



**Fighting for the Schools  
Our Students Deserve**

# April 15 Bargaining Report

## Overview

We met again on Monday, April 15, with the District to bargain over SPED-related services. Below, under proposals, you will find an update on each counter proposal exchanged at this week's session. Since the inception of our working group and throughout formal negotiations with the District, we have aimed to find common ground and implement tangible solutions to the special education challenges faced by our students, families, and educators daily. These issues are pivotal for our entire school community. District Management must recognize the importance of SPED and work with us to create a safe learning environment for our students immediately.

**The most important takeaway from this week's session is that we need you to [RSVP to the April 29 SPED Rally!](#)** We're urging everyone (not just SPED Educators) to join us at our upcoming bargaining session for a picket and rally on Monday, April 29. Join us at Mcallister & Franklin at the Civic Center Secondary Parking Lot on Mcallister for a picket at 4:30 PM and a rally at 5:30 PM. Let's make it clear to district management that providing exceptional working and learning conditions for special education is essential for the schools our students truly deserve.

## Timeline/Proposals

SPED Rally Phone Banking	SPED Division Meeting	SPED Bargaining Rally
April 22, 2024 5 PM - 7 PM <a href="#">Zoom Link</a>	April 24, 2024 5:30 PM - 7:30 PM <a href="#">Zoom Mtg Link</a>	April 29, 2024 Picket 4:30PM/Rally 5:30PM <a href="#">RSVP Here</a>

<u>Proposal</u>	<u>Summary, Counters, &amp; Tentative Agreement</u>
<b><u>Article 9:</u> 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
	<a href="#"><u>SFUSD March 25 Counter</u></a>
	<a href="#"><u>UESF March 25 Counter</u></a>
	<a href="#"><u>SFUSD April 15 Counter</u></a>

<u>Proposal</u>	<u>Summary, Counters, &amp; Tentative Agreement</u>
<b><u>Article 29:</u> 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
	<a href="#"><u>SFUSD March 25 Counter</u></a>
	<a href="#"><u>UESF March 25 Counter</u></a>
	<a href="#"><u>SFUSD April 15 Counter</u></a>

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

<u>Proposal</u>	<u>Summary, Counters, &amp; Tentative Agreement</u>
<b><u>EED SPED:</u> 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
	<a href="#"><u>SFUSD April 15 Counter</u></a>

Proposal	Summary, Counters, & Tentative Agreement
<p><a href="#">SDN SSW Job Audit:</a>  <b>Introduced By UESF 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.</b> <a href="#">You can read the full TA here.</a> 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

**RSVP to the April 29 SPED Rally!** Your presence is crucial. We need you to organize your school or work site to show up for the bargaining session happening at Mcallister & Franklin at the Civic Center Secondary Parking Lot on Mcallister for a picket starting at 4:30 PM and a rally beginning at 5:30 PM. While we are sitting at the table with them on April 29 we need them to hear your chants and support outside! Your voice matters, and it's time for the district management to hear it. **RSVP today!**

On April 22, join us for a virtual phonebanking session from 5 pm to 7 pm to help phonebank for the April 29 SPED Reopener Rally. **Join this link between 5 and 7 pm to help out. No prior phone banking experience is necessary.** We will call special education educators to encourage them to RSVP for and attend the rally on April 29 during the next bargaining session. We will provide a script, training, and support for you to call your colleagues.