



**Fighting for the Schools  
Our Students Deserve**

# May 15 Bargaining Report

## Overview

On Monday, May 15, the District shared six counterproposals, including a response to our certificated and classified economic proposals that we initially shared over a month ago on April 10. For a month, UESF educators have urged district management to prove that they are committed to the schools our students deserve by coming to the table with a serious economic counterproposal.

They did not. The District's response falls short. Our big bargaining team feels that district management is attempting to balance a structural deficit of their own making on the backs of educators. The economic package the district proposed is roughly equal to the millions they've spent and are spending for a broken payroll system.

We hoped district management would approach bargaining with the same resolve we have to help stabilize our school communities by recruiting and retaining educators. Instead, they continued to show how disconnected they are from the realities facing our public schools. Their proposal and rationale lack the urgency to deal with the current crisis our students, families, educators, and schools continue to experience.

Our next bargaining session is scheduled for Wednesday, May 17, at 3 pm.

## Proposals

The District started our eighth bargaining session by offering a counter to our PD for all proposal. They reaffirmed their commitment to providing continuing PD for classroom teachers, nurses, and social workers and supporting newer teachers, including those not eligible for induction. However, they sought to reduce the stipends for mentor teachers by more than half of what UESF proposed. They agreed to compensate paraeducators for voluntarily attending faculty meetings and site-based PDs but reduced the number of hours that would be compensated significantly.

The second counter they offered was in response to our prep time proposal. They significantly reduced the amount of prep time we proposed for secondary educators. They rejected UESF's proposal that TK/Elementary teachers should have the existing 195 minutes

of prep time in 30 minute blocks. The rejection fails to consider that 20 minutes has been-- and continues to be--insufficient for elementary educators to sufficiently prepare high-quality, rigorous materials. By not codifying protected time for this essential work, they are counting on our elementary educators to continue to do work outside of their contracted hours. Unacceptable.

The third counter we received was regarding our Community Schools proposal. The District rejected the creation of a position for a Community Schools Coordinator, claiming that there is already a job description that encompasses this role. UESF took great exception to this claim since this is a different role than those filled by any current UESF members and very different from any other bargaining unit. SFUSD also proposes restricting the decision-making power of students, families, and educators in Community Schools. By eliminating this critical piece of community schools, the District contradicts the principles of shared decision-making, which can harm effectiveness and limit the ability to make optimal decisions.

The fourth counter passed by the District was to our substitute's proposal and showed significant movement toward our proposal. However, the economic package response completely rejected an increase for Prop A substitutes, indicating a lack of interest for recruiting into the substitute pool that serves High Potential Schools.

Their fifth and sixth counters were what we have all been waiting for -- a response to our economic proposals for both certificated and classified. You can find a summary of both below. Please note that their proposal was only for one-year increases for both Classified and Certificated members. They are proposing that we explore economic reopeners for year two.

**Classified:** For Classified members, the District agreed to raise the minimum salary to \$29/hour (down from the \$30/hour UESF proposed) and an increase of 5% (down from the 8% UESF proposed) for those already making more than \$29/hour. They would increase the number of floating holidays to six (down from the 10 UESF proposed). They rejected all of UESF's proposed longevity increases.

**Certificated:** They rejected our proposal for a flat \$12,000 increase for every Certificated salary schedule and step. Instead, they proposed an unacceptable across-the-board 5% increase. This means that, in one of the most expensive cities in the US, the minimum salary for a Certificated member would be less than \$60,000/year. In addition, they rejected the second-year increase of 8% UESF proposed. And to top it off, the District proposed to increase the work year by one day to 185, beginning in the 2024-2025 school year. The District also rejected all the stipends UESF proposed for hard-to-fill positions, such as LCSWs, and NBCSBs. They also rejected Prop A substitute pay increases.

UESF members are drawn to this work because we care deeply about every student and family we work with. The District's proposal is tantamount to seeking to exploit both our compassion and our labor. Simply put, while UESF's proposal looked to lift every one of our members equitably, the District's seeks to extend and calcify a culture of trapping educators in poverty wages, citing their structural deficit. They are trying to balance their structural deficit upon our backs.

# Timeline

Wednesday, May 17th	Wednesday, May 17th	Monday, May 22nd
Bargaining 3pm	General Assembly Meeting 5pm <a href="#">Zoom Registration Link</a>	Bargaining 5pm

## Next Steps

Because we are committed to fighting for a real, equitable, and impactful contract ASAP, we are moving to a twice a week bargaining schedule. Our next bargaining session is scheduled for Wednesday, May 17, at 3 pm. Our bargaining team is working on a response to their economic counter that we could present on Wednesday. What took them over a month to do, we will get done in two days, hoping it will move us closer to a deal before summer. But if that's going to happen, we need District Management to join us at the table with the same sense of urgency and commitment to the schools our students deserve that our big bargaining team has been bringing since we started this process.

## For More Information

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

Or email [Organizing@uesf.org](mailto:Organizing@uesf.org) or [ask-uesf@uesf.org](mailto:ask-uesf@uesf.org)

**Together We Win!**