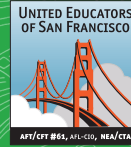




**Fighting for the Schools
Our Students Deserve**



UESF AND THE DISTRICT HAVE REACHED A TENTATIVE AGREEMENT ON A ONE-YEAR CONTRACT EXTENSION.

In the midst of our struggles against budget cuts and the omicron surge, the United Educators of San Francisco responded to the San Francisco Unified School District's extension proposal with two key goals: 1) urgent relief to our members whose pay has stagnated in one of the most expensive cities in the country, and 2) fighting off the district's worst proposals in light of a dire budget situation. This tentative agreement with the district achieves those goals. It's far from perfect, but this one-year contract extension does give us space to:

- Build the structures we need to engage all members in a bargaining process for our next contract that includes site representation, bargaining team training, contract language workshops and more.
- Bargain our next contract based on hopefully improved district finances.
- Work with students, families and communities to build a strong grass-roots campaign for our next, multiyear contract.

To vote, use your cellphone to scan the QR code:

Vote YES



What's in the tentative agreement?

- Two one-time bonuses for all members, totaling \$4,000 (\$2,000 in spring 2022 and another \$2,000 in fall 2022).
- Wage increases for substitutes.
- Reopener for classified (paraeducator) wage increase to be negotiated by July.
- An additional one-time bonus of \$3,000 for staff at High Potential schools.
- Reopener language for August 2022 to negotiate pay increases for certificated staff.
- \$3,000 stipend for all AP teachers.

Compromises:

- The district wanted to eliminate teacher sabbaticals and high school AP teachers' additional prep period entirely. Instead, UESF agreed to a one-year pause on sabbaticals and pause of the additional AP prep period.
 - Impact: At a few schools, the AP prep period will require department reshuffling and could lead to consolidations, particularly at the larger high schools with expanded AP programs.
 - These concessions are for only one year, and all contractual protections around tenure, seniority, consolidation and transfer rights will still apply.

Vote YES on the tentative agreement. It gives us some relief and the opportunity to build for a bigger win.

To learn more about the tentative agreement and what it means to you, come to our town hall, scheduled to be repeated on Feb. 2, 3 and 4 at 5:30-7 p.m. Register at bit.ly/bargaintownhalls. Read the January 2022 Bargaining Report at bit.ly/bargainingreport.