



**Fighting for the Schools  
Our Students Deserve**

# July 10 Bargaining Report

## Overview

On Monday, July 10, we had our initial summer meeting with the District's new bargaining team. They rescheduled the June sessions to adapt to the loss of management team members. During the meeting, they presented three counter proposals around Professional Development, Substitutes, Community Schools, and one initial proposal for Athletic Director Pay. Additionally, we shared two counter proposals regarding school priority and staffing preferences. You can find a summary of the proposals exchanged below.

At the end of the school year, we shared that we would not pass anything around economics during the summer break. However, our team has continued to work on proposals throughout the summer and prepare for our return in the Fall. Our next bargaining session is scheduled for July 25. We are encouraging the District to come ready in August so that we can reach an agreement as soon as possible. With their new team in place, we hope to see positive progress in the right direction to help stabilize our schools. It's crucial that the District invests now to turn things around.

## Proposals

### District Counters

**Professional Development:** We are close to reaching an agreement on the PD for all proposal. The District made some minor updates to the proposal language.

**Substitutes:** We are close to reaching an agreement on our Substitutes proposal. The main disagreement is that the District does not want to make the raises for Corps Substitutes retroactive to the beginning of the semester.

**Community Schools:** We are still far from reaching an agreement around community schools. UESF has proposed a framework for community schools that would enable schools to follow the most up-to-date and effective model of community schooling. Community schools serve the needs of our students, families and communities in important ways that meet our needs to our students can succeed. SFUSD district management and UESF has agreed that community schools are essential-- where we now differ is the importance of codifying the

service of our schools to the community the contract. The District has rejected the majority of the framework for implementing community schools with integrity and fidelity--from ensuring community school coordinators are educators and required to establishing a steering committee representative of our educators, students, families and communities.

### District Initials

**Athletic Director Pay:** The District introduced an initial proposal that would address some pay differentials that currently exist for Athletic Directors. Specifically how Classified and Certificated members are paid for doing the same work. [You can read the proposal in full here.](#)

### UESF Counters

**School Priority:** UESF continues to advocate for members to have priority in school placement and to have access to automatic interdistrict transfers for unit members. The district management team has evaded commitment based on an unrelated BOE process. In response we added language allowing for a renegotiation if the Ad Hoc Student Assignment Committee makes recommendations that are adopted and are in contradiction to our agreement.

**Staffing Preferences:** UESF and the district management team are close to agreement on language governing the reassignment of members working in support services.

## Timeline

Tuesday, July 25	Friday, Aug 4	Monday, Aug 7
Bargaining from 2-5 PM Over Zoom	Potential Bargaining Date	Potential Bargaining Date

## Next Steps

Our next bargaining session is set for July 25. So be sure to check out that report, where we will have more next steps for what to expect come August. In the meantime, we hope you are having a wonderful summer break!

## 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!