SFUSD and UESF Begin 2013-2014 Negotiations

SFUSD and UESF bargaining teams held their first negotiations session on February 19, 2014. Ground rules and initial proposals were exchanged.

**District Initial Proposal:** The initial proposal states:

The District’s last initial proposal leading up to the current negotiated teacher and paraprofessional contracts re-stated the continued economic uncertainty facing the State of California and its adverse impact on the District.

It now seems that the California budget is showing positive stable growth, including an improved outlook for economic recovery, passage of Proposition 30, and the advent of the new Local Control Funding Formula. All things considered, the District is now poised to responsibly address many of the consequences of budget shortfalls from previous years.

As the District pursues negotiated actions to secure its current and future solvency, the overriding concern of both parties should be to assure, enhance, and sustain our ability to carry out the District’s Vision:

*“Every student who attends SFUSD schools will graduate from high school ready for college and careers and equipped with skills, capacities, and dispositions necessary for 21st century success.”*

To that end, all District proposals and responses to UESF proposals will be based on how and to what degree they are consistent with and contribute toward the further achievement of the following District goals:

**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 District promises to students and families and enlist everyone in the community to join in doing so.

The District looks forward to cooperative, objective, and fact-based negotiations with UESF as we prepare to achieve these goals by leveraging any positive economic changes to the benefit of all District stakeholders.

The District also presented a proposal regarding the **Retirement Incentive Stipend for the contract period**:
• To encourage any certificated bargaining unit member who notifies the District’s Human Resources Department by February 1 of his or her intention to retire to receive a $1,000 retirement stipend, and;
• Any certificated bargaining unit member who notifies the District’s Human Resources Department by March 1 of his or her intention to retire to receive a $500 retirement stipend.

UESF Proposals

Paid Parental Leave (for both certificated and classified)

• In addition to other provisions in the contract related to family leave, twenty (20) days of paid leave in connection with birth, adoption, foster care placement, or legal guardianship of a child.

Bereavement Leave (classified)

• To receive one (1) day without loss of pay to attend the funeral of second degree relatives.

Hours of Work and the Work Year (classified)

• Increase all bargaining unit members to eight (8) hours of pay per day.

Work Day for Teachers

• Increase of one (1) prep period for all secondary SPED teachers.
• Increase of prep time for elementary teachers from sixty (60) to two-hundred and fifty (250) minutes per week.
• An additional concurrently scheduled prep period for all teachers who co-teach classes, limiting the number of co-taught classes to two (2).

Next Steps

• Negotiation session on February 26, 2014
• District presentation on multi-year budget
• UESF counterproposal to the proposal of the District
• District responds to UESF proposals

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.

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