



**Fighting for the Schools  
Our Students Deserve**

# October 19 Bargaining Report

## Overview

UESF educators showed up strong for the schools our students deserve and we won! We walked into October 19 ready to bargain as late as necessary buoyed by the commitment and dedication of the membership. District management was forced to drop every contingency proposed on Oct.2 and make an actual offer for the second year. Throughout the night, all night, we bargained hard to make sure we have a full package for both certificated and classified educators. We knew that you sent us here to do a job and the organizing set us up for success. So we stayed, and got it done.

At 4:45am, we decided on our counter to the district's economic proposal. We prioritized meaningful and equitable raises for all. District management had rejected step increases for paraeducators--which would have drastically impacted their raise. To win paraeducator step increases in addition to longevity and a raise, we decided to accept \$9,000 in year one for certificated staff. We had settled on a graduated raise in the second year for both certificated and classified-- 3 percent in July and 2 percent in January.

At 5:31 am we entered into a tentative agreement. **In a matter of weeks, district management was forced to move from a one year 5500 offer to a 9k 1st year and a 5 percent second year with no strings attached for Certificated educators, BECAUSE we fought for meaningful and equitable raises.**

We are committed to economic and social justice; paraeducators are the most racially diverse segment of our union. Since 1996 paraeducator longevity pay has been stagnant at THIRTY CENTS an hour after TEN years. The majority of paraeducators have been working for poverty wages for decades paired with their limited hours and unpaid school holidays many work two, three even four jobs to make ends meet. By maintaining their steps and securing a meaningful raise, we are allowing staff who have been putting off retirement to maximize their social security and finally take a well deserved break. Making meaningful improvements to paraeducator pay is a special education issues. All educators are special education educators. Many paraeducators are trained and work directly with students with IEPs.

## [Tentative Agreement Highlights & Wins](#)

Below are some highlights and wins from our tentative agreement. Our big bargaining team is hard at work helping to break down key highlights and salary examples that we will continue to share out starting next week along with the final tentative agreement and voting instructions.

- The district offer was 10k in the first year and 4 percent off schedule increase in the 2nd year as of oct 2. We won a 9k first year and a 5 percent total 2nd year. Their original offer in the bargain was 5 percent in one year.
- We reduced certificated 1st year from 10k to 9k in order to keep a full paraeducator package.
- Longevity for paraeducators was 30 cents an hour at 10 years. We now have a percentage increase at 5, 10,15 and 20 years!
- We maintained parity in regards to the relative cost for the paraeducator and certificated wages.
- For all educators this is between a 15 percent and a 40 percent raise.
- Prop A substitute will be making almost 400 dollars a day. Day to Day substitutes will see an increase of 15 percent over two years. There are no tiers in substitute pay rates.

<p><b>Classified Compensation</b></p>	<p><b>Year One</b></p> <p>We achieved a raise of the minimum base pay to \$30/hour and an 8% increase for para-educators who already make more than that.</p> <p>We also reasserted the importance of salary steps for each of these roles and won 4% increases for steps 1 through 5 and a 3% increase for Career Increments A &amp; B.</p> <p>We accepted the district’s longevity offer of 1% at 5 years, 2% at 10 years, 3% at 15 years, and 4% at 20 years of services.</p> <p>The base pay raise, salary steps, and longevity raises all compound on each other to produce very large raises for our classified staff, especially instructional aides and security aides.</p> <p>This is all on top of two additional floating holidays a year and an extra paid professional development day.</p> <p><b>Year Two</b></p> <p>We accepted the district’s counter for a year two raise without contingencies for 3% starting July 1st, 2024 and 2% starting January 1st, 2025.</p>
<p><b>Certificated Compensation</b></p>	<p>The district withdrew its ask for an additional professional development day.</p> <p><b>Year One</b></p> <p>We agreed to \$9,000 on each square in order to maintain the steps for paraeducators.</p>

	<p>The district agreed to a 10% raise for all daily and hourly rates under the B11 schedule to go up 10%, which would be retroactive to July 1, 2023, with an increase to summer school rates of 10% taking effect Summer 2024.</p> <p><b>Year Two</b></p> <p>The district removed all contingencies for year two and are offering raises as follows: 3% July 1st, 2024 and 2% January 1st, 2025, for daily and hourly.</p> <p>RSD and SDC educators would receive an additional \$1000 a year on top of the existing \$1000 hard-to-fill QTEA stipend. Nurses and social workers won a hard to fill stipend of \$1000 a year.</p>
Substitute Compensation	All subs will receive the HX02 Daily rate of \$287.57. There is no longer a Tier 1 pay rate. 160 Day TK-12 (QTEA) Substitutes rate will maintain a rate \$80 higher than the DTD daily rate. All rates will increase 10 percent in year 1 and 5 percent in year 2.
Preparatory Time and AP preparatory time	Strong language requiring admin and UBC agreement for the use of unassigned time as prep time. Maintained AP preps language despite multiple SFUSD management attempts to dismantle.
Protections	We have agreed to a process through which we will join with the district to ensure that there is protections from poor management decisions (payroll, benefits, retirement) is reflected in the contract with a union - district review team able to give members a workday for dealing with error and increased penalties.
Community Schools	Won community schools language in the contract with a district wide steering committee and a requirement for a community school coordinator.
Priority Placement	Commitment to change board policy to allow for educators to have priority in school placement and interdistrict transfer.
Special Education	Special Education Side Table (including nurses and social workers) with Feb. 1 reopener on special education working conditions. We begin a working group now to report to the reopener bargain in February.
Site Based Meetings	Site-based meetings will be limited to 8 hours including faculty meetings from Tk-12.

# Next Steps



## Member Town Hall RSVP

We have made great strides in organizing and engaging all members. We know we are stronger together. Now is the time for all members to become knowledgeable about the tentative agreement as we prepare to vote.

Our big bargaining team is hosting a virtual town hall on Wednesday, October 25, from 6-8 pm for members to hear more about this historic deal and ask any questions. We will release more information on Monday, October 23 so be on the lookout for an email with the tentative agreement and voting information!

## 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!

