



Bargaining Updates

from

May 20, 2025



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



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The District Says: Zero Raises!

District management responded to our proposal for improved educator pay 8 weeks later with NO raise over two years. They had no financial presentation ready but felt confident saying to hardworking educators: “ZERO dollars for all unit members.”

As of May 20, we are waiting for counters to FIVE proposals, including employer covered dependent health benefits.

They are playing games, counting on us to lose steam over the summer. We know better.

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District Counter Proposals (1 of 3)

Compensation

- Rejects ALL salary increases for both classified and certificated.
- Rejects increase in floating holidays for classified.
- Rejects most differential pay for paras.



District Counter Proposals (2 of 3)

Teacher Librarians

- Agrees to the title of “Teacher Librarian”
- Disagrees on transition time & number of classes per day
- Argues “assignment” is the same as “RE-assignment” (not true and misleading)
- Maintains relief time while reading Article 7 contract language that requires librarians to provide relief time (confusing!)

Artificial Intelligence

- Rejects all language
- Proposes forming a committee to address the concerns we raised about AI.

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District Counter Proposals (3 of 3)

Counselors

- Rejects our staffing model for secondary counseling, including considerations for higher needs student populations*
- Agrees to some distinctions between Dean and Head Counselor roles, with caveats

*previously rejected lowering caseloads from 1:450, see May 12th Updates



UESF Counter Proposals (1 of 3)

Sabbaticals

- Reasserts our current contract language (after District had proposed complete elimination of the article) with testimonial on sabbaticals increasing retention.

Protections from Privatization

- Agrees that the District shall make every effort to avoid hiring contracted employees
- Asserts that any position *temporarily* filled by a contractor should still be posted as available until filled by a unit member
- Reasserts that contractors must perform the same duties and be paid the same as our unit members

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UESF Counter Proposals (2 of 3)

Honoring Student and Educator Time

This proposal combines our response to the District's counter-proposal Days and Hours of Employment and our initial proposal Honoring Student Time.

- Maintains our 8 hr/month limit on site-based meetings, adds prep for Tk-12 educators, & clarifies common planning time.
- Maintains that UBC and administrators should **collaborate** on scheduling at the site.
- Restricts the length of Advisory/Homeroom & the creation of combination classes in K-3
- Mandates the balancing of co-taught classes
- Maintains all AP Prep language that currently exists in contract

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UESF Counter Proposals (3 of 3)

Respect Paraeducators: 35 hrs & Planning Time

- Aligns paraeducator work day with certificated, provides planning time for paras, and extends T-10 security work day to 8 hours (same as original proposal)

Priority School Placement

- UESF and SFUSD are closer to an agreement on this proposal
- Agreed that students of unit members will receive priority after all other tiebreakers.
- Rejects “school-based” language as redundant and too limiting to interdistrict transfers

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What's Next?

Over the summer, we will negotiate zero- or low-cost proposals, but not our top three priorities of raises, healthcare, and workload model.

In the fall, we will need every single one of you and your colleagues to continue the incredible organizing that you've demonstrated this spring. There is no question that without your site pickets, your advocacy at the Board of Ed, and your presence in the streets, we would not have achieved the type of pressure necessary to avoid layoffs. The District team has now made it abundantly clear what kind of game they're playing, so it's time for us to be clear with them: we will not accept anything less than the schools our students deserve.



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UESF End of Year Social

All UESF members are invited to join us for an end-of-year social on Friday, May 30, at 5 PM at Teeth Bar, located at 2323 Mission St. This end of year party is dedicated to our long time union members who are retiring this year. Come share some food and drinks and celebrate yourselves!

