



**Fighting for the Schools  
Our Students Deserve**

# September 18 Bargaining Report

## Overview

On Monday, September 18, we started our 18th bargaining session with OVER 1300 union siblings and SFUSD families on the streets outside 555 Franklin! Our voices united shook the walls of the bargaining chamber, declaring with one voice, "We are the union, the mighty mighty union – U! E! ... S! F!". Our picket circled the entirety of 555 Franklin and even had a band. Be sure to like and share all the great content on our [Instagram](#), [Facebook](#), and [Twitter](#).

Inside, we were less than impressed with SFUSD's counter proposals. As we said in our bargaining update video, the District bargaining team received a "needs improvement" report card from us. They came tardy to the meeting and were unprepared. Most importantly, the counters they presented showed minimal movement. Instead of coming with real solutions to the problems we face as educators everyday they focused on weak language. We hear repeatedly "the district will make every effort to..." instead of commitments.

UESF President Cassandra Curiel closed out bargaining with the following statement to their team, "We are past the 11th hour; it's two am. Why is the District still claiming that they cannot do anything? We are bleeding educators. They are leaving. We are not recruiting or closing new hires. Why is the District continuing to foster a climate of chaos? It is the District's job to show leadership. Not ours. And yet, we've DONE OUR HOMEWORK! The District's inability to move forward and create opportunities to close gaps is self-made. To paraphrase the District's lead negotiator, when we asked why they kept adding negating language to our proposals, they are simply looking to avoid being grieved. That says volumes. They care more about avoiding accountability than supporting us or providing the schools our students deserve."

The District yet again passed back one-year wage proposals while trying to add a workday in the 2024-2025 school year. The gumption of asking us to agree to a one-year wage agreement IS UNACCEPTABLE. As a result of the District's poor showing at bargaining last night and the 17 times before, UESF President Cassandra Curiel has asked for as many people as possible to tune into our assembly meeting so we can direct her to hold a membership meeting at which a strike authorization vote can be held. More info on this down below under "Next Steps".

# Counter Proposals

## UESF Counters

Special Education Side Table	We proposed a table focused entirely on special education because it is a high priority for all educators and the district has been slow to respond. We will ensure that real issues impacting our students– and our ability to provide them with the services they are legally and morally owed – get the attention that are warranted. Nothing that comes out of it will be TA'd without approval of the large bargaining team.
Class Size Limits	We need district to consider what we're putting forward as a way of addressing issues students and teachers are facing.

## District Counters

Nurses and Social Workers	The district returned our proposal designed to ensure mentoring and training support for our nurses and social workers. We felt that their response gave a mixed message, it ensured mentorship while removing folks from their site. The diffused supervision model is creating 130 different priorities, what does 'core' responsibilities mean in this context? The district loves to reference their <a href="#">vision, values, goals, and guardrails</a> . But it seems that whenever the question of the actual wellbeing of our students arises, these much vaunted values are not leveraged to make that a reality. It states on SFUSD's website that one of the hallowed guardrails is that the superintendent would not make any decisions that would limit a schools ability to serve the whole child which includes Social emotional and mental health wellbeing. We would love to see him adhere to his own asserted practice. *Nurses and social workers would again be denied stipends for extra district level work not included in their site responsibilities.
Staffing	For staffing and assignments the district is insisting that vacancies remain a reason that they can move people. We are worried that it will continue to be used as a way to avoid the meaningful staffing and systems change to ensure fully staffed schools.
Community Schools	The district continues to refuse to require the creation of a communities school coordinator. This model was envisioned, created, and assessed here in SFUSD. This role has been shown to be essential to the success of

	community schools. for them to continue to hide behind mealy mouthed excuses about ‘local control;’ when the very nature of this role is to provide the labor required to bring the vision of locally decided models to life is a continued insult to us and the communities we serve. They also want to create a steering committee with representation but no decision making power. Our UESF community school experts have been asked to testify about the best way to design community schools before major decision making bodies nationally. We are appalled that here at home they expertise is being willfully ignored
Prep Time	The district kept their offer for preparatory time for elementary educators at 20 minutes. We have been clear why that is an impossibly small unit of time and tantamount to no prep time at all. We came down from our initial ask of 30 minutes to 25 and they STILL rejected it.
AP Prep	Instead of AP preparatory time for secondary educators or two prep periods for all certificated educators, they proposed a 1% raise across the board retroactive to July, 1st 2023 it also wants to <b>extend the school year by one day. Insult compounding insult.</b>
Economic Packages	Both counters for Classified and Certificated economic packages are for one year only.  <b>Classified:</b> District maintains a \$29 floor and moved slightly on longevity but not nearly enough to get us to a deal.  <b>Certificated:</b> District maintains \$5500 per step retro to July 1, 2023 and an Add’l 1% from AP Prep proposal. They also countered with a 5% increase to appendix B.

## Timeline

Wednesday, Sept 20	Monday, Oct 2	October ?
UESF General Assembly Zoom @ 5PM <a href="#">Register Here</a>	In Person Bargaining 5-8 PM @ 555 Franklin St	Still Confirming Additional Bargaining Dates with District Team

# Next Steps

As a result of what we saw at the bargaining table tonight and the powerful energy of the picket by the rank and file and families and based on what is clearly the District's intent to continue maintaining destabilized schools, the time has come for our membership to talk seriously about the next steps of preparing to go on strike.

At the UESF assembly meeting this Wednesday, September 20 UESF President Cassandra Curiel will be bringing a request for the strike authorization vote. Stay tuned for next steps in our Friday newsletter.

In the meantime, we need our schools to keep working on collecting strike commitments from every single person at your schools and worksites. If you still need to sign on, talk to your site UBC to do so today! The power of us united together will win the schools our students deserve!

## 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!**