



UESF

United Educators of San Francisco
AFT/CFT, AFL-CIO ■ NEA/CTA

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Superintendent Dr. Wayne & San Francisco Board of Education Commissioners
555 Franklin St.
San Francisco, CA 94102

February 15, 2024

Dear Superintendent Dr. Wayne and Commissioners,

The United Educators of San Francisco and the San Francisco Unified School District, through its respective representatives, negotiated wage and salary schedules which were to be retroactive to the start of this fiscal year. We reached agreement and respectively ratified those agreements in November and December 2023.

The District advised employees in a communication on December 22, 2023 that negotiated wage increases and the retroactive payments would be made to employees by the end of March of 2024, and possibly sooner.

To date the Union has *not* received any information or communication to cross-check the planned raises for either classified or certificated units. We remain expectant that the District team includes this step in the process, so that the UESF staff may be helpful in preventing, correcting, or advising of any possible system-wide errors with the various implementations of the Classified and then the Certificated raises. However, this should in no way derail the implementation from the end of March deadline.

Employees of the District have made plans and commitments in anticipation that the District's implementation of wage and salary increases would be fulfilled in the March timeline. A failure to implement in the District's committed timeline would cause unacceptable hardship and further erode trust.

If the District does not fulfill its commitment to implement the wage and salary increase by the end of March, the Union will take appropriate legal action.

Most sincerely,

Cassondra Curiel

President of United Educators of San Francisco

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