



**Fighting for the Schools
Our Students Deserve**

April 17 Bargaining Report

Overview

While the bargaining team sat across the table from district management, we could hear the chants of the picketers, "Who's got the power? We've got the power!" Over 700 members of our UESF community – members and supporters – gathered outside of 555 Franklin from 4 to 8pm this past Monday. The message was received loud and clear: we will not accept anything less than a contract that uplifts, secures, and ensures the full dignity and safety of all our members and students. Your energy bolstered our own. And we needed it! Our fourth round of bargaining went beyond our normally scheduled time; we didn't adjourn until after 9:00 pm!

This week we presented five proposals that collectively sought to secure the right to participate in site-based PDs for all staff (classified and certificated); shore up a core substitute program for both certificated and classified substitutes; allow educators to have their child given priority for placement at their site and approval of interdistrict transfers; create a process wherein educators can adhere with medically indicated quarantine without drawing down their sick leave; and limit required site-based meetings to 8 hours a month across the board.

UESF has exchanged 16 proposals that build towards the schools our students deserve. These proposals are focused on raises, improving working conditions, fully-staffed schools, student supports, and protection from poor management decisions. As of April 17, the District has brought one initial proposal around emergency class coverage, proposed ground rules and offered four counter proposals.

Last night, they entirely rejected UESF proposals to define, protect and support nurses and social workers to support our student's physical and mental health. Social workers and nurses reasonably asked for respect for their essential work. District management indicated they would instead have trained mental and physical health professionals available to do tasks like yard and bus duty rather than the robust care and programming we provide.

Educators showed up strong last night. District management needs to take note and come prepared with responses that respect educators as critical providers for the schools our students deserve.

Proposals

Links to Proposals Introduced By UESF	Proposal Summary <i>Please note: All proposals to take effect July 1, 2023.</i>
PD For All	The proposed solution is to treat educators as the professionals we are by setting aside time for all of us to learn from each other, attend relevant professional development that will help us hone our craft which will support student learning and reduce burn out. District wide PD should be developed by our peers to authentically meet educators' needs for professional development relevant to the needs of our students (our bargaining unit work). The proposed language will also make available site-wide PD opportunities to paraprofessionals without affecting their QTEA PD hours.
Substitute Proposal	The dedicated core site substitute program already in place is expanded to ensure that substitutes are part of the community and are able to build relationships with students and staff. This will increase the substitute educators ability to support students and meet their needs. A classified corp program in existence for paraeducator substitutes is expanded and better-defined with the same purpose. Classified substitutes serving in the corp would see increased pay and benefits. All classified substitutes would have time served recognized if they apply for and accept a position as a paraeducator. We also codified no drop in healthcare when moving between substitute classifications that have benefits.
Priority School Assignment & Inter-District Transfers for Children of Unit Members	The language proposed by UESF supports Unit Members' children to receive priority school assignment for their children at the unit member's school site, not superseding sibling priority and in accordance with the ranking on their child's enrollment application. In addition, any unit member whose children reside out of San Francisco will be guaranteed approval of an Inter-District Transfer into San Francisco Unified School District should the unit member complete the application and meet the requirements

Quarantine Leave	<p>We proposed language that allows for UESF members to be able to take the sick leave required by the County Health Department mandates around quarantine or isolation without drawing from their own sick leave bank or reduction in salary.</p>
Site-based Meetings	<p>The language we proposed would limit all site-based meetings to 8 (eight). The proposed language no longer makes a distinction between different kinds of meetings (e.g., faculty, business, PD, departmental, etc.), so all meetings would contribute to the monthly limit. Additionally, this limit on meetings will apply to all grade levels.</p>

Timeline

Wednesday, April 19	Monday, April 24	May 1-5
<p>Member Town Hall 6:30-8 PM Zoom RSVP</p>	<p>Bargaining Session 5-8PM</p>	<p>School Site Pickets</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 tentatively scheduled for Monday, April 24, from 5-8 pm. The District asked to use that time to work on counter proposals, but our team is urging them to come ready to bargain.

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.](#)

We are asking sites to hold informational pickets the week of May 1 through 5th. Not only will this help to demonstrate our collective commitment to organizing and standing together, but it will help educate our community about our demands. In case it comes to a strike, we will need their support. 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! [You can use this link to see if your school is already signed up to host a picket.](#)

If your site is not signed up to host a picket, please email organizing@uesf.org with the date, time, and location no later than Friday, April 21, so the organizing team can get you all the needed materials!

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

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!