

**INNOVATIVE**

**40,000 members**

**Majority Status**

**Culture of Organizing**



**Establishment of AEA President's Organizing Council**

Whereas AEA officers, board members, local leaders and staff in Arizona need to engage, recruit, educate and activate a new generation of members to take on leadership roles;

**Super majority status**

**BOLD**

**CHANGE**

**ASPIRATIONAL GOALS BIG VISION**



# IN TOTAL THIS YEAR

These new raises are in addition to the raises TEA won in May 2022. This means that in 2022, TEA fought for and secured:

\$3,500 raises  
for classroom  
teachers (TDR-A)



\$7,500 retention  
stipends for all  
employees



\$2,000 raises  
for non-  
classroom  
teachers (TDR-B)



2% + \$1,000  
raises for  
Therapists and  
Pathologists  
(OP/PT/SLP)



4% raises  
& step  
increases  
for years of  
seniority  
for ESPs



## The Difference a Union Makes

### Sunnyside EA Won:

- 1 Over \$1500 in permanent raises for teachers
  - Salary schedule step (+ \$800) for eligible teachers
  - Additional \$780 infused into all boxes on the salary schedule, bringing starting teacher salaries to \$40,401
- 2 \$3,000 one-time retention stipend
- 3 Agreement to pay teachers and counselors \$40/hr for subbing during their planning period



Lots to be proud of...  
but it doesn't get us to  
majority status. What  
does?

What is it going to take  
for you/your coworkers  
to still be teaching here  
in 5 years?

What can we  
possibly do that  
will fix this?

**STRIKE  
READY**

# SITE BASED ORGANIZI

With the collective  
purpose of being

**NG**  
**STRIKE**  
**READY**

by Fall 2024

Site issues are organic and relevant

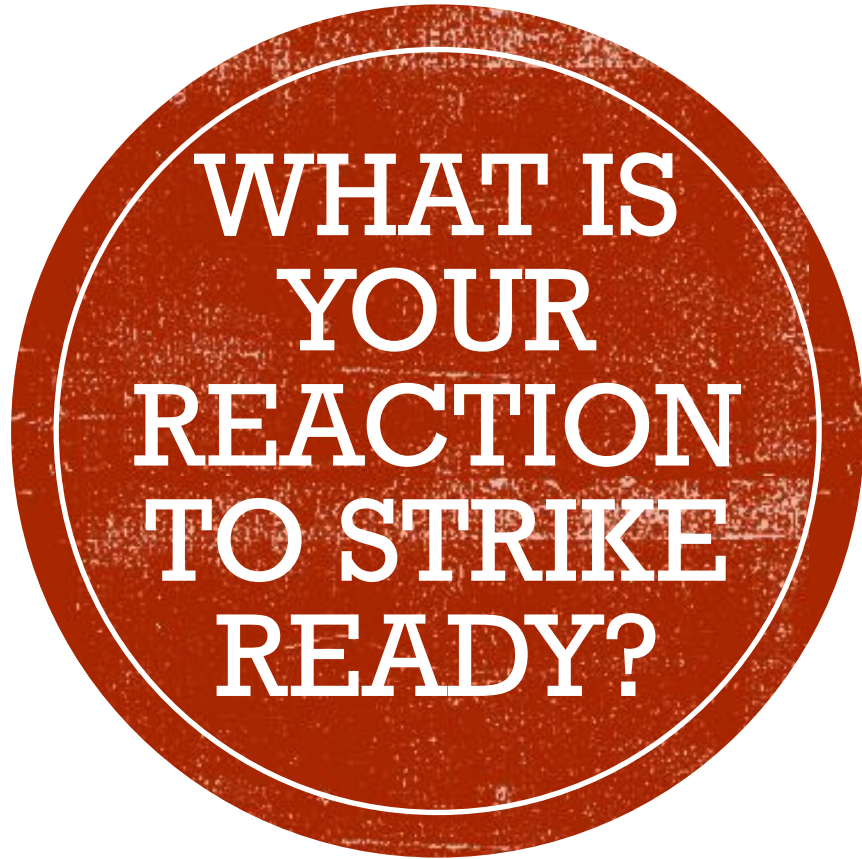
Requires true leader ID & being ready to take action at every site

Empowers lots of members (gives people hope & a plan)

Disrupts the top-down relational model of union

Logical reason to get to majority status at every site





What is your reaction to “disrupts the top-down relational model of the union?”

# LEARNINGS FROM SITE-BASED CAMPAIGNS:



True leaders



Common vision for big change



Organizing skills/ new tactics



Recognizing every site is unique



Conversations about “Strike Ready”

has added urgency and context to the work

How do we find leaders, build vision, develop organizing skills together:

- Focus on getting the right people in the room
  - Leader IDs - slow work
  - Asking challenging questions
    - Listening
  - Leader IDs on surveys/1:1s
  - Site charting/mapping - going name by name



# SKILL BUILDING -



Sunnyside HS



Pueblo HS



Challenger HS



Catalina HS



# Building Action Team



## McAlevy Training

- Building community
- Organizing skills
- Common language

# Site Fight Training



# PUEBLO

## HIGH SCHOOL

*¡Si Se Puede!*



### Issue: School Safety

### Tactics and Strategy:

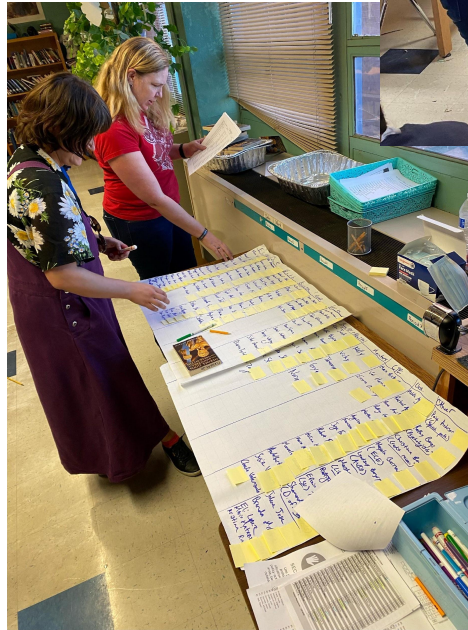
- Needs Assessment (61% participation)
- Charting
- One on one conversations
- Developing an explicit organizing committee

### New Leaders:

- Identified a new teacher leader and organizer in 90% of all departments

### Outcomes:

- 5 new members this month (& growing)
- Active Organizing Committee on campus



### Challenges:

- Working with existing Site Reps
- Feeling of damaging relationships with administration
- Working with “non”-members
- Lack of educating and communicating a new vision of base building and organizing created rifts among union officials on the shop floor



# EDUCATION SUPPORT PROFESSIONALS

## Stand Out for ESPs!

They deserve R E-S-P-E-C-T  
and NOT wage compression



Calling all classroom educators & others!  
Join us at the TUSD District Office to let the Directors of  
Finance, Employee Relations & Human Relations know:  
**WE SUPPORT OUR SUPPORT**



**WEAR RED**



### EDUCATION SUPPORT EMPLOYEES SURVEY



*Now that all staff is back on campus,  
we need to let the district know that ESP opinions matter!*

First & Last Name

Mobile Number

Email

Has the district satisfactorily addressed  
concerns about Covid transmission in school?  
Please explain.



### New Leadership

Audrey Cunneely

Anna Badilla

Kristin Palmer

Rebecca Bailey

### Outcomes

42% Growth in ESP  
membership

Aug. 8th 2022 - 147

Nov. 24th 2022 - 231

Decompression Won

### Challenges

- Creating community among ESPs across campuses.
- Believing TEA was going to fight for them
- Building solidarity with certified staff
- Making the ask, how many are we missing?



Issue: Workload  
(unfilled positions)

Membership:

9 to 21 (55%) in 2022-23

New Leaders:

Jaxon; Carmen;  
Juanita

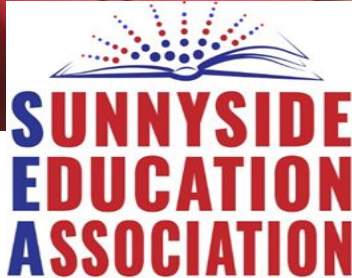
Local Challenges:

District leadership was rattled that the local didn't accept their first offer to resolve an issue. Some local leaders felt it disrupted their relationship with the district.

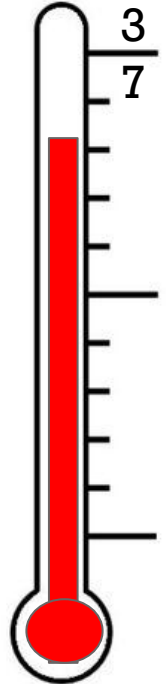


# Juanita Salazar uses her teacher voice

Juanita Salazar is an SEA member and a Special Education ELA teacher at Challenger Middle School. The ELA content teacher position was unfilled, so Ms. Salazar absorbed the workload. After multiple meetings with district leadership, Challenger coworkers showed up to support her at the November board meeting, where she shared her story of how the extra workload has affected her personally. Juanita was offered a 6/5ths contract for the semester to compensate for the extra workload and the content teacher position has been filled.



**SUNNYSIDE  
EDUCATION  
ASSOCIATION**



**CHALLENGER**  
MIDDLE SCHOOL

30 out of 37 teacher positions are filled by certified teachers

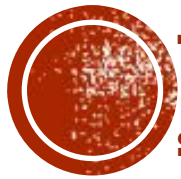
# SCALING

Goal by end of 23-24 school year: 90 active sites

# UP

Current Status: 4 sites active campaigns; 8 sites working to identify an issue

Total new members signed:



**Tucson: 148**

**Sunnyside: 32**

Worksite	Total Density	Certified Density	Classified Density
SEWELL ELEMENTARY SCHOOL 1395	63%	71%	40%
IELC - SCHUMAKER 5712	60%		60%
INNOVATION TECH HIGH SCHOOL 2683	59%	67%	40%
DUNHAM ELEMENTARY SCHOOL 1211	53%	56%	50%
BOOTH/FICKETT MAGNET 1510	52%	56%	50%
SAFFORD K-8 1535	51%	52%	50%
TUCSON MAGNET HIGH SCHOOL 2660	48%	47%	54%
MARY MEREDITH K-12 SCHOOL 1195	48%	50%	47%
PUEBLO HIGH SCHOOL 2630	46%	46%	44%
WAKEFIELD MIDDLE SCHOOL 1560	45%	67%	0%
HOLLADAY MAGNET ES 1239	44%	71%	0%
SECRET MIDDLE SCHOOL 1537	44%	50%	33%

Total One on Ones/ Surveys this year: **270**

## QUESTIONS / CHALLENGES FOR OUR

## ORGANIZATION(S)

How does our current structure work toward our goal? How does it not?

How can we have these conversations and both 1.) Recognize the hard work and accomplishments that we have achieved over the past 5 years; and 2.) Embrace what's to come?



# Issue: Bell schedule change

Catalina High School  
2022-2023 Bell Schedule

New  
John  
We  
Mic  
(Sa

Membership:  
23 to 32 (51% cert; 29% esp)  
\*includes early enrollment & 2022-23

Local Challenges:  
Little TEA visibility or participation on campus. Lack of understanding connection between TEA as bridge to district or broader policy issues.  
IDing campus organizing issue required thinking creatively about union work.  
Red tape.

Monday Regular Schedule		
51 minute classes/40 minute lunch		
Warning Bell: 7:55 a.m.		
1 <sup>st</sup> Period	8:00 a.m. – 8:51 a.m.	51 (Y)
2 <sup>nd</sup> Period	8:56 a.m. – 9:47 a.m.	51(Y)
Trojan News	9:52 a.m. – 9:57 a.m.	5 (N)
3 <sup>rd</sup> Period	9:57 a.m. – 10:48 a.m.	51 (Y)
4 <sup>th</sup> Period	10:53 a.m. – 11:44 a.m.	51 (Y)
Lunch	11:44 a.m. – 12:24 p.m.	40 (N)
5 <sup>th</sup> Period	12:29 p.m. – 1:20 p.m.	51 (Y)
6 <sup>th</sup> Period	1:25 p.m. – 2:16 p.m.	51 (Y)
7 <sup>th</sup> Period	2:21 p.m. – 3:12 p.m.	51 (Y)
8 <sup>th</sup> Period	3:45 p.m. – 4:35 p.m.	50 (Y)
9 <sup>th</sup> Period	4:40 p.m. – 5:30 p.m.	50 (Y)

Tuesday & Thursday Regular Schedule		
45 minute classes/40 minute lunch		
Warning Bell: 7:55 a.m.		
1 Period	8:00 a.m. – 8:45 a.m.	45 (Y)
2 <sup>nd</sup> Period	8:50 a.m. – 9:35 a.m.	45 (Y)
Conference Period	9:40 a.m. – 10:19 a.m.	39 (N)
	Math and ELA Focus	
Trojan News	10:24 a.m. – 10:27 a.m.	3 (N)
3 <sup>rd</sup> Period	10:27 a.m. – 11:12 a.m.	45 (Y)
4 <sup>th</sup> Period	11:17 a.m. – 12:02 p.m.	45 (Y)
Lunch	12:02 p.m. – 12:42 p.m.	40 (N)
5 <sup>th</sup> Period	12:47 p.m. – 1:32 p.m.	45 (Y)
6 <sup>th</sup> Period	1:37 p.m. – 2:22 p.m.	45 (Y)
7 <sup>th</sup> Period	2:27 p.m. – 3:12 p.m.	45 (Y)
8 <sup>th</sup> Period	3:45 p.m. – 4:35 p.m.	50 (Y)
9 <sup>th</sup> Period	4:40 p.m. – 5:30 p.m.	50 (Y)

Wednesday Schedule		
42 minute classes/ 40 minute lunch		
Warning Bell: 7:55 a.m.		
1 <sup>st</sup> Period	8:00 a.m. – 8:42 a.m.	42 (Y)
2 <sup>nd</sup> Period	8:47 a.m. – 9:29 a.m.	42 (Y)
Trojan News	9:34 a.m. – 9:39 a.m.	5 (N)
3 <sup>rd</sup> Period	9:39 a.m. – 10:21 a.m.	42 (Y)
4 <sup>th</sup> Period	10:26 a.m. – 11:08 a.m.	42 (Y)
Lunch	11:08 a.m. – 11:50 a.m.	42 (N)
5 <sup>th</sup> Period	11:55 a.m. – 12:37 p.m.	42 (Y)
6 <sup>th</sup> Period	12:42 p.m. – 1:24 p.m.	42 (Y)
7 <sup>th</sup> Period	1:29 p.m. – 2:11 p.m.	42 (Y)
Professional Development	2:20 p.m. – 3:20 p.m.	60

Friday Regular Schedule		
51 minute classes/40 minute lunch		
Warning Bell: 7:55 a.m.		
1 <sup>st</sup> Period	8:00 a.m. – 8:51 a.m.	51 (Y)
2 <sup>nd</sup> Period	8:56 a.m. – 9:47 a.m.	51(Y)
Trojan News	9:52 a.m. – 9:57 a.m.	5 (N)
3 <sup>rd</sup> Period	9:57 a.m. – 10:48 a.m.	51 (Y)
4 <sup>th</sup> Period	10:53 a.m. – 11:44 a.m.	51 (Y)
Lunch	11:44 a.m. – 12:24 p.m.	40 (N)
5 <sup>th</sup> Period	12:29 p.m. – 1:20 p.m.	51 (Y)
6 <sup>th</sup> Period	1:25 p.m. – 2:16 p.m.	51 (Y)
7 <sup>th</sup> Period	2:21 p.m. – 3:12 p.m.	51 (Y)

Parent Conference Half-day Schedule September 16, 2022 February 10, 2023		
Warning Bell: 7:55 a.m.		
1 <sup>st</sup> Period	8:00 a.m. – 8:31 a.m.	31 (Y)
2 <sup>nd</sup> Period	8:36 a.m. – 9:07 a.m.	31 (Y)
3 <sup>rd</sup> Period	9:12 a.m. – 9:48 a.m.	31 (Y)
4 <sup>th</sup> Period	9:53 a.m. – 10:24 a.m.	31 (Y)
5 <sup>th</sup> Period	10:29 a.m. – 11:00 a.m.	31 (Y)
6 <sup>th</sup> Period	11:05 a.m. – 11:36 p.m.	31 (Y)
7 <sup>th</sup> Period	11:41 p.m.-12:12 p.m.	31 (Y)

Assembly Schedule (Friday)		
Warning Bell: 7:55 a.m.		
1 <sup>st</sup> Period	8:00 a.m. – 8:43 a.m.	43(Y)
2 <sup>nd</sup> Period	8:48 a.m. – 9:31a.m.	43(Y)
Trojan News	9:36 a.m. – 9:41 a.m.	5 (N)
3 <sup>rd</sup> Period	9:41 a.m. – 10:24 a.m.	43 (Y)
4 <sup>th</sup> Period	10:29 a.m. – 11:12 a.m.	43 (Y)
Lunch	11:12 a.m. – 11:52 p.m.	40 (N)
5 <sup>th</sup> Period	11:57 p.m. – 12:40 p.m.	43 (Y)
6 <sup>th</sup> Period	12:45 p.m. – 1:28 p.m.	43(Y)
7 <sup>th</sup> Period	1:33 p.m. – 2:16 p.m.	43 (Y)
Assembly	2:21 p.m.- 3:12 p.m.	51 (N)
<b>Assemblies-September 2, 2022, October 28, 2022, January 20, 2023, March 31, 2023, April 28, 2023 and May 12, 2023 (Honors Assembly)</b>		

\*There will be a one-minute warning bell prior to the start of each class period.

# SITE BY SITE STATUS

## Column 1:

Sites that have identified an ISSUE; site LEADERS are ORGANIZING ACTIONS AND CHARTING with an eye toward strike ready by Fall 2024

**Pueblo HS**

**Challenger MS**

**Catalina HS**

**CE Rose**

## Column 2:

Sites have LEADERS that are working toward identifying an issue and charting with an eye toward being strike ready by Fall 2024

**Cholla HS**

**Sunnyside HS**

**Davis Bilingual**

**Preschools**

## Column 3:

Sites that we are planning to expand to in Spring 2024

