



Bargaining Updates

from

August 18, 2025



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



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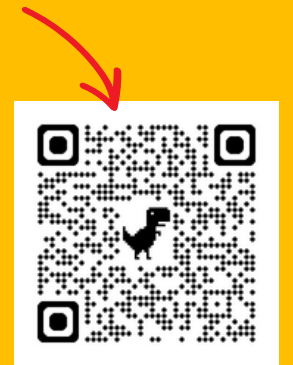
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Welcome Back!

To our new educator siblings, welcome to UESF!
To our returning siblings, welcome back for another year!

Join
UESF



We hit the ground running this week bargaining again for the first time since June. After they canceled our summer bargaining session, the District continues to offer a 0% raise for classified and certificated employees, and our only TA so far is around creating a new committee. We are now working with an expired contract and will need all members to fight this year to gain the contract we deserve and the schools our students deserve!

Sign In



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

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Tentative Agreement!

Tentative agreement (TA) means that negotiations have ended on a particular article with both sides satisfied. Once we've TA'ed on everything, UESF members will vote to ratify the new contract.

Paraeducator Pension Committee

- We agreed to create a committee to investigate creating a pension for classified staff.
 - The BT recognizes that this is only the first step to truly creating equitable retirement for our classified members.



UESF Counter Proposals (1 of 3)

Improve Educator Pay

The BT resubmitted our original proposal. The District maintains their position of 0% raises across the board.

Our proposal:

- Increase **classified** pay by 14% over 2 years,
 - 7% year 1 and 7% year 2
- Increases floating holidays from 6 to 10
- Increases pay differential for bilingual classified and some SpEd paras
- Adds a Career Increment C & clarifies 3 years at each increment
- Increase **certificated** pay by 9% over 2 years
 - 4.5% year 1 and 4.5% year 2
- Add an additional schedule for BA +75

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UESF Counter Proposals (2 of 3)

Sanctuary Schools, Sanctuary Employer

Returned our original proposal, reiterating the urgency in the current moment after a summer of escalating ICE raids.

- Holds the District to Sanctuary City policies and mandates the availability of training on said policies for all unit members
- Requires the District to maintain an emergency management website with info on ICE activity
- Provides protections, legal support, and release days for unit members dealing with immigration and/or work authorization issues



UESF Counter Proposals (3 of 3)

Employer-Funded Health Benefits

Returned our original proposal to the District.

- Provides all members AND dependents with fully paid coverage on Kaiser
- Ensures any member who elects a non-Kaiser plan will only contribute the difference between the Kaiser plan and their choice (for both themselves and dependents)

SpEd Workload Model

- Creates a workload matrix for each job title. The matrix would ensure caseloads are based on the amount of work required.
 - Matrix takes into account SAI minutes, initials/triennials, ERMHS, Behavior Intervention Plans, Intensive Individual Services, and case management
- Additional protected time for writing IEPs (separate from class prep time)

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Next Steps

Strike-Ready Petition

On Saturday, leaders from all the Bay Area Educator Unions are coming together for the very first regional Strike Readiness Academy!

At the Academy, we will meet to lay out our plans to win the schools our students deserve and launch a petition. Check in with your site leader to sign on to the Strike Ready Petition next week.

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 _____



CSO/NSO/AF





What's next?

- Next Bargaining Date:
 - Mid-late September
- Labor Day Action:
 - 11 am @ 16th and Mission
- If you have paystub issues with the switch to Frontline, submit a help ticket AND fill out this UESF survey.



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

LABOR DAY RALLY AND MARCH
MONDAY, SEPT. 1, 2025 - 11 A.M.
16TH AND MISSION BART PLAZA, SAN FRANCISCO



Join the national movement for working class power to stand against rising fascism, for racial justice, immigrant rights, LGBTQIA+ equality, gender justice, public services and human rights throughout the US and the world.

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