



# Bargaining Updates

from  
March 10th, 2025



UNITED EDUCATORS OF SAN FRANCISCO  
AFT/CFT #61, AFL-CIO, NEA/CTA



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# Key Info

- We passed 9 proposals across the table
- The district passed 0 proposals across the table
- You can find our proposals & the video summary on the [UESF website](#), but this slide deck gives a brief summary of proposals passed
- **Next Steps:**
  - **Bargaining Session on March 24**
  - **Save the Date: Art Build Saturday April 12 @ Vis Valley MS**
  - **Week of April 21-25: Site Pickets**



Scan here for all UESF bargaining info!

# Bargaining Updates

We met for our first bargaining session with the District on Monday, March 10th.

UESF passed 9 proposals across the table

- Our 9 proposals are **briefly** explained on the next slides
- If you'd like to read the proposals fully and get more details on each one, see the [UESF website](#) or scan the QR code below where all proposals are/will be posted

Scan here!

(Also available on other slides)



# Updates: Fully Staffed Schools

## Paraeducator Pension and Retirement

- Creates a research committee to analyze potential pension/retirement plans for classified staff

## EED/Part-Time School Age Teachers: PD Days and Break Pay.

- Provides parity for part-time school age teachers with their full-time counterparts in terms of benefits, PD days, and paid time off



# Updates: Stability for Our Schools

## Impacts of Financial Instability.

- Requires District to complete a community impact report before layoffs
- Requires District to refrain from layoffs when vacancies exist
- Establishes rules to deal with educator assignment and reassignment in the case of school closures/mergers.

## Shelter and Housing for Students and Families

- Formalizes and expands the Stay Over Program (started at BVHM) to provide emergency housing and support SFUSD families with access to critical services
- Note: this is what's called a "Common good proposal" -- something we choose to bargain for the good of our students, families, educators, and school communities.



# Updates: Stability for Our Schools

## Safety: Intervention Tracking System

- Proposes a uniform incident report system implemented District-wide to track interventions and supports
- Said system provides all unit members access to pertinent information such as BIPs, safety plans, and past referrals.
- Formalizes the right of educators to remove themselves from the school environment following an attack, assault, or injury.

## Priority School Assignment

- Allows UESF members' children to receive priority school assignment at member's work site.
- Guarantees approval of all inter-district transfer applications for members' children



# Updates: Dignified Conditions



## Protections from Privatization/Contracting Out

- Introduces guardrails and restrictions to the District contracting out positions that could be filled by unit members
- Requires that contractors are used only in emergencies and are held to the same duties as unit members.
- Ensures all unit member positions are publicly posted to allow for hiring to occur before contracting out

## Teacher Librarian Working Conditions

- Protects transition time, adequate break time, and max of 6 classes/day
- Formalizes a process for reassignment with more protections for teacher librarians to reduce random reassignments





# Updates: Dignified Conditions

## Facilities

- Proposes minimum standards for facilities, including an acceptable temperature range of 65 - 75 F.
- Requires District to provide schools with tools to monitor air quality, temperature, mold, etc.
- Requires age-appropriate facilities for TK / pre-K spaces.



# Overall:

- We plan to pass more proposals in future sessions!
- In this first session, we focused on low- or no-cost proposals
- Future proposals will be more costly
  - We know these will be hard to win, especially given the current state of our district and public education on the whole. **However, we also know these are all things we need and deserve!**
  - WE are the union! We will **all** need to fight to win these proposals!
  - If we truly can't wait, we need to fight **now** - no matter how hard it may feel. We'll never get anywhere by kicking the can down the road!



# Contract Enforcement

**How can we ensure our current contract is being enforced? How can we support our staff NOW while we're fighting for more?**

- Make sure you're staying connected and in-touch with your UBC!
  - UESF leaders are communicating information about any potential layoffs and consolidations with UBCs. We are bargaining for more protections AND are working to protect members now!
- Many protections exist in our current contract, and many things we won in 2023 have yet to be fully implemented across all school sites. One of the best ways you can improve your working conditions NOW is by familiarizing yourselves with our current contract.

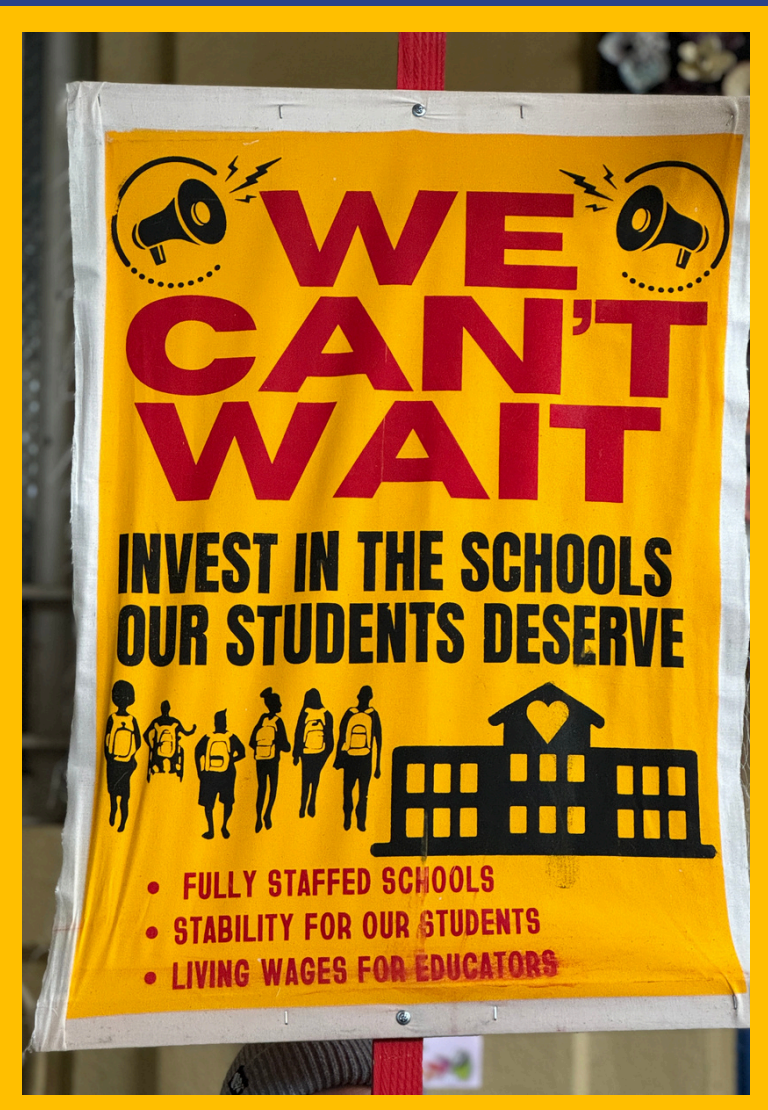
# Next Steps (1 of 2)

- **Our next bargaining session with the district is March 24th**
  - Wear your UESF shirts to show support!
  - Have conversations with at least 2 coworkers about our campaign to ensure everyone at your site is plugged in
- In April, we will take the next step of escalation in our campaign by holding **Site-based Informational Pickets across California in all We Can't Wait locals.**
  - **Turnout is key.** The difference between 50% ready to strike and 90% ready to strike is HUGE. The Bargaining Team, while strong and united, can only win as much as you and your colleagues show we will fight for.



# Next Steps (2 of 2)

- **Save the date: April 12th UESF Art Build**
  - UESF is partnering with Bay Area Artist David Solnit for an art build to make picket signs.
  - Vis Valley MS from 10am-4pm. Members are welcome to come for part or the whole time!



RSVP

