs. what we don't want--ability to reach all membership*
  2. *Our membership, our future--remain organized*
  3. *Tactics that match our goals*
  4. *What is happening at state and national level (LA, Oakland, Denver, etc)*
  5. *If state comes in and takes 10% , is membership going to be okay with this? If not, organization has to happen before this.*
  6. *Strength and not from fear. We know the reality of our district.*

**THIS MEANS CREATING AND MAINTAINING RELATIONSHIPS--PERSONAL CONNECTIONS FOR ALL MEMBERS.**

III. Listening Tour--**Members want to be heard**

A. Three Questions

1. Two work related
  - a. ***What energizes you in your work?***
  - b. ***What drains you in your work?***
2. One about SEA--EX. What would you like SEA Leadership to know?
  - a. ***What are the pressing issues that concern you and how best can SEA leadership support you?***

B. Site reps will need to be involved

1. *Ten minute meetings after Faculty Meeting*
2. *One on one*
3. *Posters with notes (sticky notes)*
4. *Half sheet with questions that each member writes answer (anonymous)*
5. *More ongoing communication*
6. *Efficient way of getting information out to membership*
7. *Organizing Committee Member in charge of Area schools to assist and check progress of Listening Tour*
8. *Needs to be completed by 02/22/19--Progress check on 02/07 (Organizing Committee Meeting)*

C. SEA Board Analyze results of Listening Campaign

*Bring back information for EVERY site from the listening tour and post so that SEA Board can process. Begin to formulate survey for bargaining purposes.*

IV. Organizing Timeline (*Contract Expires June 30*)

- A. Jan. 29 Rep Council present to site reps/train for listening
- B. Feb. 22 Listening Tour needs to be complete
- C. Mar. 13 Open Hearing/Survey for Bargaining
- D. Mar. 19 Bargaining Team determines what articles to open
- E. Mar. 25 SUHSD Board Mtg. Bargaining Team Sunshine--**MEMBERSHIP PRESENCE-BE AT MEETING-EVERYONE**
- F. March--ongoing--commitment cards

V. Course of Action re: motion at SEA Rep Council 12/18/18

- A. Motion of Vote of No Confidence Superintendent, SUHSD Board, Admin. Cabinet  
*Spirited Discussion regarding the consequences of such action. Becomes public record, could result in consequences from County or State--validate "Oh we need to go in there.". It was consensus to **wait for the results of the listening tour** to get a feel for membership's thoughts on our situation and it is **too soon for this action.***

*Future suggestions- NORMS*

*CTA Training*

*Teambuilding*

*Facebook Page is not an organizing tool--Public even though Private*

*Ugarte will assign organizing committee members to be point of contact for sites.*