



FOR THE SCHOOLS OUR STUDENTS DESERVE PLATFORM TO WIN

3250 UESF members, 59 percent of the membership, completed the bargaining survey. Over 150 members participated in contract cafes where bargaining team leaders interviewed small groups for additional feedback and input. Then, the 100+ member Bargaining Team analyzed the survey and contract cafes input to develop the We Can't Wait for the Schools Our Students Deserve Platform to Win. This platform represents our broader goals, not specific bargaining proposals. It integrates the work we are doing in coordination with 11 of the largest educator unions in California in the statewide We Can't Wait campaign. In October, the UESF membership ratified the We Can't Wait platform with 99 percent of responding members voting yes! The 2025 We Can't Wait for the Schools Our Students Deserve campaign will build on the historic wins of the agreement we made in October 2023 after thousands of educators took action to ensure we won meaningful and equitable raises! We are committing to collectively struggle for the schools our students deserve in coordination statewide.

Fully Staffed Schools

Student wellness and mental health is directly connected to academic success, yet California schools lag behind much of the nation in staffing levels of counselors, social workers, psychologists and nurses. While our union has been fighting for increases in these areas, our district's mismanagement has slowed that process. Fully staffing our schools means addressing the root causes of understaffing, expanding student supports and establishing manageable caseloads and work loads.

Fully staffed schools means:

- Concrete solutions to the chronic understaffing in Special Education
- Expanded student mental health supports
- Time & support that all educators need to be successful
- End expensive contracting out and consulting contracts
- Quality, resourced and accessible pathways to paraeducator and teacher positions
- Nurses, social workers, counselors, and librarians at every school
- Consistent staffing across sites in the service of our students' needs
- Manageable caseloads to reflect the workload of supporting each and every student with an Individualized Education Plan (IEP) and transition to workload models in Special Education Services. Lower ratios for psychologists and counselor ratios
- Protection of our wellness centers and support staff

Improved Educator Pay! Close the Educator Wage Gap

Year after year, the gap grows between what educators can afford and the cost to live in the neighborhoods they serve. It's time for pay and benefits to reflect the critical role educators have in our communities. Every child, regardless of where they live or where they are from, deserves great educators who inspire them. Educator pay and benefits must ensure retention and recruitment meets this standard.

Improving educator pay means:

- Competitive pay to retain educators throughout our career
- Fair compensation for additional duties, specialized qualifications & after-school work
- Affordable benefits that meet the needs of educators & our families
- Supportive leave policies for life changes & challenges
- Salary commensurate within industry for the same experience and education
- One job should be enough! Improved compensation for paraeducators: Increased floating holidays, pensions, a 35 hour-work week for those who don't have it
- Floating holidays for substitute educators
- Education stipends for paraeducators and material supports for advancing our education
- District covered health insurance for dependents and reduced employee health insurance contributions
- Fighting for Medicare For All

Stability for our Schools & Communities

SFUSD schools have experienced enormous instability over the past few years; Our students and educators need stability to thrive. Our school communities deserve robust and stable funding. Budget cuts, unnecessary closures and layoffs shatter this vision, particularly for our most vulnerable students. We will fight to protect against layoffs and program cuts. We will continue to stand with immigrant students, unhoused students, LGBTQ+ students, and students of color. Together, we can defend our most vulnerable communities.

Stability for our schools and communities means:

- End the unnecessary chaos of layoffs & transfers. No more pink slips!
- Improve access to housing & other resources beyond the school day. Affordable and accessible housing for educators, students and families. Expand successful shelter initiatives on SFUSD property
- Safe & clean school facilities
- Ensure special education services are fully resourced and supported by functional data management systems
- Structured and supportive co-teaching standards
- Training and programming continuity. Standardized procedures for consistent student support and baseline levels of support. Our students deserve continuity of care and services!
- Clear support staff protections to fulfill their roles and support our students and communities
- Staffing that matches the specific needs of our communities; Equitable access to support services for language immersion schools. High quality support for dual language staff. Improved equitable staffing models
- Expanded supports for newcomer students
- Expand the dedicated core substitute program
- Require shared decision for school communities and district wide
- Increased supports for new educators
- Respect for the specialized skills support staff have in order to meet the needs of students
- Support and resources to implement Multi Tiered Systems of Support model in schools
- Reject state intervention that creates instability at our sites, promotes layoff cycles that harm educators and students. State intervention (receivership or takeover) has historically harmed the most vulnerable and under-resourced communities statewide without improving student outcomes.

Dignified Learning & Working Conditions

Schools are at the center of our communities; A high-quality education is the mark of a truly equitable and democratic society. Educators and students deserve respect in accordance with the importance of public education, and so do our students. From facilities and environmental standards to training and resources, dignified learning and working conditions that are sustainable and safe will ensure the schools our students deserve.

Dignified learning and working conditions means:

- Defend immigrant families, LGBTQ+ students families and staff and our most vulnerable students, families and educators
- Environmentally sustainable facilities with proper ventilation, heating and cooling
- Improve working conditions to ensure retention
- Implement the Safe and Supportive Schools Resolution. Resource, training for and implementation of restorative practices. Create systems of equity across school levels (EED, ES, MS, HS)
- Standardized training on critical issues that ensure safe and sustainable working conditions
- Adequate human resource support and accountability for upper management
- Respectful treatment and equitable collaboration with classified staff across all work sites; Time for paraeducators to collaborate with certificated staff
- More time to plan/reflect/collaborate together to provide improved academic instruction for ALL students
- Job training for paraeducators and paraeducator subs
- Improve professional rights and academic freedom protections
- Stronger anti-harassment contract language; Specific protections for working and learning conditions for Black and Brown students and staff