On May 13, 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 Salary, Increments, Fringe Benefits and Classification Changes, Pay and Allowance (classified).

District Counterproposal to Salary

The District’s proposal calls for the following:

- Effective July 1, 2014, the salary schedules and daily and hourly rates shall be adjusted to reflect a two percent (2%) increase.
- Effective July 1, 2015, the salary schedules and daily and hourly rates shall be adjusted to reflect a three percent (3%) increase.
- Effective July 1, 2016, the salary schedules and daily and hourly rates shall be adjusted to reflect a three percent (3%) increase.
- Teacher on Special Assignment (assigned centrally) shall be paid a differential of seven percent (7%) of Classification III, Rating 12, of the BA +60 column of the TK-12 Credentialed Teachers Salary Schedule, in addition to the salary received as a teacher.
- Teacher serving in place of an absent principal (TSAP) shall receive additional compensation of $75.00 daily.
- Teacher serving in place of an absent assistant principal shall receive additional compensation of $35.00 daily.

District Counterproposal on Pay and Allowances (classified)

- Effective July 1, 2014, the salary schedules and daily and hourly rates shall be adjusted to reflect a two percent (2%) increase.
- Effective July 1, 2015, the salary schedules and daily and hourly rates shall be adjusted to reflect a three percent (3%) increase.
- Effective July 1, 2016, the salary schedules and daily and hourly rates shall be adjusted to reflect a three percent (3%) increase.
- United Support personnel with fifteen (15) years or more of District service will receive a longevity payment of $0.40 per hour.
Prior to breaking for lunch, the District informed the Union that they would like to present a counter proposal on Student Discipline and Day to Day Substitutes after the lunch break. The Union called the District at 2:22 and stated they were done negotiating for the remainder of the day.

Next Steps

- The next negotiation session is May 27, 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 District promises to students and families and enlist everyone in the community to join in doing so.