



Bargaining Updates

from

September 15, 2025



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



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District Package

The District presented a packaged proposal that repurposes monies if we accept the concessions below:

Repurposes

- 2% salary increase

Eliminates

- Paid Sabbatical Leave
- Class Size Limits
- AP Preps
- Dept. Head Preps

Completely Rejects

- Fully Covered Dependent Healthcare
- Protections from AI
- Fully Staffed Schools
- SpEd Workload Model
- Sanctuary Schools
- Shelter & Housing
- Paraeducator Hours
- Any further limit to class size
- ...and all other open items on the table.

This is effectively a zero percent raise. They want to pay for the 2% by increasing workloads and taking away benefits already in our contract. Multiple proposals they rejected cost no money. Make it make cents?!



Scan here for all UESF bargaining info! bit.ly/UEBargainingHub

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Session Summary

District Management *finally* agreed to some basic, no-cost language (change “teacher” to “educator”), but their statements, proposals and rejections continue to show they are not attempting to find agreement with us.

They threw a conditional raise at us in exchange for cutting *many* important parts of our contract. **WE** know a 2% raise is not worth giving up so much, and we will have to fight as a whole union to show management we will not accept such a slap in the face.

Their proposed cuts would destabilize many schools and drive families away, further worsening the budget crisis!

Sign your site's petition and join us @ 555 on October 14th!!!



Scan here for all UESF bargaining info! bit.ly/UEBargainingHub

Sign In



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UESF Counter Proposals

As a bargaining team, we unanimously rejected their package.

We re-submitted 6 proposals that had been completely denied by the District. We will continue to demand the District meaningfully negotiate.

- Safety (improving incident reports & response to staff injury)
- Impacts of Financial Instability
- Fully Staffed Schools (baseline staffing model for “support” staff)
- Shelter & Housing
- Facilities (following legal requirements & making sure TK/PK have toilets)
- Standardized Hours for Paraeducators
(increasing access to stipends & similar benefits)
- Protections from AI

We also rejected their attempt to destroy sabbatical leaves.

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UESF

Bargaining Hub



UESF Counter Proposals

Counselors

- Proposed that the counselor at K-8 sites is the Head Counselor
- Agreed upon the definitions of Head Counselors & Lead Counselors
- Agreed that counselors should NOT be involved in discipline
- Clarified the separation of Head Counselor and Dean (and that a dean position should not replace a counselor position)

Class Size and Caseload Limits

We maintained our position on...

- *Limiting* class sizes (not just goals)
- *Reducing* caseloads for service providers (e.g., SLPs & psychologists)
- 1:200 ratio for counselors



UESF Counter Proposals

Early Education PD & Break Pay

Certificated:

- Agreed that 2 workdays shall be for PD
- Proposed that members are paid at per diem rate for their work during school breaks (e.g., fall and spring break, summer work)

Classified:

- Proposed that 2 workdays shall be for PD
- Clarified that classified should have access to attend full days of PD despite their lower minimum hours



Other District Counter Proposals

Certificated Evaluations

Management...

- agreed to basic language changes (i.e. teacher to educator)
- proposed a clarification of who can perform evaluations

Substitute Teachers

Management...

- agreed that subs may leave after student dismissal & returning materials
- proposed that substitute teachers shall be expected to complete *no fewer* than 30 assignments/year to remain in active status (10 for retired teacher substitutes)
- proposed that 1-day subs are not entitled to a preparation period
- agreed that priority be given to subs who completed 60+ assignments in the prior school year

UESF

Bargaining Hub



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Next Steps

Strike-Ready Petition

Congratulations to these 23 sites for completing their strike education session and strike-ready petitions! 727 Golden Gate, Abraham Lincoln HS, Access: the Arc, Access Bay St, Argonne ES, Argonne EES, Burton HS, CARE Bayview, Independence HS, Jean Parker ES, Jefferson EES, Lakeshore ES, Malcolm X Academy, Raphael Weill EES, Starr King ES, Yick Wo ES, Youth Chance, Mission Bay Hub, West Portal, Gateway HS, Marshall HS, Webster ES & UCSF Child Life Program.

WE ARE READY TO STRIKE IF NECESSARY

Educators are fighting for raises, fully funded health benefits, improved SPED working conditions, sanctuary schools, and housing for our families.

School / Work Area _____

We, the undersigned, are prepared to do what it takes to win a fair contract, including a strike if district management makes it necessary.

Full Name _____	SIGN _____
Full Name _____	SIGN _____
Full Name _____	SIGN _____
Full Name _____	SIGN _____
Full Name _____	SIGN _____
Full Name _____	SIGN _____
Full Name _____	SIGN _____
Full Name _____	SIGN _____
Full Name _____	SIGN _____
Full Name _____	SIGN _____

Signatures Collected By _____



WE CAN'T WAIT
Support Our Schools



UNITED EDUCATORS OF SAN FRANCISCO
AFT/CTA 680, AEA/CTA 680, NEA/CTA

CSO/NSO/AF



Rally October 14th at 555

There are 2 weeks left to connect with your UBC and get ready to take action if a strike becomes necessary.

On October 14th, UESF members will show our power by delivering the petitions at the Board of Education meeting.

RSVP TODAY



Scan here for all UESF bargaining info!

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UNITED EDUCATORS
OF SAN FRANCISCO
AFT/CTY #65, AFL-CIO, NEA/CTA

**STRIKE READY
PETITION RALLY**



OCTOBER 14

6PM @ 555 FRANKLIN ST



RSVP



bit.ly/uesfoct14rsvp

UESF Store

We are coordinating with a local union print shop to bring you UESF merch! We'll gather orders through October 5 and expect deliveries to be completed the week of October 26.

We are proud to bring back this special strike ready shirt, created by Dennis Kelly, who served as President of UESF from 2003 to 2015.

[Order your shirt today!](#)

UESF STORE

GET YOUR ORDERS IN BY OCT 5



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