During the week of March 24, 2014, the San Francisco Unified School District (District) and United Educators of San Francisco (Union) met for two bargaining sessions, summarized as follows:

- **On Tuesday, March 25**, the District presented an overview guide for Prop A also known as the Quality Teacher & Education Act (QTEA) Prop A, a counterproposal on the early retirement stipend for certificated members (teachers, et.al.) and a proposal to provide a resignation stipend for classified members (paraprofessionals). Both sides engaged in continued discussion about days and hours of employment, which was followed by the Union presenting its initial proposal on class size.
- **On Thursday, March 27**, the District presented its initial proposal on early education, provided a counterproposal to days and hours of employment, and asked clarifying questions about the Union’s proposal on class size. The Union provided counterproposals on the District’s early retirement incentive stipend for certificated members and the early retirement/resignation incentive stipend for paraprofessionals proposals and a counter on hours of work and the work year for classified members.

**March 25 Bargaining Session**

**District Overview Presentation on QTEA**

- The District’s goals for the presentation were to provide a guide to understand QTEA Prop A programs, understand revenue projections for 2014-15 through 2015-16, and understand QTEA growth and options in support of SFUSD’s sunshine proposal (see Negotiations Update, Vol. 1).
- The Union asked specific questions about how the increase, over time, of the per parcel tax is accounted for (2009-present) in the budget projections as well as questioning the percent division of the QTEA total revenue “pie” between teacher and non-teacher compensation (.1%). The District agreed to follow up on both items.

**Retirement Incentive Stipend**

- The District reintroduced its initial proposal on early retirement notification incentive stipend and included an initial proposal on an early retirement/resignation notification incentive stipend for classified members. The early retirement/resignation incentive stipend for classified employees is of interest to the District to avoid unforeseen retirements/resignations and ensure that sites are fully staffed at the start of school year.

**Days and Hours of Employment**

- The Union responded to questions from the District bargaining team related to the March 19 counterproposal. The areas discussed focused on:
  1. Defining what constitutes “Instructional Duties”
  2. Site-based meeting time and the relationship of IEPs to these meetings
  3. Daily vs. weekly prep time for elementary teachers
  4. Defining what is meant by “duty-free” in relation to teacher preparation periods
  5. Clarifying the difference between prep and planning time
  6. Assigning an additional prep time for secondary SPED teachers
  7. Providing an additional weekly prep time for teachers who co-teach classes

At the conclusion of discussion, the District responded that a response to days and hours of employment would follow at the next meeting. The District’s philosophy in these negotiations has been to engage in dialogue with the Union to better understand its proposals; to further discuss the merits, implications, and ideas of the District’s Strategic Plan; to meet with District Leadership to explore the merits and implications of each proposal; and to provide a reasonable and equitable response to the Union’s proposals.

**Class Size**

- The Union presented its proposal on class size which included changes to contract language related to Kindergarten to Grade 3, an extension of the K-3 “over the class size limit” (1:22) stipend, classroom materials, professional development and two (2) days of relief time to include any classroom at grades 4 and 5 in excess of a 1:30 goal
- Changes in class titles and class size goals to selected subjects in K-12
- New terminology related to special education class size ranges
• New definitions for workload of school psychologists, reading specialists, counselors and nurses
• Class size goals modified in response to the number of students with IEPs in general education classes

March 27 Bargaining Session

Early Education Development

The District presented a proposal that clarified the role of the site administrator who organizes the weekly planning time and creates an “Infant and Toddler Teacher” calendar, as well as some general clean-up of contractual language about extended hours.

Days and Hours of Employment

The District presented its counter proposal to days and hours of employment to address the following items under negotiation:

1. Withdrew its section to define “Instructional Duties,” but maintained its position on site-based meetings
2. Acknowledged the need for an additional prep time for secondary special education teachers and provided specific job duties to be addressed during that additional prep
3. Increased the weekly, not daily, minutes of prep for elementary teachers
4. Included language that would encourage sites to find concurrent planning time for secondary teachers who co-teach classes

The Union acknowledged its appreciation of the District for making an effort to address concerns and asked clarifying questions about specific language included in the District proposal.

Class Size

The District team engaged in questions to clarify the intent behind the Union’s class size proposal. In particular, the District focused on language that related to Special Education designation and assignment in classes. The District acknowledged an interest in redefining the scope of duties that school psychologists provide at school sites and will follow up with the Union about state recommendations for psychologist to student ratios. The District will prepare a response for the next bargaining session.

Retirement Incentive Stipend

The Union countered the District proposal with agreement on the certificated early retirement notification incentive stipend. The Union also countered on the early retirement/resignation incentive stipend for the paraprofessionals to include medical and dental benefits for retirements and did not address resignations. The Union presented both incentive proposals as a “package” and requested that any tentative agreement include both proposals.

Days and Hours of Employment (classified)

The Union countered the District’s last proposal (status quo) with a proposal to increase all T10 paraprofessional hours to eight (8) and to increase all paraprofessional hours to six (6), with the exception to early education paraprofessionals. The District spent considerable time trying to understand how this would impact its ability to lay-off employees and emphasized its position, which had been expressed at previous bargaining sessions, that a “blanket” increase of hours for all paraprofessionals is not a negotiable item.

Next Steps

Next bargaining session, Thursday, April 10, 2014

Agenda to be finalized by the District and Union leadership by the week of March 31, 2014

All bargaining proposals will be evaluated based on SFUSD goals and the six key strategies for success identified in the Impact Learning. Impact Lives. strategic plan.

Goal 1: Access and Equity – Making social justice a reality by ensuring every student has access to high quality teaching and learning.

Goal 2: Student Achievement – Create learning environments in all SFUSD schools that foster highly engaged and joyful learners and that support every student reaching his or her potential.

Goal 3: Accountability – Keep SFUSD promises to students and families and enlist everyone in the community to join in doing so.