



**Fighting for the Schools  
Our Students Deserve**

# February 26 Bargaining Report

## Overview

On Monday, February 26th, the SPED Bargaining Team met formally with the District to bargain over SPED-related services and the impacts of job audits for social workers and nurses. The UESF working group has had multiple meetings to prepare the proposals that were presented on Monday. [You can read the findings of the survey we used to craft our proposals from over 500 members here.](#)

The bargaining priorities we brought to the table were focused on supporting and highlighting special education educators. Our goal is to improve the learning and working conditions for both educators and students. We understand that the caseload model is no longer reflective of the work you do. We have proposed a workload model that clearly defines manageable caseloads. You can review the links and summaries of all five proposals we presented on Monday below.

**We also invite all special education educators (classified and certificated) to the SPED Town Hall on Wednesday, February 28th, at 5:30 pm.** The working group will update members on our bargaining progress, present proposals, review the next steps, and be available for a Q&A. [Please register to attend here!](#)

## Timeline

SPED Town Hall	Bargaining Date	Bargaining Date
Feb 28 at 5:30pm <a href="#">RSVP Here</a>	March 25, 2024	April 15, 2024

# Proposals

Introduced By UESF	
<a href="#">Article 9</a>	Proposed updated language to reflect a workload model for caseloads, co-taught classes, and overages
<a href="#">Article 29</a>	Proposed the introduction of a workload model to accurately reflect the work Special Educators do
<a href="#">Classified Articles (15, 9, 23, 24)</a>	Proposed language around much needed district driven Paraeducator training and professional development
<a href="#">ECSE SPED</a>	Introduces Early Childhood Special Educator language into our contract that acknowledges the need for prep time, paperwork and other necessary working conditions
<a href="#">SDN SSW Job Audit</a>	Proposed timeline for agreed upon job audits for SDN & SSW including next steps after results

## Next Steps

Special Education Educators (classified and certificated) are invited to the **SPED Town Hall on Wednesday, February 28th at 5:30pm**. The UESF SPED Reopener Working Group of the Big Bargaining Team will be hosting a Town Hall to update members on our initial bargaining progress and process.

We will review the context and framing, present details of our proposals and provide information about next steps and upcoming UESF events and actions. There will also be time for questions and answers after the presentation. **Please register to attend [HERE](#), you will receive a personalized link to attend in your email shortly after registering.**