



Bargaining Updates

from
April 28th, 2025



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



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Great Work on Pickets

84 school sites held pickets and **thousands of educators and community allies** showed up last week! We said loudly and clearly that **WE CAN'T WAIT** for safe, stable, fully staffed schools.

Check out more videos and pictures on our UESF social medias!

Instagram: @UnitedEducatorsofSF

Facebook: @UESF61



General Updates

We met for our fourth bargaining session with the District on April 28th.

We returned 1 counter proposal (Shelter & Housing).

The District passed 3 initial proposals and 1 counter proposal.

See the [UESF website](https://bit.ly/UESFBargainingHub) or scan the QR code below for more details.

bit.ly/UESFBargainingHub

Scan here or
use the bit.ly link!

(Also available on other slides)



The District failed to counter on our highest priorities!

On March 24, we passed our 3 highest priority proposals :

- Workload model for Special Education
- Fully funded health benefits
- Improving pay for all educators

The District did not counter any of these! We only have two more sessions before the school year end and management showed us calculations for our proposals with no financial analysis for SFUSD. Then, they asked for our “real priorities” so they could start “narrowing their focus”!



bit.ly/UESFBargainingHub

Scan here for all UESF bargaining info!

UESF Counter Proposals

Shelter & Housing

In March, the district *completely rejected* our zero-cost proposal to protect the Stay Over Program to reduce student homelessness.

In response, the bargaining team re-submitted the proposal and brought in two community members to give testimony: a mother of two SFUSD students who has experienced homelessness and the BVHM Community Schools Coordinator.

“We have the resources for this. All we need to do is open the door. Put it in the contract.” - Nick Chandler, BVHM CSC

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District Initial Proposals

Staff Meetings, AP Preps, and Stipends

- Removes the additional prep period granted to AP teachers
- Removes monthly time limits on site-based meetings
- Eliminates shared-decision making at the sites that was JUST won in 2023 and hasn't been fully implemented!

Sabbatical Leaves

- Ends the sabbatical program

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District Initial Proposals

Substitute Teachers

- Removes duty-free prep for substitutes only assigned a single day
- Increases the required number of assignments per year from 10 to 36
- Eliminates the dedicated core substitute position
- Eliminates the classification of 40-day substitute



Management's Initial Proposals (a summary)

District management proposes endless meetings set at their discretion, no sabbaticals to help retain educators, cuts to substitute working conditions and NO shared decision making at the sites.

They want to roll back rights and benefits without bringing anything to solve the problem of instability.

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District Counter: Honoring Student Time

District agreed to:	District struck:
<ul style="list-style-type: none">• Advisory = zero prep• Advisory Materials must be provided 2+ school days before• 33% goal, 50% limit in co-taught classes	<ul style="list-style-type: none">• Weekly minute restriction on Advisory• Restrictions on combo classes (elementary)• Balancing co-taught classes if 33% goal not met



May Day: Then & Now

Wednesday April 30th, 5-7pm

Mission H.S. Library
(3750 18th Street)

Join your colleagues to discuss how we can leverage the history of May Day against the current attacks on workers' and immigrants' rights!

UESF Political Education Series: **MAY DAY: THEN AND NOW**



What is May Day, also known as International Workers' Day, and how did it come to be? What lessons can we take from this history as we face cuts here in our District, and Trump's billionaire cabinet attacks on our education system and our rights as workers at the national level?

Come discuss these questions and more with your UESF siblings. We'll also prepare to mobilize our UESF contingent to the citywide May Day rally on May 1st at Civic Center at 4pm.

**Mission High
School Library**
3750 18th St

Parking lot entrance on
Dolores btwn 17th & 18th

**Wednesday
Apr. 30th 5-7pm**
Food provided!



IF YOU HAVE ANY QUESTIONS, CONTACT SABINA WILDMAN SWILDMAN@UESF.ORG

May Day in the Bay

Thursday May 1st, 4pm

Civic Center SF

Stand shoulder to shoulder with the immigrant rights movement and our union siblings in San Francisco and across the country.

[RSVP Here](#)



Board of Ed Speak Out

Come speak out against layoffs at the Board of Ed meeting on May 13th to push back! Contact Teanna Tillery for more details (ttillery@uesf.org)



BOE Speak Out



555 Franklin



May 17 Day of Action

Saturday, May 17th at 12pm

Embarcadero Plaza
(Market & Embarcadero)

With other Bay Area Educator Unions, we're fighting back against attacks on our students, educators, and communities launched by the Trump/Musk administration.

[RSVP Here](#)

