



Connecting with Families about SEA

Our message

SEA educators are in our buildings, with our students every day and see their unmet needs. That's why we're bargaining for more resources to go to our students, whether that's more attention and supports from staff or more pay to recruit and retain paraprofessionals and office professionals. We know family support is critical to winning the contract our students deserve. Please support SEA educators as we fight for a contract that puts students first.

Our rights

We're protected when communicating about terms and conditions of our employment or about concerted union activity, so long as it is not defamatory. SEA members can talk with families about union activity outside of contract/paid time and using personal, not district, resources.

- The best approach is to keep work conversations and union conversations with families completely separate.
- Do not use contact lists (email/phone) that you received through your professional capacity.
- Do not use your work computer or send from your SPS email address.
- If a family member asks you a question, tell them to reach out after contract/paid hours.
- Do not send literature home with students.

Our ask

Right now we're asking family members to sign up to receive updates at <https://bit.ly/SEAsupporters>. The QR code for it is [here](#).

Our talking points

- **STUDENTS FIRST:** We understand the district has a budget deficit. That's why we're focused on the areas of the SPS budget where they're overspending – like on contracted services – and bringing those funds back to our students with more learning and supports.

- **LET'S WORK TOGETHER:** SEA is once again asking SPS to work with us on this bargain and with a new Superintendent we hope that the conversations will be collaborative and productive.
- **WE NEED YOUR SUPPORT:** Families can make a big difference in helping us get a contract. Join the email list, tell your school's staff you support them, and be ready to take action if we need to.

Family FAQ

What are you asking for in the bargaining?

SEA members identified our priorities in a membership-wide survey to be:

- pay, especially for paraprofessionals and office professionals
- relieving the pressurization of our jobs by addressing workload, case loads, class sizes, and tasks that take time away from our students
- mental and behavioral health supports
- safety and security
- access to and inclusion in training so we can better support our students

When does your contract expire and when do you expect you'll settle a new contract?

Our contract expires on August 31. We hope to settle a new contract quickly but the district needs to work with us to make that happen.

Will you go on strike?

Nobody wants to go on strike. We're trying hard to work with the district to get to an agreement this summer.

Are you asking for anything for the students?

Everything we're proposing will benefit students. More pay will recruit and retain more paraeducators and office professionals. Less pressure on our time means students get more attention and time from staff. Our working conditions are students' learning conditions.

What can families do?

Right now, sign up for our email update list. We'll keep you posted with what you can do to help us win an agreement that puts students first.

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