

Compensation Tentative Agreements

[Classified, Compensation, Article 10, Platform Area: Raises](#)

Summary Statement:

The classified compensation package is the cornerstone of our historic agreement. It is the living expression of “meaningful and equitable” raises in our contract campaign.

Classified educators won an additional 2 floating holidays, 1 additional paid PD day and a yearly \$750, increased from \$250, for paraeducators working at High Potential Schools. All classified educators will now receive a minimum of \$30 an hour or an 8% increase, whichever is greater, in the first year. The second year, all classified educators will see a raise totalling 5%, split with 3% in July 2024 and 2% in January 2025. All raises get applied to the “base pay.”

The steps are maintained with 4% increases for Step 1-5 and 3% for Step 6 (at 8 years) and Step 7 (at 11 years). The longevity rate is now 1% increase at year 5, 2% at year 10, 3% at year 15 and 4% increase at 20 years.

Agreed upon language:

10.2.4 Floating Holidays

10.2.4.1 After six (6) months of active service, all Bargaining Unit personnel are entitled to take ~~four (4)~~ six (6) Floating Holidays, the scheduling of which shall be according to section 10.2.4.2.

10.2.4.2 For School Term Employees, and unlike vacation scheduling, Floating Holidays are to be taken during the regularly scheduled school year. Prior approval shall be required if the Floating Holiday is being requested on a student attendance day.

13.1.1 ~~2017-2018 School Year~~ 2023-2024 School Year

13.1.1.1 Effective July 1, 2023, the salary schedules and hourly rates in Appendix C shall be adjusted to reflect a thirty dollar (\$30) per hour minimum hourly rate, or an eight percent (8%) increase, whichever is greater. The salary schedules shall be adjusted to reflect a 4% increase at each step for steps 1 through 5 and a 3% increase at career increment A and B.

13.1.1.2 For Summer School, the foregoing increases shall take effect beginning with the first paraprofessional workday of the summer session in 2018-2024.

~~13.1.1.3 In addition to the foregoing, unit members shall receive a one-time, off the schedule payment equal to two percent (2%) of their annual salary based on their step placement as reflected on the 2017-2018 Salary Schedules (Appendix C) after the application of section 13.1.1.1 above.~~

~~13.1.1.3.1 This one-time, off the schedule payment shall be made in one~~

~~installment, as soon as practicable.~~

13.1.1.4~~3~~ Except as provided above, the foregoing increase shall be implemented as soon as practicable following ratification of the ~~2017-2020~~ 2023-2025 Collective Bargaining Agreement.

~~13.1.1.5 A committee of no more than four (4) members per party shall be formed no later than sixty (60) days after ratification of this Agreement to review the salary schedule of the C10 classification and, by April 30, 2018, make recommendations to the SFUSD Superintendent and UESF President on whether the schedule should be increased. Any agreements shall be promptly implemented and inserted into the contract.~~

13.1.2 ~~2018-2019 School Year~~ 2024-2025 School Year

13.1.2.1 ~~Effective July 1, 2018, the salary schedules and hourly rates in Appendix C shall be adjusted to reflect a four percent (4%) increase. Effective July 1, 2024, the salary schedules and hourly rates in Appendix C shall be adjusted to reflect an five percent (5%) increase, 3 percent in August 2024 and 2 percent in January 2025~~

~~13.1.2.2 If total unrestricted general fund revenues for the 2018-2019 school year, as stated in the~~

~~2018-2019 Unaudited Actual Report, exceed the amount stated for the 2018-2019 school year in the multiyear projection contained in the 2017-2018 adopted budget, the parties shall meet and confer to adjust the salary agreement if both parties agree that sufficient funds are available. Any such adjustments shall be prospective only.~~

13.1.2.3 **Repurposing of QTEA Professional Development Hours & QTEA Impact & Innovation Awards – See Appendix F, Addendum G.**

~~13.1.2.3.1~~ Effective July 1, 2018, and continuing thereafter, QTEA will contribute \$150,000 of the QTEA Impact & Innovation Awards to the Unrestricted General Fund to support salary increases for the 2019-2020 school year and onward for certificated and classified unit members. QTEA will continue to fund \$450,000 of the Impact & Innovation Awards.

13.1.3 ~~2019-2020 School Year~~

~~13.1.3.1 Effective July 1, 2019, the salary schedules and hourly rates in Appendix C shall be adjusted to reflect a four percent (4%) increase.~~

~~13.1.3.1.1~~ Effective July 1, 2019, QTEA will contribute an additional \$4,208,743 (the cost of 1% salary increase for the UESF bargaining unit calculated as of Fall 2017) to the Unrestricted General Fund to support salary increases for certificated and classified unit members. This contribution is derived from the items in Appendix E, Addendum G, which includes UESF Certificated Articles 11.2.2.4, Article 11.1.2.3.1.1, and the following (see Appendix E, Addendum G):

~~13.1.3.1.1.1~~ Effective July 1, 2019, and continuing thereafter, QTEA will contribute funding previously dedicated to the remaining eight (8) hours of professional development for paraprofessional/paraeducators to the Unrestricted General Fund to support salary

increases for the 2019-2020 school year and onward for certificated and classified unit members.

13.2 **Longevity Pay** —~~All United Support Personnel with ten (10) or more years of District service shall receive an additional longevity payment of \$0.30 per hour.~~
All United Support Personnel shall receive additional longevity pay according to the following:

13.2.1 Unit members with at least five (5), but less than ten (10), years District service shall receive longevity pay in the amount of one percent (1%) of their hourly rate.

13.2.2 Unit members with at least ten (10), but less than fifteen (15), years of service shall receive longevity pay in the amount of two percent (2%) of their hourly rate.

13.2.3 Unit members with at least fifteen (15), but less than twenty (20), years of service shall receive longevity pay in the amount of three percent (3%) of their hourly rate.

13.2.4 Unit members with at least twenty (20) years of service shall receive longevity pay in the amount of four percent (4%) of their hourly rate.

13.23 High Potential Stipend

13.23.1 For the duration of the Quality Teacher & Education Act (Prop A) parcel tax, unit members who serve at high potential schools shall receive a stipend of seven hundred and fifty dollars (\$750) per year.

9. Hours of Work and Work Year

9.1 The regular work week of a full-time unit member shall consist of not more than five (5) work days within a seven (7) day period (Sunday through Saturday).

9.2 The length of the regular work day shall not exceed eight (8) hours of service.

9.2.1 Each unit member shall be assigned a fixed regular number of work hours which can only be changed as provided for in Article 21, Effects of Layoffs. Every effort shall be made to maintain paraprofessional/paraeducator work schedules after the first 15 student instructional days of the school year. Thereafter, required changes in a paraprofessional's/paraeducator's work schedule shall be by mutual consent wherever possible. If the change in the paraprofessional's/paraeducator's work schedule cannot be made by mutual consent an explanation on the need for the change shall be provided by the administrator to the paraprofessional/paraeducator.

9.2.2 United Support Personnel who work with classroom teachers may be granted one (1) hour planning time per week for necessary preparations.

9.2.3 Commencing with the 2018-2019 school year and continuing thereafter, the work year for all United Support Personnel shall be increased by one (1) District Professional Development Day. The funding for this additional day will come from ten

(10) hours of QTEA paraeducator/paraprofessional PD, leaving eight (8) hours remaining in the QTEA PD allocation. Commencing with the 2024-2025 school year, the work year for all United Support Personnel shall be increased by one (1) additional District Professional Development Day.

9.2.3.1 The day shall be scheduled by mutual agreement between the District and the Union for Early Education paraeducators/paraprofessionals, and prior to the start of the student instructional year for all other United Support Personnel.

9.2.3.2 The distribution of these hours will be determined through mutual agreement between the District and the Union.

9.2.3.3 For this additional day, no paraprofessional/paraeducator will receive less than \$190/day if seven (7) hours are worked.

Link if any:

If ratified, the contract language will be:

10.2.4 Floating Holidays

10.2.4.1 After six (6) months of active service, all Bargaining Unit personnel are entitled to take six (6) Floating Holidays, the scheduling of which shall be according to section 10.2.4.2.

10.2.4.2 For School Term Employees, and unlike vacation scheduling, Floating Holidays are to be taken during the regularly scheduled school year. Prior approval shall be required if the Floating Holiday is being requested on a student attendance day

2023-2024 School Year

13.1.1.1 Effective July 1, 2023, the salary schedules and hourly rates in Appendix C shall be adjusted to reflect a thirty dollar (\$30) per hour minimum hourly rate, or an eight percent (8%) increase, whichever is greater. The salary schedules shall be adjusted to reflect a 4% increase at each step for steps 1 through 5 and a 3% increase at career increment A and B.

13.1.1.2 For Summer School, the foregoing increases shall take effect beginning with the first paraprofessional workday of the summer session in 2024.

13.1.1.43 Except as provided above, the foregoing increase shall be implemented as soon as practicable following ratification of the 2023-2025 Collective Bargaining Agreement.

13.1.2 2024-2025 School Year

13.1.2.1 Effective July 1, 2024, the salary schedules and hourly rates in Appendix C shall be adjusted to reflect an five percent (5%) increase, 3 percent in August 2024 and 2 percent in January 2025

13.1.2.3 Repurposing of QTEA Professional Development Hours & QTEA Impact & Innovation Awards – See Appendix F, Addendum G.

~~13.1.2.3.1~~ Effective July 1, 2018, and continuing thereafter, QTEA will contribute \$150,000 of the QTEA Impact & Innovation Awards to the Unrestricted General Fund to support salary increases for the 2019-2020 school year and onward for certificated and classified unit members. QTEA will continue to fund \$450,000 of the Impact & Innovation Awards.

13.1.3 2019-2020 School Year

~~13.1.3.1~~ Effective July 1, 2019, QTEA will contribute an additional \$4,208,743 (the cost of 1% salary increase for the UESF bargaining unit calculated as of Fall 2017) to the Unrestricted General Fund to support salary increases for certificated and classified unit members. This contribution is derived from the items in Appendix E, Addendum G, which includes UESF Certificated Articles 11.2.2.4, Article 11.1.2.3.1.1, and the following (see Appendix E, Addendum G):

~~13.1.3.2.1~~ Effective July 1, 2019, and continuing thereafter, QTEA will contribute funding previously dedicated to the remaining eight (8) hours of professional development for paraprofessional/paraeducators to the Unrestricted General Fund to support salary increases for the 2019-2020 school year and onward for certificated and classified unit members.

13.2 Longevity Pay All United Support Personnel shall receive additional longevity pay according to the following:

13.2.1 Unit members with at least five (5), but less than ten (10), years District service shall receive longevity pay in the amount of one percent (1%) of their hourly rate.

13.2.2 Unit members with at least ten (10), but less than fifteen (15), years of service shall receive longevity pay in the amount of two percent (2%) of their hourly rate.

13.2.3 Unit members with at least fifteen (15), but less than twenty (20), years of service shall receive longevity pay in the amount of three percent (3%) of their hourly rate.

13.2.4 Unit members with at least twenty (20) years of service shall receive longevity pay in the amount of four percent (4%) of their hourly rate.

13.23 High Potential Stipend

13.23.1 For the duration of the Quality Teacher & Education Act (Prop A) parcel tax, unit members who serve at high potential schools shall receive a stipend of seven hundred and fifty dollars (\$750) per year.

9. Hours of Work and Work Year

9.1 The regular work week of a full-time unit member shall consist of not more than five (5) work days within a seven (7) day period (Sunday through Saturday).

9.2 The length of the regular work day shall not exceed eight (8) hours of service.

9.2.1 Each unit member shall be assigned a fixed regular number of work hours which can only be changed as provided for in Article 21, Effects of Layoffs. Every effort shall be made to maintain paraprofessional/paraeducator work schedules after the first 15 student instructional days of the school year. Thereafter, required changes in a paraprofessional's/paraeducator's work schedule shall be by mutual consent wherever possible. If the change in the paraprofessional's/paraeducator's work schedule cannot be made by mutual consent an explanation on the need for the change shall be provided by the administrator to the paraprofessional/paraeducator.

9.2.2 United Support Personnel who work with classroom teachers may be granted one (1) hour planning time per week for necessary preparations.

9.2.3 Commencing with the 2018-2019 school year and continuing thereafter, the work year for all United Support Personnel shall be increased by one (1) District Professional Development Day. The funding for this additional day will come from ten (10) hours of QTEA paraeducator/paraprofessional PD, leaving eight (8) hours remaining in the QTEA PD allocation. Commencing with the 2024-2025 school year, the work year for all United Support Personnel shall be increased by one (1) additional District Professional Development Day.

9.2.3.1 The day shall be scheduled by mutual agreement between the District and the Union for Early Education paraeducators/paraprofessionals, and prior to the start of the student instructional year for all other United Support Personnel.

9.2.3.2 The distribution of these hours will be determined through mutual agreement between the District and the Union.

9.2.3.3 For this additional day, no paraprofessional/paraeducator will receive less than \$190/day if seven (7) hours are worked.

[Certificated, Compensation, Article 11, Platform Area: Raises](#)

Summary Statement:

The certificated compensation package achieved unprecedented raises for ALL members. In total dollar amounts, on average, new and veteran members will receive close to the same annual salary increase for the life of this agreement. It is the living expression of "fair and equitable" raises in our contract campaign.

All certificated members receive a \$9,000 increase to their base pay for the 1st year, retroactive to July 2023. In the 2nd year, 2024-2025, all will receive an increase of a total 5%,

split into 3% in July 2024 and 2% in January 2025.

All daily and hourly rates, including substitute educator pay, increase 10% in year 1 and 5% in year 2.

The agreement stipulates that there is no longer a tier 1 pay rate. So regardless of assignments worked, substitutes are paid at one higher rate. That rate is currently 287.57. That rate will go up by 10% this year (2023-2024) and 5% next year (2024-2025). Prop A subs will be paid 80 dollars more than DTD sub rate, no matter what it is.

Additional wins in this article include, no limit to the number of year-for-year credit for verified outside teaching in multiple categories and \$1,000 stipends for school district nurses, school social workers and special education teachers (RSP and SDC). This is in addition to the QTEA hard-to-fill stipends.

Agreed upon language:

Salary Increases

11.2.1 ~~2017-2018 School year~~ **2023-2024 School Year**

11.2.1.1 ~~Effective July 1, 2017-2023, the salary schedules and daily and hourly rates in Appendix B (except B11 summer school) shall be adjusted to reflect a three percent (3.0%) five percent (5.0%) increase. Effective July 1, 2023, the salary schedules shall be adjusted to reflect an increase of \$9,000 at each step.~~

Effective July 1, 2023, the daily and hourly rates in Appendix B shall be adjusted to reflect a ten percent (10%) increase.

11.2.1.2 For Summer School (B11), the foregoing increases shall take effect beginning with the first certificated workday of the summer session in 2024.

11.2.1.3 Except as provided above, the foregoing increases shall be implemented as soon as practicable following ratification of the ~~2017-2020~~ 2023-2025-2024 Collective Bargaining Agreement.

~~11.2.1.4 In addition to the foregoing, unit members shall receive a one-time off the schedule payment equal to two percent (2%) of their "Base" salary (excluding the QTEA "Parcel Tax Add-on") as reflected on the 2017-2018 "Base Salary Schedule" after application of section 11.2.1.1 above. This one-time, off the schedule payment shall be made in one installment, as soon as possible.~~

~~11.2.1.4.2 For Core Substitutes, this one-time off the schedule payment shall be calculated and made according to sections 11.2.1.4 and 11.2.1.4.1 above. Day-to-day substitutes who 2017-2020 Teacher Contract — 29 — July 1, 2017 work 36 days shall receive \$200. Day-to-day substitutes who work 71 days or more shall receive \$200, in addition to the 36-day payment, for a total of \$400 for the 2017-2018 school year. Payment will be made at~~

~~the end of the school year or upon separation.~~

11.2.1.4.3 QTEA substitutes and 160-day substitutes shall receive \$400, to be paid on the last paycheck of the fall semester, and an additional \$400, to be paid on the last paycheck of the spring semester, for a total of \$800 for the 2017-2018 school year. This onetime payment of QTEA substitutes and 160-day substitutes will be funded through QTEA

11.2.2 **2024-2025 School Year**

11.2.2.1 Effective July 1, 2024, the salary schedules and daily and hourly rates in Appendix B shall be adjusted to reflect a five percent (5%) increase, 3 percent in August 2024 and 2 percent in January 2025

11.2.2.2 For Summer School (B11), the foregoing increases shall take effect beginning with the first teacher workday of the summer session in 2025.

~~11.2.2.3 If total unrestricted general fund revenues for the 2018-2019 school year, as stated in the 2018-2019 Unaudited Actual Report, exceed the amount stated for the 2018-2019 school year in the multiyear projection contained in the 2017-2018 adopted budget, the parties shall meet and confer to adjust the salary agreement if both parties agree that sufficient funds are available. Any such adjustments shall be prospective only.~~

11.2.2.4 **Repurposing of QTEA Professional Development Hours & QTEA Impact & Innovation Awards – See Appendix F, Addendum G**

11.2.2.4.1 Effective July 1, 2018, and continuing thereafter, QTEA will contribute funding previously dedicated to providing six (6) hours of professional development for Early Education Department teachers to the Unrestricted General Fund to support salary increases for the 2019-2020 school year and onward for certificated and classified unit members. QTEA will continue to fund twelve (12) hours of QTEA Professional Development for the 2018-2019 school year at the rate of \$30 per hour for all Early Education Department teachers.

11.2.2.4.2 Effective July 1, 2018, and continuing thereafter, QTEA will contribute funding previously dedicated to providing nine (9) hours of professional development for TK-12th grade teachers to the Unrestricted General Fund to support salary increases for the 2019-2020 school year and onward for certificated and classified unit members. QTEA will continue to fund nine (9) hours of QTEA Professional Development for the 2018-2019 school year at the rate of \$40 per hour for all TK-12th grade teachers.

11.2.2.4.3 Effective July 1, 2018, and continuing thereafter, QTEA will contribute \$150,000 of the QTEA Impact & Innovation Awards to the Unrestricted General Fund to support salary increases for the 2019-2020 school year and onward for certificated and classified unit members. QTEA will continue to fund \$450,000 of the Impact & Innovation Awards.

~~11.2.3 2019-2020 School Year~~

~~Effective July 1, 2019, the salary schedules and daily and hourly rates in Appendix B (except B11 summer school) shall be adjusted to reflect a four percent (4%) increase.~~

11.2.3.4-14 Effective July 1, 2019, QTEA will contribute an additional \$4,208,743 (the cost of 1% salary increase for the UESF bargaining unit calculated as of Fall 2017) to the Unrestricted General Fund to support salary increases for certificated and classified unit members. This contribution is derived from the items in Appendix F, Addendum G, which includes Article 11.2.2.4 and the following (see Appendix F, Addendum G.

11.2.3.4-25 Effective July 1, 2019, and continuing thereafter, QTEA will contribute funding previously dedicated to the remaining twelve (12) hours of professional development for Early Education Department teachers to the Unrestricted General Fund to support salary increase for the 2019-2020 school year and onward for certificated and classified unit members.

11.2.3.4-36 Effective July 1, 2019, and continuing thereafter, QTEA will contribute funding previously dedicated to the remaining nine (9) of professional development for TK12th grade teachers to the Unrestricted General Fund to support salary increases for the 2019-2020 school year and onward for certificated and classified unit members.

~~11.2.3.2 — For Summer School, the foregoing increases shall take effect beginning with the first teacher workday of the summer session in 2020.~~

11.7.6 **Newly-appointed probationary unit members**

11.7.6.1 A newly-appointed probationary unit member shall receive year-for-year credit for verified outside teaching or service in full-time permanent or probationary teacher, temporary, categorical, emergency or long-term substitute status. Verified experience for unit members appointed to the area of pupil services shall include service with a public or private agency in a position requiring experience with school-age children and their parents and/or teaching experience. Nutrition education teachers shall receive credit to a maximum of five (5) increments for previous full-time work experience in the field of nutrition.

11.7.6.2 At the time of probationary appointment, if such teacher has previously served in the San Francisco Unified School District, ~~he/she~~ unit members shall be placed in the appropriate classification and shall be allowed credit for increment purposes on the basis of one (1) increment for each year of service as a regularly assigned teacher.

11.7.6.3 Newly appointed teachers will be placed at the rating one greater than the number of years of credit. Whenever a “year” is referred to in determining credit for outside or former teaching experience, it is hereby defined as not less than seventy-five percent

(75%) of the service which the college or school district in which the instructor or teacher was formerly employed required of regular full-time instructors or teachers. Outside teaching experience in more than one (1) college or school district in any one (1) school year may be combined for granting such outside credit.

11.7.6.4 There shall be no limit to the number of year-for-year credit for verified outside teaching in full-time permanent or probationary teacher, temporary, categorical, emergency or long-term substitute status.

11.7.8 Substitute Pay Rates

11.7.8.1 The substitute pay levels are included on Salary Schedule B11. Day to Day Substitutes shall be paid at the HX02 rate in salary schedule B11. Effective July 1, 2023, 160-day TK-12 (QTEA) substitutes (QX01) substitutes shall be paid at \$80 above the Level 2 rate (HX02).

11.7.8.7 Dedicated core substitutes shall be paid on salary schedule B.1 for TK-12 fully credentialed teachers and salary schedule B.3 for TK-12 intern/emergency and other non-credentialed teachers using the guidelines in sections 11.7.6 and 11.7.7 of this agreement, or at the daily rate for 160-day TK-12 (QTEA) substitutes (QX01), whichever is greater, in accordance with Article 26.7.3.3.

B.11b. Substitute Teachers and Hourly Rates (2022-2023 School Year) --6%

Class Occupation	Rating	July 1, 2022 Daily Rate	July 1, 2022 Hourly Rate
TK-12 Day to Day Substitute			
1 to 70 Daily Assignments	HX01	\$238.14	
71 or more Daily Assignments Rate	HX02	\$287.57	
TK-12 Assignment at High Potential Schools	HX03	\$48.90 <u>37.80</u>	
10 day bonus for consecutive days in the same assignment	HX04	\$34.46	
160 Day TK-12 (QTEA) Substitutes	QX01	\$287.57 \$367.57	
Speech Language Pathologist Day to Day Substitute			
1 to 70 Daily Assignments	HP01	\$485.91	
71 or more Daily Assignments	HP02	\$569.35	

Early Education Sites Hourly Subs			
1 to 70 Daily Assignments	HC01		\$34.01
71 or more Daily Assignments	HC02		\$41.09
160 Day Early Education (QTEA) Substitutes	QC01		\$41.09
Other Hourly			
Extended Hours (ECL)	LZ99		\$39.6779
Extra-Curricular Activities	JZ99		\$39.1583
Coaching (CPY)	JZ99		\$39.1583
Homebound	KZ99		\$47.0348
Driver Training	JZ99		\$39.1583
Summer School Driver Training	MZ99		\$46.4090
Summer and Saturday School (NGT, SAT, SAH, SAP, SHT)	PZ99		\$53.636
Summer School (Speech Language Pathologist)	RZ99		\$74.5850
EED Pre-K Summer Program	SZ99		\$40.6698
Log Cabin Summer School (SLC)	QZ99		\$57.6864
Emergency Class Coverage – PK-12 (sub rate/5) (ECC)			\$57.5156
Emergency Class Coverage – EES			\$28.5034
Sub Dock Rate District (pre-K – 12)		\$287.57	
Sub Dock Rate for Early Education School Full-time (sub rate x 184/191)		\$277.03	
Sub Dock Rate for Early Education School Infant/Toddler (sub rate x 184/219)		\$241.61	
Sub Dock Rate for Early Education School-age Part-time (sub rate x 184/218 x .5652)		\$137.18	
Permanent Lead Teacher Pay per month (.07 x classification IV, rating 10 – Schedule D1 (LDT)		\$427.01	

11.11.2 Hard-to Fill Stipend for Additional Certificated Positions

11.11.2.1 In the interest of providing a skilled and qualified certificated school district nurses and school social workers, beginning with the 2023-2024 school year the District shall designate ~~offer~~ school district nurses, school social workers and special education

teachers (RSP and SDC) as hard-to-fill areas of special need or significance for the 2023-2024, 2024-2025, and 2025-2026 school years. For the 2023-2024, 2024-2025, and 2025-2026 school years, the District shall offer a hard-to-fill stipend of one thousand dollars (\$1,000.00) per year.

Link if any:

If ratified, the contract language will be:

■ **Salary Increases**

11.2.1 2023-2024 School Year

11.2.1.1 Effective July 1, 2023, the salary schedules shall be adjusted to reflect an increase of \$9,000 at each step. Effective July 1, 2023, the daily and hourly rates in Appendix B shall be adjusted to reflect a ten percent (10%) increase.

11.2.1.2 For Summer School (B11), the foregoing increases shall take effect beginning with the first certificated workday of the summer session in 2024.

11.2.1.3 Except as provided above, the foregoing increases shall be implemented as soon as practicable following ratification of the 2023-2025 Collective Bargaining Agreement.

11.2.2 2024-2025 School Year

11.2.2.1 Effective July 1, 2024, the salary schedules and daily and hourly rates in Appendix B shall be adjusted to reflect a five percent (5%) increase, 3 percent in August 2024 and 2 percent in January 2025

11.2.2.2 For Summer School (B11), the foregoing increases shall take effect beginning with the first teacher workday of the summer session in 2025.

11.2.2.43 Repurposing of QTEA Professional Development Hours & QTEA Impact & Innovation Awards – See Appendix F, Addendum G

11.2.2.43.1 Effective July 1, 2018, and continuing thereafter, QTEA will contribute funding previously dedicated to providing six (6) hours of professional development for Early Education Department teachers to the Unrestricted General Fund to support salary increases for the 2019-2020 school year and onward for certificated and classified unit members. QTEA will continue to fund twelve (12) hours of QTEA Professional Development for the 2018-2019 school year at the rate of \$30 per hour for all Early Education Department teachers.

11.2.2.43.2 Effective July 1, 2018, and continuing thereafter, QTEA will contribute

funding previously dedicated to providing nine (9) hours of professional development for TK12th grade teachers to the Unrestricted General Fund to support salary increases for the 2019-2020 school year and onward for certificated and classified unit members. QTEA will continue to fund nine (9) hours of QTEA Professional Development for the 2018-2019 school year at the rate of \$40 per hour for all TK-12th grade teachers.

~~11.2.2.4~~ 11.2.3 Effective July 1, 2018, and continuing thereafter, QTEA will contribute \$150,000 of the QTEA Impact & Innovation Awards to the Unrestricted General Fund to support salary increases for the 2019-2020 school year and onward for certificated and classified unit members. QTEA will continue to fund \$450,000 of the Impact & Innovation Awards.

■ 11.2.3.1-14 Effective July 1, 2019, QTEA will contribute an additional \$4,208,743 (the cost of 1% salary increase for the UESF bargaining unit calculated as of Fall 2017) to the Unrestricted General Fund to support salary increases for certificated and classified unit members. This contribution is derived from the items in Appendix F, Addendum G, which includes Article 11.2.2.4 and the following (see Appendix F, Addendum G.

11.2.3.1-25 Effective July 1, 2019, and continuing thereafter, QTEA will contribute funding previously dedicated to the remaining twelve (12) hours of professional development for Early Education Department teachers to the Unrestricted General Fund to support salary increase for the 2019-2020 school year and onward for certificated and classified unit members.

11.2.3.1-36 Effective July 1, 2019, and continuing thereafter, QTEA will contribute funding previously dedicated to the remaining nine (9) of professional development for TK12th grade teachers to the Unrestricted General Fund to support salary increases for the 2019-2020 school year and onward for certificated and classified unit members.

11.7.6 **Newly-appointed probationary unit members**

11.7.6.1 A newly-appointed probationary unit member shall receive year-for-year credit for verified outside teaching or service in full-time permanent or probationary teacher, temporary, categorical, emergency or long-term substitute status. Verified experience for unit members shall include service with a public or private agency in a position requiring experience with school-age children and their parents and/or teaching experience. Nutrition education teachers shall receive credit to a maximum of five (5) increments for previous full-time work experience in the field of nutrition.

11.7.6.2 At the time of probationary appointment, if such teacher has previously served in the San Francisco Unified School District, unit members shall be placed in the appropriate classification and shall be allowed credit for increment purposes on the basis of one (1) increment for each year of service as a regularly assigned teacher.

11.7.6.3 Newly appointed teachers will be placed at the rating one greater than the number of years of credit. Whenever a “year” is referred to in determining credit for outside or former teaching experience, it is hereby defined as not less than seventy-five percent (75%) of the service which the college or school district in which the instructor or teacher was formerly employed required of regular full-time instructors or teachers. Outside teaching experience in more than one (1) college or school district in any one (1) school year may be combined for granting such outside credit.

11.7.6.4 There shall be no limit to the number of year-for-year credit for verified outside teaching in full-time permanent or probationary teacher, temporary, categorical, emergency or long-term substitute status.

11.7.8 Substitute Pay Rates

11.7.8.1 The substitute pay levels are included on Salary Schedule B11. Day to Day Substitutes shall be paid at the HX02 rate in salary schedule B11. Effective July 1, 2023, 160-day TK-12 (QTEA) substitutes (QX01) substitutes shall be paid at \$80 above the Level 2 rate (HX02).

11.7.8.7 Dedicated core substitutes shall be paid on salary schedule B.1 for TK-12 fully credentialed teachers and salary schedule B.3 for TK-12 intern/emergency and other non-credentialed teachers using the guidelines in sections 11.7.6 and 11.7.7 of this agreement, or at the daily rate for 160-day TK-12 (QTEA) substitutes (QX01), whichever is greater, in accordance with Article 26.7.3.3.

B.11b. Substitute Teachers and Hourly Rates (2022-2023 School Year) --6%

11.11.2 Hard-to Fill Stipend for Additional Certificated Positions

11.11.2.1 In the interest of providing a skilled and qualified certificated school district nurses and school social workers, beginning with the 2023-2024 school year the District shall designate school district nurses, school social workers and special education teachers (RSP and SDC) as hard-to-fill areas of special need or significance for the 2023-2024, 2024-2025, and 2025-2026 school years. For the 2023-2024, 2024-2025, and 2025-2026 school years, the District shall offer a hard-to-fill stipend of one thousand dollars (\$1,000.00) per year.

