



Bargaining Updates

October 6, 2025



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



Tentative Agreements

- Teacher Librarians
- Counselor Roles *(Note: the counselor ratio lives in a different proposal)*
- Early Education (OST)
- Substitutes
- Honoring Student Time – Co-taught classes

These agreements are important AND low or zero cost. We are focused on winning our highest priorities for educators and for students.



The District falls short on all our top priorities

We proposed...

The District says...

Healthcare

Employer-funded dependent
health care

No

Wages

14% classified + 35 hr week
9% certificated

2% at the expense of preps,
sabbaticals, & more

Sped Workload

Improved working conditions &
staffing for Sped

No

Shelter

Continue & Protect the Stay-
Over Program

No

Sanctuary.

Protections against ICE and
training for educators

No

**The district is capable of giving us more than they are.
Comparable Districts in our state have won much of what we are asking for.**

Sacramento won...

Healthcare for dependents

Raises

AI regulation

Class size limits

Protections from Privatization

Los Angeles won...

Protections from ICE, Immigration Support Committee, & crisis management

Fresno won...

\$\$ to support housing for families in crisis

UESF
Bargaining Hub



bit.ly/UEBargainingHub

IMPASSE DECLARED

Despite **over 75% of UESF members proclaiming our readiness to strike**, the District refuses to act with the urgency demanded in this moment. After 30 weeks of SFUSD rejecting proposals that would stabilize our schools, we believe we are at an **impasse** on the most important issues in our fight for the schools our students deserve.

What is Impasse?

If either side determines that **negotiations** have stalled, they can declare impasse.

Impasse triggers the next phase, mediation.

Mediation is led by a third party lawyer. If it fails, we can move to fact-finding.

A **fact-finding** panel reviews evidence and issues a report.

Throughout the process, what we do matters. We have to keep up the pressure on management and be ready to *strike if necessary*.



Rally October 14th at 555

Make a plan NOW to show up on October 14 with your colleagues to deliver the strike petitions at the Board of Education meeting.



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**STRIKE READY
PETITION RALLY**



Updated
Time

OCTOBER 14

5pm @ 555 FRANKLIN ST



RSVP



bit.ly/uesfoct14rsvp