



# Fighting for the Schools Our Students Deserve

## Side-by-Side Comparison of Proposals

United Educators of San Francisco & San Francisco Unified School District (as of May 16, 2023)

	UESF's Proposal	The District's Position
<b>Certificated Economic Package</b>	<ul style="list-style-type: none"> <li>Year 1- <b>\$12,000</b> increase for all certificated educators</li> <li>Year 2- <b>8%</b> increase</li> </ul>	<ul style="list-style-type: none"> <li>Year 1- <b>5%</b> increase</li> <li>Year 2- No proposal</li> </ul>
<b>Classified Economic Package</b>	<ul style="list-style-type: none"> <li>Year 1- <b>\$30</b>/hour minimum adjustment of salary schedule, or 8% if higher</li> <li>Year 2- <b>8%</b> increase</li> <li><b>10</b> floating holidays</li> <li><b>Longevity</b>- 5 years 5%, 10 years 10%, 15 years 15%, 20 years 20%</li> </ul>	<ul style="list-style-type: none"> <li>Year 1- <b>\$29</b>/hour minimum, or <b>5%</b> if higher</li> <li>Year 2- No proposal</li> <li><b>6</b> floating holidays</li> <li><b>NO</b> longevity increase-- 30 cents/hour</li> </ul>
<b>EMPower Protections</b>	<b>PAID</b> release time for all members impacted by pay, benefit, and leave mistakes.	<b>REJECTED</b> our proposal, and is now asking that we renegotiate language to supersede the Spring 2022 MOU, claiming it is unimplementable.
<b>Prep Time</b>	<b>MORE</b> prep time, an increase for secondary educators, adjustment for elementary to properly reflect their schedules, and clarification for "non-classroom teachers."	<b>ELIMINATION</b> of AP preps, including \$6.1 million extra funding for schools that provide AP courses. One additional duty-free prep during a non teaching period weekly for schools with 7-period day
<b>Nurses and Social Workers</b>	<b>SAFEGUARD</b> and retain social workers and nurses, leading to higher standards of care and better health outcomes for students.	<b>REJECTED</b> twice with minimal or false explanations.
<b>Sick Leave</b>	<b>REJECTED</b> by the UESF Bargaining Team because this proposal would erode trust in our members' ability to care for themselves.	<b>REQUIRES</b> a doctor's note for a sick day on either side of a long weekend, break, or the Friday between a Thursday holiday and the following weekend.

<b>Caseloads</b>	<p><b>LIMIT</b> on caseloads for all Special Education case managers and related service providers.</p> <p><b>REVERTED</b> to current caseloads for all educators except school psychologists. Agreed to reduce to 800 to 1 for SP's.</p>
<b>Quarantine Leave</b>	<p>Both parties have <b>agreed</b> to UESF's proposal that members would be to be able to take the sick leave required by the County Health Department without drawing from their own sick leave bank or reduction in salary.</p>
<b>Life Transitions</b>	<p>Both parties have <b>agreed</b> to UESF's proposal that would enshrine the right for Transgender and other Gender-Nonconforming individuals to be free from harassment in the workplace, and give them the ability to change their name, except where legally prohibited.</p>

Read the full bargaining reports: [uesf.org/bargaining-updates](https://uesf.org/bargaining-updates)



**UNITED EDUCATORS  
OF SAN FRANCISCO**

**AFT/CFT #61, AFL-CIO, NEA/CTA**