



**Fighting for the Schools
Our Students Deserve**

May 17 Bargaining Report

Overview

On May 17, we had our first Wednesday bargaining session. We started our session last night by continuing to question the District bargaining team about significantly lowballing us in their counter to our economic proposals. Our big bargaining team has spent the last couple of days processing our economic counter, which we will present this coming Monday, but we also spent a lot of time discussing and processing the level of disrespect we all felt sitting in that room with them on Monday when they presented their proposed "raise."

Our team spent countless hours developing a reasonable and equitable economic package that would help current educators stay in San Francisco, attract and retain new educators to fill our ever-growing vacancy list, and help to stabilize our school communities. An issue both sides have claimed is of the utmost importance to them. However, the counter brought by the District's bargaining team to our proposal feels less like a thoughtful response to tackle the crisis we are experiencing and more like an attempt to balance a structural deficit on the backs of educators and students. And we will not allow that to happen.

We highlighted for the District Bargaining Team that new educators looking to find placements in school districts around the Bay would find better wages outside of SFUSD. For example, thanks to their TA--won through a successful labor strike--first-year teachers in Oakland will begin with a salary of about \$62,000. However, first year teachers starting out in SFUSD working as interns would barely make \$60,000, even with the insultingly low 5% raise the District countered with. Even though intern educators still need to be credentialed, they are still expected to fulfill the responsibilities and duties of fully credentialed educators. The level of disconnect between the District's bargaining team and the reality of our schools sites was felt when they stated, "we don't have trouble attracting new educators to SFUSD." It was obvious that SFUSD's stated intention of working towards attracting more educators rings hollow.

We also presented six counters last night. You can review the details of each counter below. [We also put together a helpful side-by-side proposal comparison chart that outlines some of the most significant issues currently on the table and where each side stands.](#)

Our next bargaining session is scheduled for Monday, May 22, at 5 pm.

Proposals

We presented six counters to the District during our bargaining session. The first was a rejection of the District's proposal to eliminate AP preps and bonuses. To claim that the elimination of this prep time, when there is an increase in the demand for AP offerings, is to increase our college and career readiness is gob-smacking. They also have not accounted for the AP funds that are attached to the AP courses.

The second UESF counter was on the reassignment process for our certificated support services educators. As it stands, certificated support services educators can be reassigned at the whim of the District. UESF proposed a fair process that would give certificated support services educators a timeline for potential reassignments and a way to contest reassignments.

The third counter we presented was regarding leaves. We rejected the proposed language that would have asked us to take responsibility for duties outside of our current district management job, such as keeping track of accrued sick leave. In addition, we rejected the District's proposed language requiring members to submit a doctor's note for taking sick leave on certain days on the school calendar, even if it was just for one day.

The fourth counter we presented was regarding our unit members' ability to have their children placed at the schools they work at. While we are indeed workers within this system, we also participate as families and caregivers. These dual investments in this system are strengthened when it recognizes and honors them. When there are barriers to either our individual or student's well-being, the negative impact on one is felt by the other.

The fifth counter we put forward was on Emergency Class Coverage. These last two years have seen us weather extraordinary times, leveraging our resources and ingenuity. One of those tools has been internal emergency coverage. However, these coverage plans have been overused, and harm has been done. Our educators have been asked to do additional work and support students while losing their prep periods and lunches without any pay for years. It needs to stop. At a minimum, they should be paid for their labor.

The last counter we offered addressed caseloads. We named the fact that the District's current proposal would force our special educator teams to cancel individual therapy services at times to meet testing timelines. For us to align with IDEA and ensure that all our students can truly be in and benefit from being in the least restrictive environment, we need additional limits on caseloads.

One concerning observation of our negotiations thus far has been that the District bargaining team has lacked questioning of our presented proposals. This should indicate comprehension. However, their counters show that they do not understand some basic things:

- We stand united.

- We are committed to equity.
- We asked our members what they needed to do their jobs.

The proposals we have put forward throughout this process directly reflect our members' desires.

Timeline

Monday, May 22nd	Wednesday, May 24th	Thursday, May 25th
Bargaining 5pm	Bargaining 3pm (Tentative)	Strike Readiness for Site Leaders Training

Next Steps

The UESF Assembly unanimously passed a Preparation for Collective Action resolution at their monthly meeting, with the full support of the UESF Executive Board and the Bargaining Team. The resolution outlines the next steps in our escalation plan and calls on us to prepare for collective action as part of the larger organizing plan for 2023-24 school year. The resolution also outlines a meeting that will take place on May 25 that will get our site leaders ready and prepared for what we hope is an avoidable strike in the Fall.

As a collective, we are united to fight for the schools our students deserve. We need all the support you can muster. We need you to be with us in solidarity and in action. Share this video, read the report, talk to colleagues and families. We are stronger together and we will see you next Monday.

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!