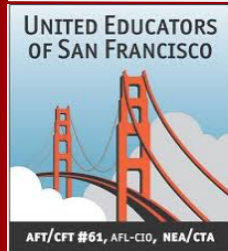

WE DID IT! TENTATIVE AGREEMENT



UNITED EDUCATORS
OF SAN FRANCISCO



AGENDA

- **Welcome/Sign-in**
- **Introducing Bargaining Team**
- **Addressing Affordability Crisis**
- **Contract Campaign Overview**
- **Bargaining Wins**
- **Parcel Tax Campaign**
- **Questions & Answers**
- **Next Steps - Ratification Schedule**

MEET THE BARGAINING TEAM



— **Our Plan to Address the Affordability Crisis**

- 1. Contract Campaign**
- 2. Building Educator Housing & Support**
- 3. City Parcel Tax**
- 4. Affordable Housing Agenda in SF**
- 5. Reforming Prop. 13 (20 by 20)**

MEMBERS TAKING ACTION



UESF Contract Campaign

- **Stable, Safe, & Supportive Schools platform based on years of work in highlighting the affordability crisis & working in the community.**
- **Series of escalating actions ramped up pressure on the SFUSD.**
- **March, 2017 - 3 hours of testimony at City Hall that netted \$44 million from Mayor Lee**
- **Massive spring rally in May**

Campaign Intensifies

Back to School Blitz

Visited over 70 sites and with your help collected over 800 commitment cards

Parent Outreach

Leafleted parents 76 times during back to school night or morning/afternoon parent drop-off

October 10 Rally and Occupation at the Board of Education

Over 600 of you turned out to rally at 555 Franklin to occupy the BOE room while 30+ of our members, parents and community supporters addressed the board in support of a fair contract

Bargaining Support

We participated in leafleting parents, district-wide t-shirt days, group site photos and walk-ins, sticker/button-ups and dropped banners

Phone Banking

You placed thousands of calls turning out and updating each other over the last few months

Strike Vote Turnout

Just in the last two weeks, you helped turnout members to over 50 lunch time visits and collected over 1,700 commitment signatures

Compensation Overview

Compensation

SCHOOL YEAR	RAISE ON SCHEDULE	BONUS	NPT ADD-ON	NPT BONUS
17-18	3%	2%		
18-19	4%		2%	1%
19-20	4%			

— **Compensation II**

- **Meet & confer on additional raise on salary schedule in fall 2018 (based on increase over projected unrestricted general fund revenues)**
- **Negotiate additional raises and compensation should June 2018 parcel tax pass.**

—

Healthcare Overview

Healthcare

- **Increase in SFUSD's contribution for dependent care (\$50 for employee + 1, \$100 for employee +2), or as high as \$100 for employee +1, \$225 for employee +2 if parcel tax passes in June 2018. Additional benefits to begin January 2019.**
- **The District's pregnancy disability leave to use extended sick leave, including a minimum of \$150/day.**
- **Guaranteed 12 weeks of child-bonding leave.**

—

Paraeducator Overview

Paraeducators

- One 7-hour paid professional development day (\$190/day minimum)
- One additional floating holiday, effective this year.
- Additional 3% new parcel tax increment add-on in the 11th year of employment
- Maintained \$.30 longevity bonus

Substitute

Teachers

Substitute Teachers

- **\$200 bonus after 36 assignments. Another \$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.

Professional Development

Professional Development

- Relevant professional development. Priority for PD in restorative practices, student behavior plans, cultural competency, and trauma-informed practices.
- 1 paid 7-hour professional development day for paras (minimum of \$190/day)

—

QTEA

PD

Repurposing QTEA PD

- Repurposed QTEA PD for the 1 paid 7-hour day for paras and to partially fund the 4% raise in third year contingent on passage of the new parcel tax.

New QTEA PD Schedule:

17-18	All members have 18 hours
18-19	All paras (8 hours); EED teachers (12 hours); TK-12 certificated (9 hours)
19-20	Contingent on passage of NPT, 18 hours of paid PD will be re-instated.

—

Working Conditions

Working Conditions I

- Improved protocols for school safety and student discipline, one example is that students who are suspended from class or school will have a re-entry conference.
- Special Education Administrators must talk with us about Sped workload issues.
- Schedules will be created with admin, UBC and teachers for library, VAPA, and PE itinerant teachers' instructional time.

Working Conditions II

- **Recognition that additional types of site-based meetings must be counted as part of the maximum of 6 hours of monthly meetings for elementary schools.**
- **A consultation and response from Student, Family, and Community Support Department when support is needed for a student**

—

New Joint Committees

New Joint Committees

- **New Committees on Assessment, AP preps, early release days for all elementary schools, viability of case coordinator position in SpEd, tiering based on a school's SpEd needs.**
- **Joint parent-union-district committees: Inclusion, Safe & Supportive Schools, Health & Safety.**

What We Beat Back

What We Beat Back I

- Elimination of AP prep money and sabbaticals
- Unequal parental leave for dual-educator families.
District sought 18 hours of unpaid child-bonding leave in total instead of each having 12 weeks of their own leave.
- Unfair discipline for SpEd teachers and support staff who miss timelines because of district understaffing.

What We Beat Back II

- Subs forced to report to work one hour before they're on the clock.
- In the meet and confer in the fall of 2018, the district proposed that raises could be taken away.

Parcel Tax

June 2018 Parcel Tax

- Opportunity for substantial additional wage increase and compensation for all members.
- UESF priority: It includes the entire bargaining unit, including paras, early educators and substitutes.
- Preliminary negotiations around distribution of parcel tax funds in next two weeks.
- Already agreed to 2% add on and 1% bonus in 18/19 & additional healthcare contributions.
- Additional details negotiated at future date.
- Signature gathering starts ASAP.

—

Ratification

Schedule

Ratification Schedule

11/15	Assembly meeting
11/17	Ballots mailed
11/18	East Bay Informational meeting will be held if enough members sign-up to indicate interest
11/28	Brown MS Informational mtg. (4-6 pm)
11/29	Division meetings
11/30	O'Connell HS Informational Meeting (4-7:30 pm)
12/6	Ballots due by 5 pm in UESF office; by 6p at Executive Board meeting
12/12	Board of Education votes

—

Questions?