During the week of May 5, 2014 the San Francisco Unified School District (District) and United Educators of San Francisco (Union) met for two negotiations sessions, summarized as follows:

- **May 6, 2014**, the District presented a financial analysis of all the Union’s proposals. Both sides engaged in a discussion about the assumptions the numbers were based on. The Union presented its counterproposal to Class size. The Union also shared its financial analysis of the budget proposals.

- **May 7, 2014**, the District presented a revision of the financial analysis that the Union had presented on May 6, 2014. Both sides engaged in a discussion on the Haney Resolution and staffing and assignment article. The Union presented counterproposals on the day-to-day substitute and early education department articles.

### May 6, 2014 Negotiations Session

**District financial analysis of all the Union’s proposals:**

- The District’s financial analysis of the Union’s proposals determined that the Union’s proposals total $22,931,542 per year. This does not include the 21% raise increase that the Union has proposed.
- With the proposed 21% increase in compensation, the Union’s total proposals will put the District in a deficit by 2016-17 school year of $65,083,210.

**Union’s counter presentation to the District’s analysis:**

- The Union presented their analysis of the numbers to show that the District would have an excess of $28,260,015.34 by 2016-17. This analysis did not include funds for the required mandatory reserves, and funds for contributions made to Special Education and Early Education Departments, which pays the salaries of teachers working in these divisions.

### Union’s Counter proposal to Class Size

The Union’s proposal calls for the following:

- Weighted Student Formula staffing allocations shall be 32 students per teacher in middle school and high school, and 25 students per teacher for necessary small high school.
- Maximum class size of 32 students for 4th and 5th grade classrooms.
- Provide 2 release days and $1,000 per additional student to 4th and 5th grade teachers who have more than 32 students.
- Class size goal of 25 for social studies in Core.
- Psychologists ratio of 1:850
- Counselors ratio of 1:450
- Nurses ratio of 1:750
- Adjustments of Pre-K class size goals for classes that have student with IEPs in the class.
May 7, 2014 Bargaining Session

District’s presentation of financial analysis:

- The District presented a revision of the financial impacts of the Union’s proposals. The District included the costs, which the Union had left out, for mandatory reserves and contributions from the unrestricted general funds to Special Education and Early Education Departments. The District’s analysis shows that if all of the Union’ proposals are funded, the District will have a deficit of $38,424,481.50 by 2016-17.
- The District and Union reached tentative agreement on the summer school, Saturday school, evening school programs, pre-k summer program, et. al. article.

Union’s counter proposal to Day-to-Day Substitute Teachers

The Union’s proposal calls for the following:

- Additional pay for substitutes who lose preparation period due to block scheduling.
- Failure to return keys to site may be included in the substitutes’ evaluations
- Requiring substitutes to complete 10 days per year in order to maintain active status. This would include assignments in summer school, Saturday school, evening school, pre-k summer program and any other substitute assignments.
- Elimination of core substitutes through attrition and provide core substitutes with retiree health benefits, and allow core substitutes to select a substitute assignment at a non-hard to fill school when hard to fill assignments are not available.

Union’s counter proposal to Early Education Department

The Union’s proposal calls for the following:

Early Education teachers and infants and toddler teachers will receive 2.5 hours of preparation and planning time per week, 2of the hours directed by teachers .5 hours directed for planning time.

Planning time provided by other funding sources may be scheduled either during school day through the use of substitutes or on a voluntary paid basis after school.

Next Steps

- Next negotiations session is May 13, 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.