KNOW YOUR RIGHTS!

Ed Specialist Caseload Penalty Payments

For years, SDEA members have fought to enforce Special Education caseload limits that ensure students have enough support. Yearly union-wide grievances and delayed settlement checks weren't enough to push the District to fill vacancies. For more accountability, now when the District does not sufficiently staff Special Education, they must pay a **penalty payment** in the form of a **monthly stipend** to any Education Specialist who is over caseload. This compensates educators and creates financial pressure to staff positions so students get the support they need.

Mild/Moderate/MMSN
Full Caseload: 20

Students on caseload	Monthly Stipend (Penalty Payment)
21-23	$500
24-26	$1000
27-28	$3000 *
29-31	$4000
32+	$5000

Moderate/Severe/ESN & MMSN Special Day Class
Full Caseload: 12

Students on caseload	Monthly Stipend (Penalty Payment)
13-15	$500
16-18	$1000
19-21	$3000 *
22-24	$4000
25+	$5000

** **Note:** These stipends are for overages from July 1, 2025 and later. Amounts differ slightly from previous grievance settlements.*

SOURCES & RESOURCES:

- SDEA Contract, Section 29.1.
- Know Your Rights: Special Education Caseload

SDEA
San Diego Education Association

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REASONABLE TIMELINES TO FIX STAFFING

Our contract specifies that a caseload is "over" if an Ed Specialist was assigned too many students for **more than 10 consecutive workdays in the school year.** This gives the District time to adjust staffing based on student enrollment.

HOW DOES THE DISTRICT DETERMINE WHO AND WHEN TO PAY?

Each month, the District will download caseload data and pays stipends based on the week(s) within the month with the highest reported caseload. The stipend payment should be paid no later than the payroll following the month of overage.

CROSS-CHECKING & TROUBLESHOOTING

Each month, the District will provide SDEA staff and leaders a list (or "exhibit") of Ed Specialists over caseload during that month. SDEA staff and leaders will share that list with members when they receive it. Members have **a month** to check their own numbers and submit a **Caseload Appeal Form** if the District's list was not correct, along with caseload evidence.

DOCUMENT & APPEAL IF NEEDED

To enforce their right to caseload penalty payments, Ed Specialists can watch for SDEA emails with the monthly list of caseload overages and submit an appeal if that list is incorrect. The District must notify educators with the results of their appeal within a month of the appeal submission. Talk to your site rep if the District isn't doing their part!

DOCUMENT YOUR CASELOADS:

- **What:** Download or print a caseload report from PowerSchool IEP that has a date and timestamp.
- **When:** It's recommended to download a caseload report from Powerschool IEP every week & whenever your caseload changes.
- **Why:** These documents can be submitted as evidence with a **Caseload Appeal Form** if needed.

SOURCES & RESOURCES:

- SDEA Contract, Section 29.1.
- Know Your Rights: SpEd Caseload
- SDUSD Job Aid: Downlaod PSIEP caseload reports

SDEA
San Diego Education Association