



Fighting for the Schools Our Students Deserve

March 20 Bargaining Report

Overview

On Monday, March 20, 2023, we completed our second bargaining session with SFUSD Management. Together our 70-member Bargaining team consists of over 30 different job titles. From Early Ed, C+A+ R+T + S series paraeducators, classroom teachers across content areas, wellness staff, TSAs, nurses, social workers, school psychologists, and other learning specialists are represented. The big bargaining team is an amazing space because all voices were present as we fight to win the schools educators and students deserve.

Proposals

Introduced By UESF	
Community Schools Proposals	We shared two community school proposals. The first proposal would define community schools and create a steering committee chaired by students, families, and educators to guide the implementation of the Community Schools strategy. SFUSD currently has over 30 million dollars of Community School monies from the California Department of Education, potentially tens of millions more annually set to come into SFUSD from the recent success of Prop G and other sources. This proposal would help create a formal structure in SFUSD to provide guidance, impact, or transparency on these dollars and program implementation. The second proposal establishes a job description reflecting the best thinking on Community Schools.
Life Transitions Proposal	We also shared a life transitions proposal that would guide SFUSD in supporting Transgender and Non-Binary staff in their transitions. This would include the ability of any staff, regardless of gender identity, to change their name with payroll, benefits, and the department of technology without a legal name change, except where legally prohibited. It would additionally enshrine the right for Transgender and other Gender-Nonconforming individuals to be free from harassment in their workplace.

Introduced By SFUSD	
Emergency Class Coverage	The district proposal adds language that was agree to in a previous MOU and additionally states that all certificated staff except for CTE credentials, Psychologists, Nurses, and Speech Pathologists would be able provide emergency coverage.

Timeline

Second Bargaining Meeting	School Site Info Pickets	Next Bargaining Meeting
March 20 from 5-8 pm	March 20-24 @ 20 Sites	April 10 from 5-8 pm

Next Steps

As bargaining continues, we will also have action steps to take together when movement stalls at the table. If you are not signed up to receive our email newsletter, [you can use this link to sign up!](#) All updates will be shared on social media, emailed, and posted [under our website's "bargaining updates" section](#).

During the week of March 20-24, [20 different sites across the district will host informational pickets](#) to connect with parents and community members about why this contract fight is important and how we can take action together to win the schools our students deserve. Even if your school isn't hosting an informational picket, we encourage you to join any of the 20 pickets happening across all five regions!

Our next bargaining session is scheduled for Monday, April 10, from 5-8 pm. We intend to present multiple proposals to the District that night, including compensation packages for classified and certificated staff. We are committed to continuing to fight for equitable and meaningful raises for all!

We hope you all have a great spring break, and we look forward to seeing you in April and continuing this vital work of winning a contract that meets the needs of our educators, students, and families!

For More Information

Talk to your union building representative or to your site's bargaining team member.

Or email Organizing@uesf.org or ask-uesf@uesf.org



Fighting for the Schools Our Students Deserve UESF 2023 Platform

We are ready to fight for the RESPECT all students & educators deserve. We are ready to fight to ensure that our students and educators are learning and working in the conditions we all deserve.

Raises

Well-compensated educators can focus on the education our students deserve. We need raises—one job should be enough! Paraeducators deserve a livable wage that reflects their critical contribution to student learning.

Improved Working Conditions

Student learning conditions are best achieved through sustainable educator working conditions. We need increased preparation time, paraeducator collaboration time, lower class sizes and manageable caseloads for special education educators.

Student Supports

Our students and communities deserve schools that provide for their health and well being—and that of educators too! We need funding and staffing for the programs that provide necessary supports for all students.

Fully Staffed Schools

Our students deserve fully-staffed, community schools. We need to win measures that attract and retain educators.

Protections

The EMPOWER disaster revealed the dangers of poor SFUSD management decisions. We need contract language that protects us from the impacts of poor management decisions and provides ways to resolve the issues.



Together We Win!