



**Fighting for the Schools
Our Students Deserve**

October 16 Bargaining Report

Overview

On Monday, Oct. 16, we held our 20th bargaining session with SFUSD. As usual, our big bargaining team was not alone at the table. We were joined by members of our Contract Action Team (CAT), a delegation from the Confederation of Trades Unions of Armenia with our AFT reps, and most importantly, we were joined by YOU. OVER 3,200 of you came out to our strike authorization vote last week and confirmed to the tune of 97% YES that we would not accept a deal that did not put our students first. Your voices, your VOTES, let the District know now is the time to step forward and commit to helping us co-create the schools our students deserve.

We presented the District with multiple counters, including Classified and Certificated compensation. After many hours working on a response, the District made it clear that while they believed we were close, they needed more time to finalize their counters. We did not reach a deal, but we pushed for another date this week, and they agreed to meet with us on Thursday.

We have made it clear to the District Bargaining Team, Superintendent Wayne, and the Board of Education that we expect them to come back to the table on Thursday with a comprehensive contract proposal and stay as long as it takes to reach a deal that meets the needs of our students and stabilizes our schools. If we cannot agree on Thursday, they will force us to escalate and take a second strike vote.

We presented the District with counters – across the board – to allow for a settled and signed deal. Below, you will find a summary of our counter proposals.

UESF Counters

Classified Compensation	We accepted a raise of the base pay to \$30 while still fighting for an 8% increase, whichever is higher. Additionally, we reasserted the importance of maintaining comparable steps for each of these roles. We are asking for a 2% increase to steps 1-5 for year one and, another 2% for year 2, and a 1.5% increase to steps 6-8 for year one and another 2% for year 2. Additionally, we countered the District's longevity offer at 1%/2%/3%/4%
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	at 5, 10, 15, and 20 years of service with 2%/4%/6%/8% at 5, 10, 15, and 20 years of service.
Certificated Compensation	In year one, we propose 10k/square without the AP or any contingency and 7% in the second year. A comparable raise to all daily and hourly rates under the 11 schedule to go up (10%), which would be retroactive to July 1, 2023, with an increase to summer school rates (10%) taking into effect in Summer 2024. For year two, we returned an as for a 7% raise with no contingency language.
Substitute Compensation	For our Substitute compensation package, we agreed to access the District's increase of \$80 per day as the lower tier is eliminated. This would mean that all substitutes would make the same daily rate regardless of how many days over the academic year they work.
PD for All	We TA'd on our proposal for PD for All. This will help all our members acquire additional training so that we can continue to ensure the high-quality education and care our students deserve.
Protections	We reasserted the importance of having protections against district mismanagement. This is one small step towards helping our educators get paid for their labor. This proposal is independent of the Empower fiasco. The District must bear responsibility for the errors that cause fiscal harm to our members. We invite the District to join us in finding a meaningful solution.
Class Size	For our class size proposal, we reinserted that this proposal will cover Kindergarten. Dropped the \$1500 stipend for combined 4/5 classes, but maintains them for TK-3 grade combined classes. However, we assert the need for a cap on the percentage of students with an IEP on each roster, as current practice does not meet student needs. We encourage management to set limits for the amount of IEP students enrolled in co-taught classes in secondary schools, as this impacts the educational experience of all of our students.
Community Schools	For community schools, we have removed the requirement for budgetary oversight from our proposal but have left the necessity of a community school coordinator and a shared decision making Steering Committee.
SDN & SSW Protections	We modified our requirement that all school social workers and school district nurses be given a stipend for national certification instead of applying it to only nurses with Masters and LCSWs, for the time being.

	This is designed to help us retain staff. We have also proposed limits on off-site screenings for SDNs.
Priority Placement	We dropped our ask that employees be given priority placement at the school they teach at; however, we are maintaining the importance of staff being able to secure an intradistrict transfer so that their children can attend SFUSD schools to help cut down on commutes and lessen the toll on educator parents and caregivers. This common sense issue should never have been rejected when we are struggling to retain staff and students; this is a small step that could impact both positively.
Leaves	Regarding our leave proposal, we accepted the District's language from May. However, we cannot accept the District's proposal for the Union to manage catastrophic leave. We are not managers and cannot do that work. This needs to continue to be held by the District.
Staffing and Assignments	We are not okay with letting the District make arbitrary changes in placement without clear and rational reasons behind it. This means that for our proposal regarding Article 15: Staffing and Assignment, we reinforced the importance of having program need NOT vacancies drive these reassignments. We worry about situations where a critical central position, such as a support social worker, is left unfilled because there is a site that does not have a social worker. We know that each individual and site has unique skills and needs. Without centering these needs over the fact that there may or may not be a vacancy, it could lead to needless other conditions going unaddressed or a misalignment of placements.
Site Based Meetings	For our site-based meetings proposal, we countered by accepting a limit of 8 hours of meetings per month for all TK-8 faculty while limiting the number of 2 faculty meetings for 9-12 educators to twice a month. We also assert the importance of UBC's ability to collaborate in scheduling these meetings. We accepted that special education case managers can be exempted from these meetings to complete legally required IEPs.
Athletic Director Proposal	We got confirmation that the District's athletic director proposal was withdrawn.

Next Steps

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Be sure to like and share all the great content on our [Instagram](#), [Facebook](#), and [Twitter](#).

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!