



**Fighting for the Schools
Our Students Deserve**

October 2 Bargaining Report

Overview

On Monday, Oct. 2, we held our 19th bargaining session with SFUSD. At our last bargaining session, **TWO THOUSAND** of you came out to picket. As of today, over **FOUR THOUSAND** of you signed the strike commitment petition, and the numbers are flooding in with [folks pledging to come out to our strike authorization vote at Balboa on Oct. 11.](#)

SFUSD management's current proposal is a direct result of educators and families advocating for the schools our students deserve. Since March, UESF has proposed solutions that would help stabilize our schools. The proposal we received on Oct.2 could have been offered in May. There is no new information, no change in budgets or allocation. Their actions have brought us to the brink of a strike.

We have been urgently pressing for an offer that can help stabilize our school communities. While we are much closer to reaching a deal, district management is asking UESF to drop all other proposals, most of which have no cost associated, connect the raise in the second year to the state and board budget processes, adding onto an extra day to our days worked and cut preps for AP teachers at a time when all educators need more prep not less.

There have been no solutions on the district side for improved working conditions for special education educators, and their Oct.2 proposal was to wait until June 2024. Improved working conditions for special education educators was the 2nd highest membership priority after raises. We still do not have agreements on protections from poor management decisions as deductions continue to be incorrect, workers still aren't being paid every pay cycle, and the crisis of Empower isn't resolved. We still do not have commitments for prep time, reasonable meeting limits, shared decision making in the Community School strategy, and priority school assignments to ensure educators' children can attend SFUSD schools.

What's more, district management is asking educators to sign on to proposed budget cuts without saying what those cuts are. UESF has clarified that we support budget practices that ensure our schools are fully staffed and our students fully supported. We shared [Payday Loans and Pumpkin Patches](#) to identify money-saving practices that wouldn't negatively impact our students. Although we are willing partners in helping the district right the wrong,

we are not responsible for solving their decades-long deficit spending. It would be the height of irresponsibility to our students to agree to a raise based on general budget processes with no named specifics.

Counter Proposals

UESF Counters

AP preps	We rejected the district’s proposal to try and buy AP preps out from under us for a 1% raise.
PD for All	We passed back the “ PD for All ” ready for an agreement. Having secured protected time for our bargaining members to deepen their skills through further educational opportunities as well as a stipend for inductee mentors and new teacher mentors, we are ready to TA with the district.
Prep Time	We once more asserted our need for elementary educators to have, at minimum 25 minutes, instead of their current 15. We also reasserted the need for an additional 1.5 hours of duty free preparation time monthly in secondary. This proposal would also protect support services educators from having to schedule or provide services during prep times.
Paraeducator Compensation	UESF passed a counter proposal with a 30 dollar or 8 percent raise in the first year that included some step language to ensure paras receive an increase every year of service following. In the second year we proposed an 8 percent increase. We also reasserted the longevity proposal we passed in August with a 3 percent increase at 5 years, 7 percent at 10, 12 percent at 15 years and 18 percent at 20.
Certificated Compensation	We rejected the 1 percent raise generated by the cuts to AP preps. We reasserted the 12k increase in year one with a 7.5 increase in year two for certificated as well as a 12 percent increase for all substitutes and an 80 dollar rate increase for Prop A substitutes.

District Counters

Special Education Side Table	UESF had proposed a side table focused entirely on special education because it is a high priority for all educators and the district has been excruciatingly slow to respond. The district countered with a timeline that would have this side table resolve Special Ed issues by June 2024.
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	<p>Working conditions for special education educators was identified as a HIGH priority for our membership. June 2024 is too late to address the real issues that affect our students and educators.</p>
<p>Site-based meetings</p>	<p>The district countered our Site-Based meetings proposal by agreeing to an 8 hour limit INCLUSIVE of faculty meetings for Tk-5 but refusing the cap for 6 -12. While repeatedly rejecting additional prep time, District management insists that secondary educators should be in meetings for hours upon hours every month.</p> <p>They continue to assert that only case managers should have exemptions that allow extra time for critical special education work.</p>
<p>Protections from Poor Management Decisions</p>	<p>The district’s next counter was in response to our insistence that we be protected from future poor management decisions. They instead are proposing that all issues will be addressed by the current PERB process we are in because district management didn’t honor the MOU signed over a year and half ago to address EMPOWER issues. It is mind boggling that the district would ask us to trust them that they will come up with a solution, implement it, and not cause future harm. We wrote this proposal to write in protections for our staff and ensure that there are consequences when the district fails in its basic duties. The superintendent lauds the importance and values of our new vision, values, goals, and guardrails. This proposal is us building in a guardrail to ensure that our employees, the district, takes harm to us seriously.</p>
<p>Economic Packages</p>	<p>After a caucus, the district returned a counter for both Paraeducators and certificated compensation in record time (for them).</p> <p>Paraeducators:</p> <ul style="list-style-type: none"> ● 30 dollar or 5 percent, whichever is greater in year one ● Rejected step increases ● 4 percent bonus in the second year with contingencies* to convert to a salary increase ● Reasserted longevity at 1 percent at 5 years, 2 percent at 10, 3 percent at 15 and 4 percent at 20 years <p>Certificated:</p> <ul style="list-style-type: none"> ● 10k for every salaried educator with 1k contingent on cutting AP preps in year one; Rejected 12 percent increase for substitutes rates ● 4 percent bonus in year 2 with contingencies* to convert to a raise ● Pay all day-to-day substitutes at the tier 2 rate (287/day),eliminate tiers and Prop A increase at \$80 above Tier 2 rate

Contingencies--

In order to turn the second year bonus into a raise, the following would have to happen: (quoted from their proposal)

- a. “The District's Adopted Budget’s multi-year projection (found in Form MYP), subsequent to the Enacted State Budget for 2024-25, shows the District’s deficit spending is reduced or eliminated in 2024-25 and eliminated in the Unrestricted General Fund in the 2025-26 and 2026-27 school years. The District’s deficit spending is found on Form MYP in Section C, labeled “*(NET INCREASE (DECREASE) IN FUND BALANCE (Line A6 minus line B11) .*” “
- b. “Based on the Enacted State Budget for 2024-25, the District’s Unrestricted General Fund revenue projections do not decrease.”
- c. “For the 2024-25 Adopted Budget, the District’s Board approves all proposed budget balancing solutions and adopts the 2024-25 budget to reduce or eliminate deficit spending in the Unrestricted General Fund in 2024-25; and to eliminate the deficit spending in the Unrestricted General Fund in the 2025-26 and 2026-27 fiscal years. “

District management is asking educators to sign on to proposed budget cuts without saying what those cuts are. UESF has clarified that we support budget practices that ensure our schools are fully staffed and our students fully supported. We shared Payday Loans and Pumpkin Patches to identify money-saving practices that wouldn’t negatively impact our students. Although we are willing partners in helping the district right the wrong, we are not responsible for solving their decades-long deficit spending. It would be the height of irresponsibility to our students to agree to a raise based on general budget processes

Timeline

Wednesday, Oct 11	Monday, Oct 16	Monday, Oct 30
UESF Strike Vote RSVP Here	In Person Bargaining 5-8 PM @ 555 Franklin St	In Person Bargaining 5-8 PM @ 555 Franklin St

Next Steps

Our big bargaining team will work this week to ensure we continue fighting for the schools our educators and students deserve. A credible strike threat and consistent escalation have kept the pressure up. Organizing members, families, and communities has ensured that the district is now prioritizing the schools our students deserve. It was the pressure that forced district management to find the money for their 'historic offer.' Now is the time to keep that pressure up. [We will see you on Oct.11 at the strike authorization vote at Balboa High School at 4 pm.](#) Remember, when we fight, when we organize, we win.

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!