



Bargaining Updates

from

June 9th, 2025



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



Overview

District Management continues to reject most of our proposals, claiming they want to “work with us” but offering zero language to do so. They continue to state they don’t believe certain things should be in the contract. They also introduced a brand new proposal, more than three months into bargaining, knowing that our current contract ends at the end of this month.

We are nowhere close to agreeing on most proposals, let alone a new contract that would improve and stabilize our schools.

UESF Counter Proposals

EED PD & Break Pay

- Agreed on minor PD language and reiterated parity for part time school-age teachers with benefits and paid time off

Shelter & Housing

- *Yet again* passed our proposal to codify the Stay Over Program from BVHM at no cost to the district, with more specific language added to partner with the district on this program



UESF Counter Proposals

Impacts of Financial Instability

- Again passed our original proposal which:
 - Requires District to complete a community impact report before layoffs
 - Requires District to refrain from layoffs when vacancies exist
 - Establishes rules to deal with educator assignment and reassignment in the case of school closures/mergers.



UESF Counter Proposals

Protections from Effects of AI

- Again passed our original proposal which:
 - 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.

UESF
Bargaining Hub



bit.ly/UESFBargainingHub

District Original Proposals

County Schools Staffing

- Ensure applicants/inter-district transfers fully understand all components of the position at county schools
 - Requires interviews for staff getting placed in county schools/programs
 - The language is for both classified and certificated unit members
 - Requires unit members accept the work/duties of the position and for interviewing administrator to agree
 - The District said they would make every effort to fill a vacant position with a current unit member before considering external candidates

UESF

Bargaining Hub



bit.ly/UESFBargainingHub

District Counter Proposals

Standardized Hours for Paraeducators

- Rejected all language to standardize hours and provide paraeducators with further benefits

Employer Funded Healthcare

- Rejected fully funding dependents on Kaiser and ensure members on other plans only pay the difference between Kaiser and their plan
- Updated language for district to pay at rates applicable to the member's plan according the city health plan versus current language that has a set amount to be paid for insurance from the district.

bit.ly/UESFBargainingHub

UESF
Bargaining Hub



District Counter Proposals

Sanctuary Schools, Sanctuary Employer

- Rejected all language to increase trainings and protections for staff and families

Fully Staffed Schools

- Rejected all language to ensure all schools have appropriate support staff

Pursuing Retirement Options for Paras

- Agreed to most language to create a committee to look into a pension for paraeducators



Next Bargaining Session

Over the Summer, we will continue to prepare to hit the ground running in August. There is no question that our organizing in the spring had an impact on avoiding so many layoffs, and we'll need to bring that same energy into the fall to fight for the contract our students deserve!

Our next bargaining session is scheduled for July 17, and we will share another update at that time.

Thursday
July 17



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