

ACE FALL FORWARD CAMPAIGN:

Five Affordable Ways to Improve Student and Educator Support + Common Sense Planning for Our Future



1. INCREASE THE NUMBER OF IAS AND ACADEMIC SUPPORT STAFF:

More IAs means more support for our students and less burnout for our educators. By offering more benefited IA positions and providing more systematic IA trainings, we can support our Sped program, psychologists, SLPs, students, and classroom educators.



2. EXPAND OUR PLANNING AND COLLABORATION TIME:

Too often our preps are lost to competing priorities. We need more protected time to plan and collaborate to develop lessons and programs to best serve our students.



3. IMPROVE SUBSTITUTE COVERAGE:

CUSD can do more to expand substitute coverage despite the teacher shortage. Many districts provide higher per day pay. Increasing compensation for educators who either cover a class during their prep or take in additional students also helps. More subs mean less missed preps and more stability for our students.



4. EXTEND COVID SICK LEAVE:

Our colleagues who have to quarantine or miss work due to the pandemic should have access to additional sick leave. Other districts have this. CUSD educators deserve no less.



5. MAKE STIPENDS COMPETITIVE AND TRANSPARENT:

CUSD educators do so much because we are committed to our students and our professions. Often our commitment is not sufficiently recognized or rewarded. A fairer process for awarding stipends that truly compensate us for our important work will help address burnout and our lack of competitive salaries.



6. PLAN TO ESTABLISH REASONABLE CLASS SIZE CAPS:

In many schools our class sizes are spiraling out of control. We need to develop a plan to establish clear class size caps so we can provide the support our students deserve. Though we don't expect this fix immediately, we must work together to move towards more manageable class sizes for the good of our students and colleagues.



The first five of these solutions are affordable. CUSD can work with us to fix them now. With new education funding in 2021/2022 from California and the Federal Government + CUSD's huge reserves, we can hire and train more IAs, expand collaboration time, improve substitute coverage, extend Covid sick leave and improve stipends. Though class size caps are more expensive, it is time we start making a real plan to lower class sizes as well.