



Improved Staffing & Supports!

- **Concrete, enforceable solutions** to improve **Special Education staffing and support** in **Article 29**, to finally break the cycle of grievances & incentivize the District to **actually support students & educators**. *(See more Special Education specifics on the other side of this flyer!)*
- **Expanded student mental health supports** and protections for **combo class sizes** in **Article 13**.
- More transparent process for **staffing Summer School** in **Article 17**.
- The right to coverage for **restroom breaks** in **Article 8**.
- **Clearer discipline process** that protects members from unsubstantiated complaints in **Article 33**.
- **Improved evaluation system** that is supportive rather than punitive in **Articles 14 & 18**.



Improved Educator Pay!

- **A 5% raise over two years** to be paid after the District receives funds owed by the state, in **Article 7**. That's a **2.5% raise** for the 2025-26 school year (retroactive to July 1, 2025) and **another 2.5%** in the 2026-27 school year.
- **Restored ECE stipend** for ECE teachers in TK classrooms to help close the pay gap in **Appendix B**.
- **Clarified leave policies** to retain and support educators throughout our careers and the course of life events in **Article 10**.
- **Protected fully-paid family health care with copay limits** in **Article 9**.
- Fairer compensation for new hires attending **orientation** in **Article 5**.



Stability for students & communities!

- A promise of **no layoffs** this year in a **Side Letter**.
- **Key protections for immigrant and LGBTQ+ students and educators** in our new **Article 35**.
- Continuing the path to **end the unnecessary chaos of Fall Excessing** in **Article 12**.
- **Access to safe & clean school facilities**, including clean, cool air and a more efficient process for resolving urgent safety/environmental repairs in **Article 11**.
- Stronger, more sustainable **Community Schools** in **Article 36**.
- Protections against educators being replaced by **Artificial Intelligence** in **Article 2**.



Our solidarity won this! Now it's time to vote to ratify. SDEA members can vote in person between Feb 26 & Mar 23. Get more information at your next union meeting and online: sdea.net/we-cant-wait



Zoom In: Concrete Special Education Solutions

Part of our agreement is the resolution of **unresolved caseload grievances**. To settle unresolved caseload grievances (and call off our ULP strike!) all Special Education teachers who were or are over caseload for the 2023-24, 2024-25, and 2025-26 school years will get **stipends** based on the number of students over caseload.

Even more importantly, our tentative agreement on **Article 29** will **finally provide more enforceable caseload caps** and other improvements which address Special Education staffing:

- Educators will **automatically be paid a monthly stipend** whenever they are over contractual limits rather than waiting months and sometimes years for relief. This compensates educators for their time, but even more significantly, it **financially incentivizes the District to actually fix staffing issues** and provide the support that students and educators need.
- Ed. Specialists: Mild/Mod/MMSN will have **case management days** to catch up on assessments, IEP meetings, paperwork, and family communications.
- Ed. Specialists: Mod/Severe/ESN teachers will have **\$4000 annual stipends** (starting in the 2026-27 school year) to staff hard to fill positions.
- SDEA members will have a **pathway to add free Special Education credentials**, building on this school year's paid credential pathway to staff those vacancies internally.



Zoom Out: Big Picture Education Funding

Our raises in **Article 7** include *contingency language* that they will be paid retroactively when the District gets access to state funds. That language is included for two reasons:

#1: We've successfully pushed the District to invest in classrooms. Unlike other large districts throughout the state, SDUSD is not sitting on huge reserves. They already spend close to the legal limit, and we've pushed them even more with our contract campaign.

#2: With Governor Newsom threatening to withhold school funding, the District may not receive state dollars immediately. The negotiations over these raises included a **give and take** regarding **how much and when** educators would get funds. By accepting contingency language in **Article 7**, we were able to secure raises above COLA while giving the District time to issue retroactive pay once state funds arrive.



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