

**San Diego Unified School District  
Proposal To The  
San Diego Education Association**

**Job Description and Caseload Bargaining for RSP/Ed. Specialist**

**District Proposal Passed March 4, 2019  
SDEA Proposal Passed March 4, 2019  
District Proposal Passed March 11, 2019  
SDEA Proposal Passed March 11, 2019  
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All changes to Article 29 are presented below:

29.1.1. Definitions:

~~29.1.1.2. “Education Specialist” is equivalent to and has the same meaning as “special education teacher”.~~

~~29.1.1.4. “Resource Specialist” is a special education teacher who provides instruction and services to students who are assigned to a regular classroom teacher for more than fifty percent (50%) of their school day and whose needs have been identified in an individualized education plan.~~

The district is proposing adding a new 29.1.2 section to be effective the first day of the 2019-2020 school year. All other sections will be renumbered.

29.1.2. Education Specialist: Mild/Moderate Teacher

~~29.1.2.1. An individual Education Specialist Mild/Moderate teacher shall not serve as a case manager for no more than twenty-two (22) students. “Case Manager” is defined as the employee assigned as the case manager in the District system to active and enrolled students who have a locked event.~~

~~29.1.2.1.1.- In the event the District switches systems, the Parties shall meet at least fifteen (15) workdays prior to teacher training in order to discuss any necessary modifications to the terminology in this Section.~~

~~29.1.2.2. After seven weeks from the start of the semester:~~

~~29.1.2.2.1 A Education Specialist Mild/Moderate teacher who is the case manager for 23 students for more than 20 consecutive work days will receive one (1) one thousand dollar (\$1,000) stipend per semester regardless of fluctuations in caseloads. Case managers at the site must be balanced per Article 29.1.3.3 (equitable distribution of workload) in order for the stipend to be paid.~~

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**29.1.2.2** After a case manager has a full caseload pursuant to Section 29.1.2.1 and then completes four initial and/or PPPSS assessments in that school year, the District shall assign any additional assessments to a case manager at the site not at full caseload, provide temporary staffing to complete any additional assessments, or provide release time for the case manager at full caseload to complete any additional assessments.

~~29.1.2.3.2~~ When an Education Specialist Mild/Moderate teacher is the case manager for ~~25-23~~ students for more than ten (10) consecutive work days and the site has balanced students between the case managers ~~per Article 29.1.3.3. (equitable distribution of workload)~~, the site will receive a proportional staffing allocation. ~~If the allocation is not staffed within 20 work days, the affected Education Specialist Mild/Moderate teacher will receive one (1) one thousand dollar (\$1,000) stipend per semester regardless of fluctuations in caseloads. This stipend is in addition to the stipend referenced in Section 29.1.2.2 above. Case managers at the site must be balanced per Article 29.1.3.3 (equitable distribution of workload) in order for the stipend to be paid.~~

~~29.1.2.43~~. An Education Specialist Mild/Moderate teacher who is temporarily assigned as the case manager for more than twenty-two (22) students will receive ~~either one (1) one-thousand dollar (\$1,000) stipend per semester or a site remedy regardless of fluctuations in caseloads~~ **provided that the site has balanced students between the case managers**. A temporary assignment is defined as greater than fifteen (15) workdays and is caused by a vacancy or another employee's leave of absence. ~~Case managers at the site must be balanced per Article 29.1.3.3 (equitable distribution of workload) in order for the stipend to be paid.~~

~~29.1.2.54~~ Caseloads will be monitored on a regular basis consistent with general education class size monitoring to ensure compliance with the collective bargaining agreement. Additionally, individual teachers who are over caseload shall be able to report such overage.

**29.1.2.6** Education Specialist Mild/Moderate teachers shall not be assigned to more than three (3) school sites at one time. This does not include teachers assigned to the Central Office.

~~29.1.2.75~~ For reduction of staff as defined in Article 12.7.3. and for recency of experience as defined in Article 12.7.3.1., all unit members who hold the job code of Resource Specialist and Education Specialist-Mild/Moderate will be considered the same.

#### 29.1.23 Caseloads

~~29.1.2.1.1. Education Specialist: Mild/Moderate: 20~~

~~29.1.2.1.3. Resource Specialist: 24~~

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*If the parties are able to reach agreement prior to implementation of May 2019 Post and Bid, all unit members who hold the job code of Resource Specialist and Education Specialist-Mild/Moderate will be considered the same and will be reclassified to the new Mild/Moderate Teacher job description.*

~~*Please refer to the single job description for Mild/Moderate teacher as part of this proposal.—  
This proposal includes the Mild/Moderate Teacher job description passed March 4, 2019.*~~

***This proposal includes the grievance settlement passed March 11, 2019.***

***The District proposes entering into a sideletter for any specific teacher(s) who will be reclassified due to this Agreement.***

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