



Bargaining Updates

from
March 24, 2025



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



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Bargaining Updates

We met for our second bargaining session with the District on March 24.

UESF passed 6 proposals across the table, and the District passed 3 counter proposals across the table.

- If you'd like to read the proposals fully and get more details on each one, see the [UESF website](https://www.uesf.edu/) 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)



Key Info

- We passed 6 proposals across the table
 - Economic package: pay increase, health benefits, workload
- The district passed 0 original proposals across the table
- The district countered 3 of our proposals.

- Next Steps:
 - Art Build Saturday April 12 @ Vis Valley MS
 - Bargaining Session on Monday April 14
 - Site Pickets between April 21-25



Scan here for all UESF bargaining info!

bit.ly/UESFBargainingHub

Highest Priorities

In this session, we passed our 3 highest cost, highest priority proposals

- Stabilizing our schools by improving working conditions (expanded workload model)
- Ensuring fully funded health benefits for educators with dependents
- Improving pay for all educators



Scan here for all UESF bargaining info!

bit.ly/UESFBargainingHub

To win, we need to be ready to act

Let's show the District we mean business! The team needs you and your coworkers to show the District just how much these priorities matter to us by showing up strong to picket April 21-25.

For the schools our students deserve, we are demanding a lot from the District. Our team has done the calculations. The stability of the District is important to us. But the management is going to push back hard against EVERYTHING. The only path to victory is organized, ongoing action from a majority of our membership.



Scan here for all UESF bargaining info!

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Platform: Improve All Educator Pay

Employer-Funded Health Benefits

- Provides all members with dependents with fully paid coverage on Kaiser health plan
- 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)



Platform: Improve Educator Pay

Improve Educator Pay

- 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 staff and for 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



Platform: Fully Staffed Schools

Workload Model

- Transforms how we measure the appropriate amount of work for many service providers (note: SLPs already have a workload model in place)
- Shifts from caseload model to workload model
 - It creates a points system that takes into account SAI minutes, initials/triennials, ERMHS, Behavior Intervention Plans, Intensive Individual Services, and case management
- Caseload limits will be based on the amount of work required not just the number of students
- In practice, this will lower caseloads for educators with particularly time-intensive students and increase the likelihood that they can actually provide services adequately



Platform: Stability for Our Schools

Standardized Work Hours for Paraeducators

- Establishes FTE status for paraeducators
- Ensures paraeducators qualify for stipends, benefits, and other contractual provisions tied to FTE status

Sanctuary Schools, Sanctuary Employer

- Requires adherence by 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

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Platform: Dignified Conditions

Protections from Effects of AI

- Ensures the district will not replace UESF members or our work with AI
- Ensures there is oversight, warning, and training for unit members, and analysis of any AI systems that are put into place
- Prevents from the district using AI to monitor, evaluate, or collect data on the bargaining unit member.

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District Counter Proposals

Teacher-Librarian Working Conditions

The District **rejected** nearly all language protecting Teacher librarian transition time, scheduling guidelines, and reassignment protections, even striking the word “Teacher” from “Teacher librarian.”

Protections from Privatizations and Contracting Out

The District **rejected** all language introducing guardrails to contracting out and requiring contractors to be held to the same job duties as unit members, claiming that they already post all positions publicly and do their best to avoid contracting out, but market circumstances and legal requirements sometimes require it.

Shelter & Housing

The District **rejected** all language aiming to formalize and expand the Stay Over Program to provide emergency housing to SFUSD families, arguing that this essential and hugely successful program doesn't need to be codified in our contract.

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Next Steps (1 of 2)

- **Our next bargaining session with the district is April 14.**
 - Wear your UESF shirts to show support!
 - Have conversations with at least 2 coworkers about our campaign
- **Site-based Informational Pickets**
 - From April 21-25, we will hold site-based informational 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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Next Steps (2 of 2)

- **April 12th UESF Art Build**
 - Join Bay Area Artist David Solnit & other UESF members for an art build to make picket signs.
 - Vis Valley MS from 10am-4pm. Members are welcome to come for part or the whole time!

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ART BUILD

APRIL 12
10AM-4PM VIS VALLEY MS

RSVP

bit.ly/ueartbuild

Photo by Brooke Anderson | @movementphotography