

# The ACE Difference

## For Special Education

"With our union, we were able to win greatly improved caseload [hard caps](#) for mild/moderate education specialists that are among the lowest in the state. These protections and the monthly Joint Special Education Committee enshrined in our contract allow us to hold our district accountable on implementing practices that enable educators to best meet the needs of our most vulnerable students."



Kyle Weinberg, Ed.D.  
Education Specialist  
San Diego Education Association  
Vice President

Once we are union, we will be able to negotiate a union contract that maintains and protects what we currently have and locks in needed improvements that will maximize support for our students and our colleagues. Unlike the Faculty Senate—which is advisory only—as ACE, we will have a real seat at the table. That means a voice for all of our colleagues—from SPED educators, to Classroom Teachers, to Psychologists, and Coaches.

### Educators who support Special Education Students have won important improvements through their unions.

- ▶ 1) **Case Load Caps:** Union SPED educators in districts throughout California have won hard caps on their caseloads. This means better staffing so we have more time to provide the support and attention our students deserve.
- ▶ 2) **SPED Educator/Administration Committees:** Frontline educators know what resources are needed to best do their jobs. Many union contracts establish problem solving committees where SPED staff and administration meet regularly to address student and professional needs.
- ▶ 3) **Additional IA/Para Support:** Our students' success often depends on sufficient IA/Para support. Many union contracts will require the hiring of additional staff support once certain student to staff ratios are met. Additionally, many union contracts give service providers the option to volunteer to do additional assessments for additional pay.

## Contact

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Follow ACE on social media:  
[@ClovisEducators](https://twitter.com/ClovisEducators)

**We look forward to making similar improvements in Clovis!**



**In Clovis Unified we have a very dedicated team of SPED staff. Unfortunately, too often it feels like we do not have enough resources or support. We believe our students and colleagues would benefit if we:**

- Reduce caseloads in order to support overextended service providers and better serve our students
- Expand preparation time to do IEP paperwork and documentation
- Improve access to stipends for SPED educators
- Build better collaboration between administration and frontline providers



**Alana Griffith**

Education Specialist  
El Diamante High School  
Visalia Unified Teachers  
Association

## Union Special Education Testimonials

"Through negotiations and collaboration with administration, we were able to win strong caseload caps. Additionally, we set up an ongoing monthly collaboration between upper admin and a small group of special education professionals to address issues and obstacles that arise. These improvements have helped us better support our students in Visalia."

"We were spending massive hours writing reports and doing IEPs beyond our work time. We are all proud that we go above and beyond for our students. But it can be exhausting. We were able to successfully negotiate extra duty pay for SPED educators that is equivalent to 3% of our base salary. That means this 'stipend' increases with our salary. It serves as an important bit of recognition for the hard work we do."

**Chris Saenz**

Education Specialist, Mild/Moderate  
Visalia Unified Teachers Association

