



Bargaining Updates

from

April 14th, 2025



UNITED EDUCATORS
OF SAN FRANCISCO

AFT/CFT #61, AFL-CIO, NEA/CTA



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Bargaining Updates

We met for our third bargaining session with the District on April 14th.

UESF passed the last 5 final initial proposals and the District passed 0 counter proposals and 0 initial proposals.

- If you'd like to read the proposals fully and get more details on each one, see the [UESF website](https://bit.ly/UESFBargainingHub) or scan the QR code below where all proposals are/will be posted

bit.ly/UESFBargainingHub

Scan here or
use the bit.ly link!

(Also available on other slides)



Reminder: Highest Priorities

In March we passed our 3 highest cost, highest priority proposals:

- a workload model across Special Education that will help stabilize our schools by improving working conditions
- Ensuring fully funded health benefits for educators with dependents
- Improving pay for all educators

The District has not yet countered these proposals.



bit.ly/UESFBargainingHub

Scan here for all UESF bargaining info!

Fighting Instability

- almost 200 of our union siblings are still dealing with the uncertainty of whether or not they will have a job next Fall.
- When we asked if the District bargaining team knew how much of a surplus had been overbudgeted in the previous year and how many preliminary layoff notices they sent out, all we got was crickets.
- Layoffs amidst vacancies are irresponsible and dehumanizing. we continue to pressure the District to rescind these notices by June, and one of the first proposals we passed in March demands an end to layoffs during vacancies.



bit.ly/UESFBargainingHub

Scan here for all UESF bargaining info!

Show out for the pickets!

... And the strongest pressure comes from you and your colleagues! Over 80 school sites are holding pickets next week to rally support of our bargaining platform, educate our families and communities, and build our strike readiness as a union. A dozen other educator locals in California are also picketing from April 21-25!

These pickets are a crucial moment to demonstrate unity and communicate with our communities. Do you know when and where your school's picket is occurring? Make a plan to attend and bring 3 coworkers with you!



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Scan here for all UESF bargaining info!

Platform: Improve All Educator Pay

Respect Paraeducators: 35 (or 40) hr work week & Planning Time

- Aligns paraeducator workday with Certificated workday.
- Provides planning time for classroom paraeducators.
- Offers T10 Security Aids the ability to work 8 hour days (including breaks).

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Platform: Fully Staffed Schools

Counselor Workload

- Ensures there is at least 1 head counselor, 1 dean, and 1 school counselor at each secondary site (including K-8)
- Clarifies the roles of head counselor vs dean
- Provides extra counselors, beyond proposed caseloads, for schools with high focal populations (i.e. newcomer students, foster youth, etc)

Class Sizes & Caseload Limits

- Strengthens contract language from class size goals to class size limits.
- Reduces case load numbers for most service providers, including counselors reducing their caseload to 1:200
- Provides compensation of \$1,000 per student, per semester for unit members if class sizes or caseloads go over the limits (up to two students over)



Platform: Fully Staffed Schools

Fully Staffing School - Equitable Staffing Model

- Creates an equitable school staffing model that ensures:
 - 1 full time social worker at all schools
 - .5 or full time nurse at all elementary schools
 - 1 full time nurse at all secondary schools
 - 2 centrally funded positions for student & family services
 - funding allocations for schools with high focal student populations
 - a report for the Union every January around their plan to meet this staffing model



Platform: Dignified Conditions

Honoring Student Time

- Ensures that the number of students with IEPs in a co-taught class shall not exceed 50%, with the goal being 33%
- Limits grades 4/5 combo classes size to 28 students
- Eliminates combo classes in grades K-3
- States that advisory cannot require teacher prep and is not considered additional class



District Counter Proposals

The district did not provide any new counter proposals or initial proposals.

The counters on Teacher Librarians, Protections from Privatization, and Shelter and Housing are still on the table, and we plan to counter them.

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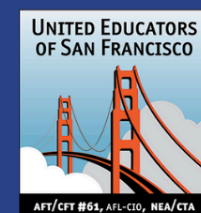
Next Steps (1 of 2)

Site-based Informational Pickets

From April 21-25, we will hold site-based informational at 80+ pickets across SF. April to May, all We Can't Wait locals will be picketing as well.

Remember that turnout is key!
We can only maximize our contractual gains
when you and your colleagues
show we will fight for it.

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PICKET SIGN-UP

April 21st to April 25th



RSVP HERE:



bit.ly/aprilpicketsvp



View the schedule & sign up to join a picket near you!

Next Steps (2 of 2)

- **Our next bargaining session with the district is April 28.**
 - Wear your UESF shirts to show support!
 - Have conversations with at least 2 coworkers about our campaign.
- SFUSD is hosting District Stabilization Townhalls from April 16-23. We encourage you all to attend. [You can RSVP here.](#)

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