



Bargaining Updates

from

May 12, 2025



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



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The District's Counters Disappointed

This session, we were excited to receive counter proposals from district management. They passed 9 counters and one initial proposal. We passed one counter.

Unfortunately, they feel no urgency to make meaningful progress towards safe, stable, fully staffed schools; they were loud and clear that *they feel the status quo is working* as they repeatedly rejected all or most of our proposal language.

Save the Date:

- BOE Speak Out - May 13th
- May 17th: Statewide Day of Action – Defend Public Education

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District Initial Proposal

Evaluations

- Updates language to match current titles within the district

UESF Counter Proposal

Teacher Librarians

- Reiterates the language of *teacher* librarians
- Proposes our original language for protections around reassignments
- Ensures elementary teacher librarians have adequate transition time and no more than 6 classes per day



District Counter Proposals (1 of 5)

PRIORITY SCHOOL ASSIGNMENT

District proposed to give only ***school-based*** members' students some priority, with disagreement around the specifics of the implementation. Proposed interdistrict transfers for only school-based unit members

EARLY ED PD & BREAK PAY

District agreed to 2 designated PD days for OSTs, but there's disagreement over contract language about FTE and hours that needs to be hashed out.



District Counter Proposals (2 of 5)

SAFETY

- District rejected our ask for a streamlined uniform incident reporting system, claiming Synergy already does this
- Refused protections for members assaulted/injured while working

FACILITIES

- Rejects **all** proposed monitoring systems and facilities improvements including appropriately sized furniture and bathrooms and an acceptable classroom temperature range.

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District Counter Proposals (3 of 5)

PARAEDUCATOR WORKWEEK

- Rejects **all** proposed language, including:
 - Increasing the general workday to 7 hours (8 hours for T10s)
 - Creating planning time for classroom paraeducators

SHELTER AND HOUSING

- Again rejects our entire proposal to enshrine & expand the Stay Over Program, providing housing to SFUSD students and families at no cost to the district

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District Counter Proposals (4 of 5)

CLASS SIZES & CASELOADS

- Rejected **all** proposed language for class size limits and lowering caseloads including:
 - Counselors
 - SLPs (Speech Language Pathologists)
 - Psychologists
- Rejected increased overload pay
- They agreed to add Early Intervention (IFSP) Speech Language Pathologist to caseload language, but again increased the recommended caseload

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District Counter Proposals (5 of 5)

WORKLOAD MODEL

- District management agreed that special ed educators need more release time, however they rejected the **entire** workload model for balancing caseloads based on needs of students

IMPACTS OF FINANCIAL STABILITY

- Rejects **all** language to offer protections in the event of school closures or mergers
- Rejects **all** language to increase accountability around layoffs

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Board of Ed Speak Out

Come speak out against layoffs and destabilizing state intervention at the Board of Ed meeting on May 13th to push back! Contact Teanna Tillery for more details (ttillery@uesf.org)



BOE Speak Out



555 Franklin



6:00 PM

**Tuesday,
May 13th**

May 17 Day of Action

Saturday, May 17th at 12pm

Embarcadero Plaza
(Market & Embarcadero)

With other Bay Area Educator Unions, we're fighting back against attacks on our students, educators, and communities launched by the Trump/Musk administration.

[RSVP Here](#)

