



2025-26 Bargaining Score Card

This information includes agreements for **both** Education Staff Professional **and** Instructional contracts.

MAJOR CONCERNS

Tech Workload Changes! Currently being grieved and impact bargained

Additionally, SDOC proposed

SIGNIFICANT INSURANCE INCREASES:

- **Removing** the free Healthy Essentials plan.
- **Raising deductible rates** for ALL Healthy Essentials and Healthy Advantages plans, **up to 22%** in some cases.
- **Raising out of pocket maximums** for ALL Healthy Essentials and Healthy Advantages plans, **up to 34%** in some cases

WINS!

OCEA and SDOC signed agreements to secure:

- Up to 3 paid days of **Bereavement Leave!**
- Expanded **Compassionate Leave Donation** to end employee discrimination and allow employees to choose to donate sick and vacation days to employees of their choice in nearly any circumstance!

IN PROGRSS

OCEA has proposed the following improvements, but SDOC has not responded definitively:

- Removal of stipend limitations
- Increased pay and classification for VPK Leads
- Workload limitations for classes with over 30% ESE, 504, Tier 3, and LY students
- Providing transparency for the calculation of student growth scores in evaluations
- Breast feeding/ pumping protections
- Evenly distributed summer pay