



# WE DID IT!

## Tentative Agreement Highlights

[www.uesf.org](http://www.uesf.org)

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

### 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