



**Fighting for the Schools
Our Students Deserve**

April 10 Bargaining Report

Overview

On Monday, April 10, 2023, we completed our third bargaining session with SFUSD Management. This week we presented six proposals, including a compensation package for certificated and classified educators. Below are links to all the proposals, along with a summary! [If you still need to check out our video update from Monday night, you can do so here!](#)

Thus far, our all-volunteer, large bargaining team of 70 people has dedicated 18.5 hours to training in organizing for maximum power, writing proposals, and participating in bargaining. Members have spent an additional 10-plus hours drafting proposals to present during bargaining and 15 hours so far at the bargaining table. Our team has also been helping support with report-outs, organizing picketing, and other necessary work. The hours donated by these union siblings will only continue to grow. Each bargaining team member is committed to showing up and fighting with all of you to win real and equitable gains for all!

We will be back at the bargaining table on Monday, April 17. **We will be outside 555 Franklin St. doing an informational picket from 4-8 pm.** We ask that members sign up for a shift to support the bargaining team that day. [Please use this link to RSVP!](#)

We know that when we work together, we win. **“Don’t agonize, ORGANIZE!”**

Proposals

Links to Proposals Introduced By UESF	Proposal Summary
Certificated Economic Package	<p><i>Please note:</i> All proposals to take effect July 1, 2023.</p> <p>We proposed a salary increase that will bring certificated educators closer to what is required for living in the San Francisco Bay Area, and that is worthy of the level and quality of work that we provide - with an emphasis on targeting those on</p>

	<p>the lowest end of the pay schedule to reach our goal of meaningful and equitable raises.</p> <p>Highlights Include:</p> <ul style="list-style-type: none"> • Year 1- Increase of \$12,000: Proposals immediately lifts up the floor which impacts new educators the most. This amounts to 16% or more raise for anyone making \$75k or less. • Year 2- Increase of 8%: For the 2024-2025 school year, all certificated members get the same raise. • Stipends for Nurses & Social Workers: New stipends for social workers, wellness counselors. Several new stipends for nurses. • Jobs and Pay for Subs: Preservation of dedicated core sub program and increase of \$80 above Level 2 rate for 160 day
<p>Classified Economic Package</p>	<p>No paraeducator should make less than \$30 an hour. We propose to adjust the salary schedules to reflect all classified positions start at \$30 dollars per hour, or receive an 8% increase, whichever is higher. We additionally propose to adjust longevity payment to an increase of 5% at year 5, 10 % at year 10, 15% at year 15 and 20% at year 20 as well as additional 6 floating holidays to bring the total to 10.</p> <p>Highlights Include:</p> <ul style="list-style-type: none"> • Floor of \$30: No classified member will make less than \$30. This immediately lifts the floor by up to 50%. For those above \$30, an 8% raise is proposed. • Longevity Bonuses: First change since 1995. Includes raises for 5, 10, 15 and 20 years of service with a matching percentage raise. • Extra Floating Holidays: Adding 6 floating holidays to bring the total to 10 for the year. • Stipend: A \$2,500 stipend for classified members in hard to fill positions and/or high potential schools.
<p>Class Size</p>	<p>We propose a targeted limiting of class size that limits TK classes, 4-5 split-level (or combination) classes, classes supporting learners who need the most support, and classes in schools identified as “High Potential” to the goal sizes currently identified in the contract. We also propose percentage-based class size limits for co-taught classes, including limits to the proportion of students with IEPs enrolled in any given co-taught class. Finally, we propose additional stipends to TK-5th grade educators teaching split-level (or combination) classes.</p>

Caseloads	<p>We proposed a cap on caseloads for all Special Education case managers and related service providers with the consideration of using the workload model to properly ensure that SFUSD is prepared to fulfill all minutes required for students in special education. "Workload" refers to all activities required and performed by case managers: time spent providing direct face-to-face services to students, indirect services to students, as well as the time spent performing other activities necessary to support students' education programs, implement best practices for services, and ensure compliance with the Individuals with Disabilities Education Improvement Act of 2004 (IDEA, 2004) and other mandates.</p>
Prep Time	<p>We proposed increased preparation time for secondary educators to prepare to provide a quality education for all of our students without having to work on their own, unpaid time; an adjustment to the smallest amount of preparation time for elementary educators to properly reflect their schedules; and clarification of language for accurate reflection of preparation time for “non-classroom teachers,” including for support service unit members who work centrally.</p>
Support Staff Placement Process	<p>We proposed editing and expanding the current language for the support staff placement process under Article 15 in the UESF contract to provide more transparency, protections, a realistic timeline, and the consideration of specific support staff needs.</p>
Site Nurses and Social Workers	<p>On March 20, we expanded Article 40 to include a per diem compensation for nurses doing hearing and vision screening at other sites. We also added language for protected mentoring time and training for both nurses and social workers. You can review the updated proposal here.</p>

Timeline

Monday, April 17	Wednesday, April 19	Monday, April 24
<p>Bargaining Session 4-8pm @ 555 Franklin Informational Picket RSVP</p>	<p>Member Town Hall 6:30-8 PM Zoom RSVP</p>	<p>Bargaining Session 5-8PM</p>

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.](#)

Our next bargaining session is scheduled for Monday, April 17. We anticipate receiving counters on the economic package we presented on April 10. While the bargaining team is inside negotiating, **we will also be holding an informational picket outside 555 Franklin from 4-8 pm that day!** Come help us remind them of our collective strength by raising our voices outside the room as we bargain within. [You can sign up for a picketing shift here.](#) If we are going to win a contract that meets the needs of our entire school community, we need to show the District we are united to win the school our students deserve!

On April 19 at 6:30 pm, we will hold a member town hall over Zoom where you can learn more about the proposed economic packages and what it will take to win! [You can register for the town hall here.](#)

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

Together We Win!