



**Fighting for the Schools
Our Students Deserve**

May 13 Bargaining Report

Overview

After months of negotiations, the UESF special education bargaining workgroup reached an agreement on Special Education services with SFUSD on May 13. Special education has been a significant focus in the 2023 bargaining and the most recent reopener. We recognize the importance of advocating for improved working and learning conditions in Special Education in SFUSD. We have consistently addressed the district's lack of preparedness to engage in meaningful discussions and the need for essential data and information with resourcefulness and creativity.

The collective pressure from our members, our students' families, and the SPED community enabled the bargaining team to secure crucial outcomes during rising student needs. Some highlights include:

- Class ratio goals for secondary co-taught classes
- Workload model language in the CBA
- A initial workload model for the hybrid RSP/SDC role
- A caseload goal of 27 for RSPs, one below the state caseload
- Classified training timelines and a plan for professional development
- A clear path for resolving inequitable distribution of caseloads with ultimate decision-making in the Joint UESF - SFUSD special education committee
- Recognition of Early Ed Special Educators and a cap on sites for itinerant EED
- Agreed upon job audits for SDN & SSW including next steps after results

The extended timeline of this bargain has compelled the district to be more transparent and accountable in gathering and utilizing data to support students and families. Moving forward, your role becomes even more crucial. It will be up to site leaders and members at the sites to ensure that the district fulfills its contractual obligations. The Union Building Committee now has an even stronger contractual basis for shared decision making at the site AND the special education committee has been further empowered to support our members and students in special education.

Timeline/Proposals

UESF Membership Conference	SPED Division Meeting
<p data-bbox="338 353 542 389">May 18, 2024</p> <p data-bbox="290 439 590 474">12:30 PM - 4:30 PM</p> <p data-bbox="357 517 523 553">RSVP Here</p>	<p data-bbox="1056 353 1260 389">May 22, 2024</p> <p data-bbox="1024 439 1305 474">5:30 PM - 7:30 PM</p> <p data-bbox="1046 517 1283 553">Zoom Mtg Link</p>

<u>Proposal</u>	<u>Summary, Counters, & Tentative Agreement</u>
Article 9: Introduced By UESF on Feb 26	UESF Summary: Proposed updated language to reflect a workload model for caseloads, co-taught classes, and overages
	<u>SFUSD March 25 Counter</u>
	<u>UESF March 25 Counter</u>
	<u>SFUSD April 15 Counter</u>
	<u>UESF April 29 Counter</u>
	On May 13 we reached an agreement. <u>You can read the full agreement here.</u>

<u>Proposal</u>	<u>Summary, Counters, & Tentative Agreement</u>
Article 29: Introduced By UESF on Feb 26	UESF Summary: Proposed the introduction of a workload model to accurately reflect the work Special Educators do
	<u>SFUSD March 25 Counter</u>
	<u>UESF March 25 Counter</u>
	<u>SFUSD April 15 Counter</u>
	<u>UESF April 29 Counter</u>
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<u>Proposal</u>	<u>Summary, Counters, & Tentative Agreement</u>
<u>Classified Articles (15, 9, 23, 24):</u> Introduced By UESF on Feb 26	UESF Summary: Proposed language around much needed district-driven Paraeducator training and professional development.
	<u>SFUSD March 25 Counter</u>

	SFUSD April 15 Counter
	UESF April 29 Counter
	On May 13 we reached an agreement. You can read the full agreement here.
<u>Proposal</u>	<u>Summary, Counters, & Tentative Agreement</u>
<u>EED SPED:</u> Introduced By UESF on Feb 26	UESF Summary: Introduces Early Childhood Special Educator language into our contract that acknowledges the need for prep time, paperwork and other necessary working conditions
	SFUSD April 15 Counter
	UESF April 29 Counter
	On May 13 we reached an agreement. You can read the full agreement here.
<u>Proposal</u>	<u>Summary, Counters, & Tentative Agreement</u>
<u>SDN SSW Job Audit:</u> Introduced By UESF on Feb 26.	UESF Summary: Proposed timeline for agreed upon job audits for SDN & SSW including next steps after results
	On March 25 we reached an agreement. You can read the full agreement here.

Next Steps

The fight to win better SPED standards for our students, families, and educators is not over. We are already preparing for our next Contract Campaign in 2025. Between now and then, we need to elect Board of Education Commissioners who will work with us to achieve the schools our students deserve. We hope to see you at the UESF Membership Conference this Saturday, May 18, at John O'Connell High School from 9:30 AM to 4:30 PM. Keynote speaker Alex Caputo Pearl was president of UTLA during their historic 2019 strike. In the afternoon, we will be interviewing and recommending the endorsement of BOE candidates. [RSVP today!](#)