At the March 12, 2014, negotiations session SFUSD responded to UESF’s (the Union’s) proposals from the February 19 session related to Paid Parental Leave, Bereavement, Retirement Incentives, and increase of paraprofessional hours to eight (8) per day. The District also presented its proposal on Days and Hours of Employment for TK-12 teachers with the goal of defining and aligning duties and expectations for staff as salaried employees of the District with the SFUSD “Impact Learning. Impact Lives” Strategic Plan and the new Local Control Accountability Plan (LCAP).

District and Union approved and signed off on ground rules for negotiations.

**District Counterproposal to Paid Parental Leave (certificated and classified)**

- The District countered the Union’s proposal of twenty (20) paid parental leave days in addition to any other leaves guaranteed by the contract, with ten (10) days of paid parental leave within one (1) year following the birth, adoption, foster care placement, or acquisition of legal guardianship of a child.
- This leave shall be deducted from the employee’s sick leave and extended sick leave, if there is insufficient sick leave. This would apply to certificated and classified employees.
- In order to support newer teachers (certificated) who might experience financial hardship due to the deduction of the cost of the substitute, the District will guarantee $150 of salary per day while using this leave. Classified employees are guaranteed 50% of their hourly salary when using extended sick leave.

**Bereavement (classified)**

- The District agrees to the inclusion of second-degree relatives to the list of accepted family members for whom an employee shall receive paid leave if attending their funeral. The District also agrees to include the deceased parent of their child who is their ex-spouse (this also applies to certificated bargaining unit members).

**Increase of Paraprofessional hours to eight (8)**

- The District rejected this offer and maintains the status quo. We cannot guarantee hours of employment in a contract. The District also shared that approximately 70% of the paraprofessionals are Special Education Paraprofessionals and that their duties are determined by the needs of the students’ IEPs. The Union said they would modify their proposal to share at a future meeting.

**Retirement Incentive Stipend**

- The District rejected the Union’s counter on this proposal and stated that our intention was not to incentivize retirement by offering a “golden handshake,” but simply to receive early notification that an employee was going to resign or retire. To avoid confusion, the District proposed retitling the article to “Early Notice Incentive Stipend.” The District does not believe that receiving notice of retirement in September through January significantly improves our recruitment of the best and brightest candidates. The Union also requested the District to respond to an incentive program for the paraprofessionals and the District offered to examine the practicability and feasibility of some type of resignation incentive program for their classified members.
Days and Hours of Employment

The goal of the District proposal was to clarify the full scope of unit members’ professional responsibilities and definition of the workday to ensure best practice in every classroom. We recognize that as the teaching profession continues to evolve to meet the changing needs of students, the professional work week and work day should adjust accordingly. There were four areas addressed:

- Identification of clear instructional duties expected of all employees.
- Strategic use of site-based meetings and common planning time to support teacher effectiveness and student success.
- Clarification of the expectation that student supervision may at times extend past the seven (7) hour work day, but should be considered as part of the professional duties for salaried employees of the District.
- Definition of the difference between preparation and planning time and the responsibility of administration to ensure that either time is used wisely for the betterment of teachers in service to their students.

It was mutually agreed that we would continue to discuss the elementary work day by modeling some possible master schedules that would better illustrate both the District and Union’s proposals on the issue. One specific point of discussion centered on the amount of preparation time elementary teachers should be provided on a weekly basis; the Union is proposing an increase from sixty (60) to two-hundred and fifty (250) minutes in contrast to the District’s proposed increase from sixty (60) to one-hundred and twenty (120) minutes per week.

The District asked additional questions regarding the Union’s proposal to add extra prep periods for all teachers who co-teach as well as an additional preparation period for all secondary SPED SDC teachers and the matter remains open for future negotiation.

Next Steps

- Next negotiation session March 19, 2014
- District will provide response to the Union’s Early Retirement counterproposal and include a classified component
- The Union will counter the District’s rejection of the increase in paraprofessional hours
- Chart out some possible master schedule configurations for the elementary schools
- District and Union will further discuss details of the Paid Parental Leave proposal

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

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.