Thanks to your hard work and commitment, we reached a tentative agreement with SFUSD that includes the highest compensation package among California school districts to date! Your willingness to fight resulted in an 11% raise over three years, plus a 2% bonus upon ratification and an additional 3% in bonuses and salary add-ons pending passage of a new parcel tax.

Our members let the District and the Board of Education know we were willing to stand together for a fair contract. This victory was the outcome of an intensive UESF organizing campaign, and concerted outreach to parents and community over the past few months.

**Contract Highlights**

**COMPENSATION**
- 2017-18 - 3% raise and a 2% bonus
- 2018-19 - 4% raise; 1% bonus and 2% salary add-on
- 2019-20 - 4% raise
*Bonuses & salary add-on in '18-19 based on passage of a new parcel tax

**HEALTHCARE**
Increase in SFUSD’s contribution for dependent care, with additional increases upon passage of a new parcel tax. The District's pregnancy disability leave to include a minimum of $150/day; guaranteed 12 weeks of child-bonding leave.

**PARAEDUCATORS**
- 1 paid professional development day
- 1 additional floating holiday
- 3% new parcel tax increment add-on in the 11th year of employment

**SUBSTITUTE TEACHERS**
- $200 bonus after 36 assignments; $200 bonus after 71 assignments
- QTEA and 160-day substitutes shall receive a total of $800 in bonuses in 2017-18. PD for substitute teachers who are on site for after school PD

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**WORKING CONDITIONS**
- Improved protocols for school safety and student discipline, including re-entry conferences for students who are suspended from class or school
- Priority for professional development in restorative practices, student behavior plans and cultural competency
- Established 3 joint parent-union-district committees
- Special Education Administrators must talk with us about SpEd workload issues
- Schedules will be created with admin, UBC and teachers for library, VAPA, PE, itinerant teachers' instructional time

**CLASSROOM WINS**
We fought proposals that sought to eliminate sabbaticals and funding for preparation periods for high school teachers who teach AP classes. We kept class sizes in TK-3 at 22 students per class