



**Fighting for the Schools
Our Students Deserve**

July 25 Bargaining Report

Overview

On July 25, we had our second summer bargaining session with the District management's current bargaining team. During the meeting, the District team presented a School Placement report from EPC and two counter proposals on Priority School Placement and Staffing Placement. It is worth noting that the District team has been working hard to dismiss the notion of contractually including the prioritization of educators' children in the schools where they work. We shared one counter-proposal regarding Protections from management mistakes. You can review a summary of the details on those below.

Our next bargaining session is scheduled for August 4. We have had two bargaining sessions over the summer. Despite not offering us a substantial compensation package that would help retain and recruit educators, the District's unrepresented management received an average 15% increase in their pay over the summer. We question how the District had no problems finding the money to give management, who do not see the inside of a classroom daily, a significant wage increase (to already much higher wages than educators receive). In light of this recent improvement for management, we expect the District to work during these critical summer hours to ensure they are ready to reach a deal that offers all educators a significant wage increase, like what UESF has proposed. The District must prioritize our students' greatest needs - fully staffed schools & student supports to name two. The District must invest now to turn things around.

Proposals

District Counters

Priority School Placement: The District spent a long time presenting a simulation based on only 12 educators who went through the current appeals process in order to get their child assigned to the school at which they teach. The District kept saying that they need more time to engage the community, parents, and staff on this issue, but the reality is many of us on the bargaining team are all of those things and our initial proposal addresses the very issues we know will help attract and retain educators. The District needs to stop wasting time. We seem

to be very far apart on reaching an agreement on this *no-cost* solution to a high impact issue for educators raising public school students in San Francisco.

Staffing Placement: We thought we would reach an agreement on this by now, but the District insists that they must make vacancies a "program need". They insist that they will not arbitrarily move staff around, yet their counters continue to add "staffing gaps at school sites" or "staff vacancies" for reasons to reassign members to new schools. We are committed to keeping the reassignment language to "changing case loads" and "student enrollment." We know that the staffing crisis, especially for Special Education educators, will only get worse if the District is allowed to play "whack-a-mole" with school communities when they decide to define vacancies as "program needs". Our school programs need stability, resources, supports, and a robust investment from the District, not less.

UESF Counters

Protections from Management Mistakes: It is imperative to have contract language that addresses the ongoing disastrous EMPOWER payroll system. An MOU was helpful, but we clearly need this language codified into our contract after 3 years of ongoing issues. Even after tens of millions of more District dollars poured into "stabilization", the District has twice FAILED just this month to implement correct and expected payroll for many of its employees. We maintain that payroll and District operations (hiring, on boarding, benefits corrections, etc) are critical and baseline functions of any employer, and we have enough experience in the last two school years to require contractual commitments from this District to get it together and compensate us when avoidable errors are found. It's simple - it doesn't have to go wrong, but it absolutely must be made right.

Timeline

Friday, Aug 4	Monday, Aug 14	Monday, Aug 28
Bargaining from 10-12 PM Over Zoom	In Person Bargaining 5-8 PM	In Person Bargaining 5-8 PM

Next Steps

Our UESF bargaining team, officers, and staff have been focused on preparing for the Fall semester. As our contract expired on June 30th, we are determined to start strong in August and demonstrate our commitment to improving our schools and ensuring that educators can stay in the classrooms to meet the needs of our students. Our strength lies in our unity and organization, which we have achieved through collaboration with our fellow students and families across different school and work sites. To achieve our goal of providing the best education for our students, we need to continue informing and including our entire support network. This will enable us to come back stronger in the Fall and secure the schools our students truly deserve!

Our next bargaining session is set for August 4. So be sure to check out that report, where we will have more next steps for what to expect in the Fall. In the meantime, we hope you are all enjoying your last few days of summer break!

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!