



**Fighting for the Schools  
Our Students Deserve**

# May 8 Bargaining Report

## Overview

Last week over 2,200 members, students, parents, and community allies picketed at nearly 60 school sites across the city. You showed up big for the schools our students deserve! Holding these pickets is essential to developing our power as a collective, building community support, and demonstrating our commitment to each other and our collective resolve. We took your energy with us into bargaining on Monday. Trust us. We needed it.

The pressure is working. UESF completed all initial proposals weeks ago and has continued to return counter proposals swiftly. During the negotiations last night, District management presented us with seven counters and one initial proposal. It was encouraging to see the management team finally come to the table with a significant number of counter proposals as well as initial proposals.

Unfortunately, many of their counters either remain flat-out rejections of proposed solutions to identified problems or don't even meet us halfway. Our union values the diverse perspectives of our members and has established a robust feedback system to address systemic issues and stabilize our schools. The District's rejections of our proposals fail to acknowledge this approach. Instead, they seem fixated on trivial matters, which fails to tackle the overarching crisis that we currently face.

## Proposals

The District is asking that we renegotiate the MOU regarding their mishandling of EmpowerSF. They claim that part of [what they agreed to over a year ago](#) was unimplementable. More than a year later, many of our members are still experiencing errors. Per an [article published May, 6th 2023 in the SF Chronicle](#), part of what led to this debacle was the District failing to write into the initial Empower contract that the contractors be held responsible for any bugs in their system. They are now asking that the language be changed to language that would supersede the original MOU. They paired the attempt to renegotiate the MOU with an outright rejection of our proposals for protections from future management mistakes for both certificated and classified educators. This pattern of shirking responsibility is disrespectful to

our members who continue to show up every day to work but cannot depend that their labor will be acknowledged when they look at their paycheck.

The District passed a proposal on leaves that would require members to get a letter from a medical professional if they are going to take a sick day on either side of a long weekend, break, or the Friday between a Thursday holiday and the following weekend. Citing data from the last two, COVID-impacted academic years, district management is claiming that the additional absences during these days are a valid reason to codify their lack of trust in our member's ability to assess their own bodies' readiness for work and their inability to attract sufficient substitute educators.

SFUSD rejected the entirety of UESF's proposal that members with children in the District be allowed priority in having their child enrolled in the school they work at and for inter district transfers if the educator lives outside the district. This proposal is an important incentive to keep current members in our schools and attract new folks to fill the numerous vacancies. We believe that there are systems that the District could leverage existing practices and systems without disenfranchising any community stakeholders.

On Monday, the proposal to safeguard the positions of social workers and nurses was rejected by District Management for the second time. The previous rejection was based on the false assumption that the cost of the proposal was already included in their existing budget allocation for social workers. This time around, they argue that the proposed protections are unnecessary since other parts of the contract already provide them. When asked why they reject including and protecting the job duties of nurses who provide for the physical health of our students, they were initially unable to answer. Our proposal is tailored specifically to address the unique responsibilities of nurses and social workers at school sites, which they are often unable to fulfill due to being pulled away to perform other duties beyond their expertise. This proposal will help remedy these issues while leading to a higher standard of student care, better student health outcomes, and retention of nurses and social workers.

District management's bargaining team also countered our proposal to limit caseloads and our proposal detailing how staffing and reassignment are handled with minimal movement toward limiting caseloads and

District management put forward an initial proposal that would completely eliminate AP preps, including the extra funding schools that provide AP courses receive. They claimed that students enrolled in AP courses do not require the extra support provided during the AP preps. They also claimed that it is inequitable to compensate--in the way of additional preps and stipends--different groups of teachers based on what they teach. The District estimated that the current AP agreement costs about \$6.1 million, but they did not specify how those funds would be reallocated beyond murky promises of additional career and college counseling support and maybe for additional stipends. The District could not answer questions about what would happen to the current non-AP programs and services being funded by the AP funds. This proposal is contrary to what UESF has proposed regarding prep time: we need MORE prep for EVERYONE!

# Timeline

Tuesday, May 9th	Monday, May 15th	Wednesday, May 17th
Board of Ed Meeting 6pm	Bargaining Session 5-8pm	General Assembly Meeting 5pm

## 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, May 15. We expect to receive counter-proposals to the economic proposals we shared with the District on April 10th. As we have consistently stated since we started this process eight weeks ago, we are committed to finalizing an agreement before summer break. We know that a strong contract will help stabilize our schools for the Fall.

Next week, District management has a chance to prove that they are committed to the schools our students deserve by coming to the table with a serious economic counter-proposal.

## 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!**