



# UESF Tentative Agreement Facts

## Compensation

### How much is the total compensation package if the TA passes?

- Currently, there is a guaranteed 11% across-the-board raise with an additional 2% bonus. **That 11% + 2% is guaranteed with the passage of the tentative agreement.**
- With the passage of a new parcel tax, approximately \$37.5 million will be generated for UESF that will be applied to compensation **resulting in 4% to 5% added ON THE SALARY SCHEDULE IN ADDITION TO THE parcel tax CONTINGENCY sums already outlined in the TA** (the 2% add-on, the 1% bonus, and the restoration of the PD hours).
- Not only will the QTEA PD hours be restored, pay for each hour will increase by 15%.

### Is the raise retroactive and when would it be available?

Yes, the 3% raise will be retroactive for this school year. We are urging the district to get your back pay and 2% bonus to you as soon as possible. It will most likely come to you as part of a regular paycheck in January.

### If the tentative agreement does not pass what happens?

The short answer is we start over and everything we have accomplished over the last 9 months and 24 bargaining sessions is off the table. **Please note that rejecting this agreement does not guarantee that we will get a better deal than the current one in front of us.** We believe that we have bargained the highest possible raise this go round. However, rejecting this agreement does guarantee that people will not see needed income now, and could even be a year down the road before another settlement is reached. This also means that we would have to divert energy away from the new parcel tax campaign and working on other forms of revenue streams because we would have to focus valuable energy at the table.

### What happens if the district has underestimated its actual revenue?

- In February 2017, UESF members received an additional 2% raise on top of the 12% negotiated in 2014. This was the result of contract language that UESF achieved, giving us the right to go back to the table for another raise if the District's actual revenues were significantly higher than its projected revenues.
- We have the exact same contract language in this Tentative Agreement. If SFUSD again underestimates its revenues, we will go back for even more than the 11% guaranteed here. The TA also achieved protection against any take-away or give-back if revenues are less.

## Healthcare

### How would the additional money for healthcare dependents work?

The following example is based on one employee with two or more dependents selecting Kaiser coverage:

SFUSD currently contributes \$856 for this level of Kaiser coverage. That amount is scheduled to increase to \$887.25 in January, making SFUSD's contribution cost an addition 31.25/month. This increased contribution is the amount of an increase set by HSS (Health Service Systems).

**Please See Reverse Side**

## Healthcare Continued

- \$273.72 of this amount was negotiated at the bargaining table years ago, resulting in \$613.53 as the base amount HSS requires SFUSD to contribute ( $\$887.25 - \$273.72 = \$613.53$ ).
- If the parcel tax passes, SFUSD will contribute an additional \$225. When added to the current \$273.72, that's an additional \$225 over the base of \$613.53, for a total SFUSD monthly contribution of at least \$1112.25 ( $\$613.53 + \$273.72 + \$225$ ).
- With the ratification of this TA, SFUSD will pay up to \$11,074.68/year for an employee + 1 dependent.
- Combining the TA and the new parcel tax, SFUSD will pay up to \$11,674.88/year for employee + 1 dependent.
- With the ratification of the TA, SFUSD will pay \$12,274.68/year for employee + 2 or more dependents (for Blue Shield, the more expensive coverage).
- With the TA and the new parcel tax, SFUSD will pay \$13,774.88/year for employee + 2 or more dependents (for Blue Shield, the more expensive coverage).

## Para-Educators

The UESF Tentative Agreement is a substantial step forward for para-educators – not the least of which is the District finally agreed with UESF that they should be called “para-educators.” With the ratification of this, para-educators will receive two additional days of pay.

### **If a para-educator currently earns \$30,000/year, what effect will the raises have?**

A para-educator currently making \$30,000 a year would see these changes in their annual salary:

- Year 1: a 3% raise is equal to \$900 plus a one-time 2% bonus (\$618) results in an annual salary of \$31,518 the first year of the contract.

### **Will para-educators still be required to take mandatory floating holidays?**

Para-educators will receive a fourth floating holiday in the first year of the contract. All four floating holidays may be taken on any non-student day of the para-educator's choice.

### **What will professional development look for a para-educator?**

There will be a 7-hour PD for all para-educators, regardless of how many hours they normally work, paid at their per diem rate of pay (with a minimum of \$190 for the day). 8-hour paraeducators will receive 8 hours of PD. Additionally, there will be paid training upon being hired.

### **What will the parcel tax look like for me?**

There will be a parcel tax add-on for para-educators for the first time. That add-on will be worth a minimum of 2% of the para-educator's base rate as well as a one-time 1% bonus. Additionally, there will also be another 3% add-on at the 11th year of work. This add-on will also be applied to para-educators who have already passed their 11th year with SFUSD.

## AP Prep

### **Has there been any movement with AP Prep periods?**

UESF fought for and succeeded in maintaining funding for teacher prep periods when teaching AP classes. We were clear that we wanted to see successful AP programs replicated and expanded.

### **How will our voices be heard by the District regarding Advanced Placement programs?**

There will be a new committee formed (Advanced Placement Preparation Periods Committee) with equal representation by the District and UESF. The committee will review how funding is distributed and work to expand additional conference/preparation periods to each comprehensive high school. The committee will formulate recommendations for the Superintendent and the Union President. The committee will begin within 60 days following ratification.

# Substitutes

## **What are the salary raises and bonuses for substitute teachers?**

Substitute teachers will receive the same 11% raise as all other members. Their bonuses for this year will include a \$200 bonus for working 36 days and an additional \$200 for working 71 days (for a total of \$400.)

## **What about sick time or healthcare for subs?**

The only substitutes who receive sick leave days are core substitutes. Core, 160-day and QTEA subs, as well as subs who work 40 days or more in one assignment, receive health care benefits. Other substitutes can receive healthcare benefits through the city and ACA.

## **What raises and bonuses can I expect as a QTEA substitute?**

160-day and/or QTEA Subs will receive an \$800 bonus.

## **Will Substitutes at Hard to Staff schools be paid any differentials?**

Yes, Substitutes at “High Potential” schools (formerly known as “Hard to Staff” schools) will receive a \$16/day pay differential.

## **What are the rates for the different substitutes?**

Pay for all TK-12th grade 160-day substitute teachers will be \$214.66/day, and \$28.47/hour for all EED 160-day substitute teachers. With ratification of the TA, the salary schedule raise of 11% over the three years will be added to that base.

## **I am a substitute in both EED and TK-12, will I get paid differently?**

Prior to this TA, substitutes working in both EED and TK-12 did not get credit toward achieving 71 days (they were unable to combine their assignments between the two divisions). With the ratification of the TA, substitutes will get credit toward these 71 days by combining those total assignments, thereby making it easier to receive the higher, differentiated pay associated with completion of 71 assignments

## **Are subs still required to work 12 assignments within a semester?**

The current contract requires that all substitutes work at least 12 assignments/semester and 36 assignments/year in order to maintain active status. The improvement in the TA is the elimination of the requirement to work 12 assignments/semester.

## **Will there be more than one inservice day for new substitutes?**

There will now be a paid in-service day for new substitute teachers (one in fall semester and one in spring semester).

## **Can substitutes participate in professional development?**

With ratification of the TA, substitutes will be allowed to participate in after-school professional development when they are assigned to that school site.