

NOW is the time to invest in the schools our students deserve!

California is the **largest economy** in the US, but **spends less per student** than a majority of the country. **Here in San Diego**, that means understaffed schools, educators who can't afford to live in the neighborhoods we serve, & harmful cuts that destabilize our communities.

SDEA members formed our **bargaining platform** from the input of members, community partners, and in alignment with statewide efforts to **finally fund public education:**



Fully staff our schools



- Concrete solutions to the chronic understaffing of Special Education
- Expanded student mental health supports
- Time & support that all educators need to be successful

Improve educator pay



- Competitive pay to retain educators throughout our career
- Fair compensation for additional duties & after-school work
- Benefits that meet the needs of educators & our families
- Supportive leave policies for life changes & challenges

Stability for students & communities



- End the unnecessary chaos of layoffs & transfers
- Improve access to housing & other resources beyond the school day
- Safe & clean school facilities

SDEA intends to bargain in good faith to improve and strengthen the following articles in their collective bargaining agreement with San Diego Unified School District. (SDEA reserves the right to create, add to, delete from, amend, and modify its proposals and/or open articles of the contract during the negotiations process.)



Fully staff our schools

Our members want concrete solutions to the chronic understaffing of Special Education, to support students' mental health, and appropriate time and support so all educators can be successful.

Article 8: Hours of Employment: Educators need more time in their day to prepare to teach our students. Providing more time makes the work of educators more sustainable, reducing turnover and vacancies.

Article 13: Class Size: Our students need more one-on-one and small group support. This means smaller classes and improved staffing ratios for support services like nurses, counselors, SLPs and psychologists.

Article 17: Summer School/Intersession Hours & Conditions of Employment: A clear and transparent process for summer school assignments will ensure equity for our students.

Article 21: Job Sharing: Improvements in job share policies allow educators to balance the needs of their families without having to leave our jobs in the District.

Article 29: Special Education: California is experiencing a staffing crisis due to a shortage of credentialed education specialists. We propose directing resources to addressing Special Education vacancies and making the work more sustainable.



Improve educator pay

Our members need competitive pay so they can stay in SDUSD throughout their careers, fair compensation for additional duties and after-school work, and benefits that meet the needs of their families even during life changes and challenges.

Article 7: Wages & Article 32: Visiting Teachers (Including Appendices A through G): San Diego regularly ranks as one of the most expensive cities in the country. Increases to our cost of living consistently outpace pay increases, leaving a significant gap in compensation when educator pay is compared to similarly educated professionals.

Article 9: Health & Welfare Benefits: Improvements to the health care benefits educators receive will help strengthen the District's ability to recruit and retain the highest quality educators.

Article 10: Leave Policies: Educators need leave policies that allow them to meet the needs of both their families and students.



Stability for students & communities

Our educators, students, and communities need safe school facilities, an end to the unnecessary chaos of layoffs & transfers, and improved access to housing & other basic resources.

Article 11: Safety Conditions of Employment: Students and educators deserve schools that are safe, clean, and welcoming for all.

Article 12: Transfer Policies: Transfer policies must be updated to increase stability in our schools, by ending the unnecessary cycle of eliminating and recreating positions each Fall.

Article 14: Performance Evaluation Procedures & Article 18: Peer Review & Enrichment Program (PREP): The educator evaluation process must be improved to increase capacity to provide support and feedback for educator growth.

Article 16: Organizational Security: Updates to comply with state laws around new hire orientations allow us to ensure a consistent message and baseline of support for new educators.

Article 19: Layoff & Reemployment: San Diego Unified consistently has vacant positions without any qualified applicants. We must end the cycle of unnecessary layoffs that only result in more stress and instability for our students and educators.

Article 33: Discipline: Clear and consistent due process rights for educators reduce conflict and help establish clear standards.

Article 34: Revenue for Public Education: California's system for funding public education is flawed and set us on a path of having to do more with fewer resources. We demand District support in pushing the State to provide the funding our students need to be successful.

Article 36: Community Schools: Our investment in Community Schools has improved outcomes for our students and their families. We must continue to strengthen this vital equity strategy.

NEW Article: Equity & Stability for Our Students: We must always remain focused on why we're here...OUR STUDENTS. We propose the creation of a new contract article that address the needs of our students, both within and outside the classroom.