



**Fighting for the Schools  
Our Students Deserve**

# March 25 Bargaining Report

## Overview

On Monday, March 25th, the SPED Bargaining Team met formally for our second session with the District to bargain over SPED-related services and the impacts of job audits for social workers and nurses. Last month, we presented five SPED proposals to the SFUSD bargaining team. The District bargaining team responded to four of those proposals this bargaining session and we reached a tentative agreement on our Job Audits for School District Nurses and School Social Workers Proposal.

Unfortunately, at Monday's bargaining sessions we heard a lot of excuses from district management. Their responses revealed that management has no interest in improving our working conditions or our students' learning conditions. We see no indication that they want to equitably schedule co-taught classes so students are in the best inclusion settings with appropriate support. They do not want to even entertain the idea of a workload model that clearly defines manageable caseloads.

**We invite all special education educators (classified and certificated) to the SPED Committee Meeting on Wednesday, March 27th, at 5:30 pm.** The working group will update members on our bargaining progress and next steps. [You can join the meeting using this Zoom link.](#)

## Timeline/Proposals

SPED Meeting	Bargaining Date	Bargaining Date (tentative)
Mar 27 at 5:30pm <a href="#">Zoom Mtg Link</a>	April 15, 2024 5 PM - 8PM	April 29, 2024 5 PM - 8PM

<u>Proposal</u>	<u>Summary, Counters, &amp; Tentative Agreement</u>
<b><a href="#">Article 9</a>: Introduced By UESF on Feb 26</b>	<b>UESF Summary:</b> Proposed updated language to reflect a workload model for caseloads, co-taught classes, and overages
	<b><a href="#">SFUSD March 25 Counter</a></b>
	<b><a href="#">UESF March 25 Counter</a></b>

<u>Proposal</u>	<u>Summary, Counters, &amp; Tentative Agreement</u>
<b><a href="#">Article 29</a>: Introduced By UESF on Feb 26</b>	<b>UESF Summary:</b> Proposed the introduction of a workload model to accurately reflect the work Special Educators do
	<b><a href="#">SFUSD March 25 Counter</a></b>
	<b><a href="#">UESF March 25 Counter</a></b>

<u>Proposal</u>	<u>Summary, Counters, &amp; Tentative Agreement</u>
<b><a href="#">Classified Articles (15, 9, 23, 24)</a>: Introduced By UESF on Feb 26</b>	<b>UESF Summary:</b> Proposed language around much needed district-driven Paraeducator training and professional development.
	<b><a href="#">SFUSD March 25 Counter</a></b>
	<b><a href="#">UESF March 25 Counter</a></b>

<u>Proposal</u>	<u>Summary, Counters, &amp; Tentative Agreement</u>
<b><a href="#">EED SPED</a>: Introduced By UESF on Feb 26</b>	<b>UESF Summary:</b> Introduces Early Childhood Special Educator language into our contract that acknowledges the need for prep time, paperwork and other necessary working conditions
	No response/counter from SFUSD Bargaining Team for this proposal on March 25. They committed to having a response by April 15.

<u>Proposal</u>	<u>Summary, Counters, &amp; Tentative Agreement</u>
-----------------	---

<p><b><a href="#">SDN SSW Job Audit:</a></b> <b>Introduced By UESF</b> <b>on Feb 26.</b></p>	<p><b>UESF Summary:</b> Proposed timeline for agreed upon job audits for SDN &amp; SSW including next steps after results</p>
	<p><b>On March 25 we reached a tentative agreement. <a href="#">You can read the full TA here.</a></b> This means that we agreed on an analysis of the current job description and actual work that school district nurses and school social workers perform at school sites to provide findings and recommendations. UESF will began working with SFUSD on the survey questions starting April 1st. Surveys and interviews for this analysis will be scheduled and conducted after spring break.</p>

# Next Steps

All Special Education Educators (classified and certificated) are invited to the **SPED Committee Meeting on Wednesday, March 27, at 5:30 pm** to hear an update on the bargaining progress and process. [You can join the meeting using this Zoom link.](#)

Additionally, two upcoming SPED bargaining sessions on April 15 and tentatively April 29. Stay tuned for updates and we will see you soon!