On April 22, 2014, the San Francisco Unified School District (District) responded to the United Educators of San Francisco’s (Union’s) proposals from prior sessions related to day-to-day substitutes and staffing and assignments. The Union responded to the District’s proposals from prior sessions related to Early Education and Summer School. A tentative agreement was reached on Pre-Retirement/Early Retirement.

**District Counterproposal to Day-to-Day Substitutes**

The District’s proposal calls for the following:
- Monthly electronic verification for TK-12 substitute teachers will not be finalized until building keys have been returned.
- Time sheets for Early Education Department (EED) substitute teachers will not be signed until building keys have been returned.
- Retired teachers working as substitutes shall be expected to complete a minimum of 10 (ten) assignments per year to remain active.
- Substitute teachers who are unable to work at any time will mark themselves unavailable through the Smartfinder System.
- Elimination of articles or language around core substitutes.
- Provides dental benefits to Quality Teacher in Education Act Prop A substitute teachers.

**District Counterproposal to Staffing and Assignment**

- Add additional job classifications under the support services section of the contract.

**Union’s Proposal on Early Education**

The Union’s proposal calls for the following:
- Schedule EED teachers and infants and toddlers teachers with two and a half (2.5) hours of planning time per week to be directed by teachers, subject to approval by the site administrator.

**Union’s Proposal on Summer School**

- Change date of notification of summer school openings for pre-K teachers to April 1.
- Change date of notification of summer school employment for pre-K teachers to May 15.

The District and Union signed a tentative agreement on Pre-Retirement/Early Retirement.

**Next Steps**

- The next negotiations session is May 6, 2014.

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