

KNOW YOUR RIGHTS!

Ed Specialist Caseload Grievance Settlements

SDEA members have been fighting to enforce Special Education caseload limits so students get the support they need. The District repeatedly violated the caseload limits they agreed to, creating **years of unresolved grievances** and contributing to the larger SpEd staffing crisis that led SDEA members to vote on a strike for the first time in decades. Members recently won and ratified an agreement that **settled the still-pending caseload grievances for the 2023-24 and 2024-25 school years** and **strengthened caseload language** going forward. See the stipend amounts below owed to educators based on monthly caseloads and the grievance settlement:

Students on caseload (Based on highest number during the month)		2023-24 & 2024-25 School Years
Mild/Moderate/MMSN Full Caseload: 20	Moderate/Severe/ESN & MMSN Special Day Class Full Caseload: 12	Monthly Stipend (Penalty Payment)
21-23	13-15	\$500
24-26	16-18	\$1000
27-28	19-21	\$2000
29-31	22-24	\$4000
32+	25+	\$5000

NOTE: A SIMPLER SOLUTION GOING FORWARD

- Starting in the 2025-26 school year, the District must pay a **penalty payment** in the form of a **set monthly stipend** to any Ed Specialist who is over caseload, to compensate educators and pressure the District to fill vacancies quickly.
- Because of the timing of the agreement, 2025-26 stipends will be paid as one sum retroactively, but going forward stipends must be paid monthly after overages.
- The amount of stipends negotiated in the 2025-26 contract are slightly different than the stipends in this grievance settlement, but **caseload ranges** are the same.

SOURCES & RESOURCES:

- SDEA Contract, Section 29.1.
- Settlement: [Grievance No. Grievance No. G-FY23-007](#)
- [Know Your Rights: Special Education Caseload](#)

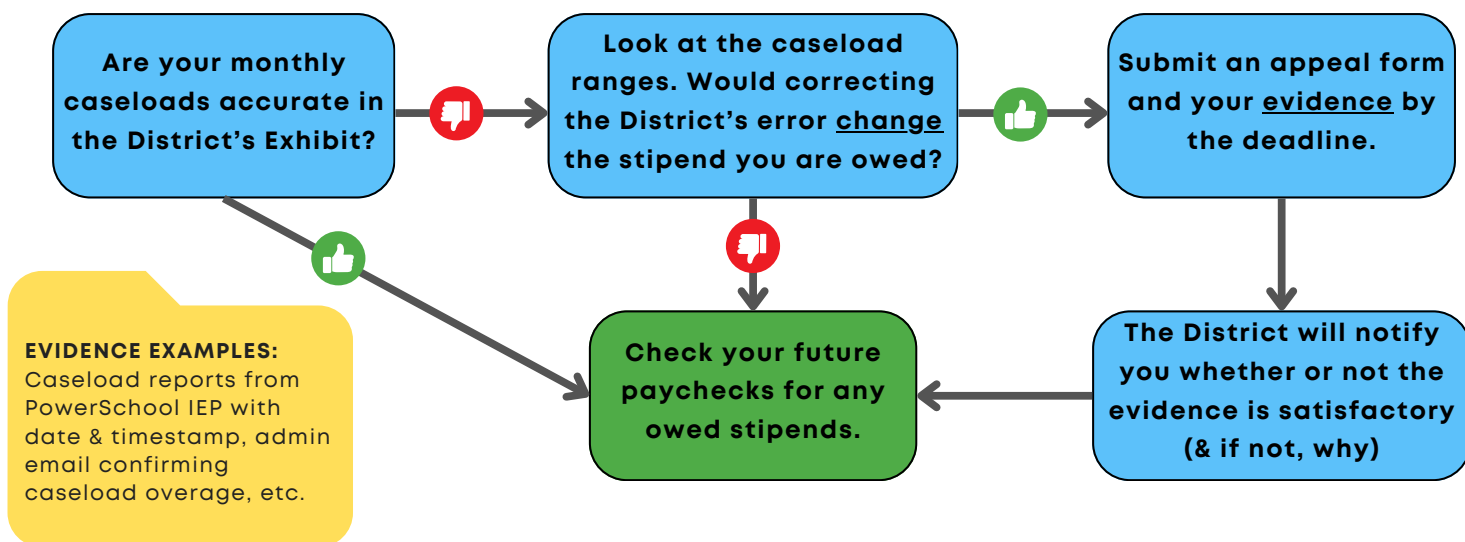
KNOW YOUR RIGHTS!

Double-Checking the District's Caseload Data

The District has now compiled caseload data to pay Ed Specialists the settlement stipends they are owed, and educators have the opportunity to **cross-check the District's data** and correct errors if needed. Educators know their caseload best! Check the SPED Caseload Overage Data "Exhibit" and search for your **employee ID number** to find your caseload data, and compare that to your own records. If you were over caseload for multiple months, you should see a line for each month.

ID	FTE	Caseload	Caseload Overage	Stipend Amount	Month	School Year	Job Title
654321	1	14	2	\$500	11 - November	2024-2025	Moderate/Severe/ESN
765432	1	24	4	\$1,000	09 - September	2023-2024	Mild/Moderate/MMSN
765432	1	24	4	\$1,000	10 - October	2023-2024	Mild/Moderate/MMSN
234567	1	18	6	\$1,000	09 - September	2023-2024	Mild/Moderate/MMSN (Spec. Day Class)
234567	1	18	6	\$1,000	10 - October	2023-2024	Mild/Moderate/MMSN (Spec. Day Class)
234567	1	17	5	\$1,000	11 - November	2023-2024	Mild/Moderate/MMSN (Spec. Day Class)
234567	1	17	5	\$1,000	12 - December	2023-2024	Mild/Moderate/MMSN (Spec. Day Class)

Stipends are assigned by **caseload range** rather than by student, to expedite the appeals process. (For example, if the District's Exhibit says an Ed Specialist: Mild/Mod/MMSN had 25 students on their caseload in one month but they actually had 26, they don't need to submit an appeal since the stipend owed is the same.) You can use this flowchart to determine **what to do if there are discrepancies** between your caseload records and the District's data. If you see discrepancies that would change the amount of stipend you are owed, you can submit **evidence** with an appeal form.



SOURCES & RESOURCES:

- SDEA Contract, Section 29.1.
- [Caseload Data \(Exhibit\) & Appeal Form](#)
- Settlement: [Grievance No. G-FY23-007](#)
- [Know Your Rights: Special Education Caseload](#)