On May 29, 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 Days and Hours of Employment and Class Size.

The Union responded to the District proposal from prior sessions related to Salaries, Increments, and Classification, Pay and Allowances and Fringe Benefits, Student Discipline, and Day to Day Substitute Teachers.

**District’s Counterproposal on Days and Hours of Employment**

- **Elementary Teacher Prep.** - District’s counterproposal reiterated its position on increasing weekly prep minutes from 60 minutes to 140 minutes.
  - The Union continues to propose daily elementary prep time of 45 minutes per day.
- **District maintains school-wide meeting time should be two (2) faculty meetings and up to six (6) hours of staff meetings per month. These staff meetings are to address improving curriculum, instruction and assessment in all classrooms, and to support teachers through opportunities for professional growth.**
  - The Union agrees to the two (2) faculty meetings but, proposes to limit these staff meetings to four (4) hours per month.
- **Co-teaching Prep.** – The District proposed that sites consider using Weighted Student Formula or other general funds to support scheduling concurrent prep time for teachers who co-teach class.
  - The Union proposes that this be mandated.

**District’s Counterproposal on Class Size**
The District’s proposal calls for the following:

- The District maintains its proposal to continue supporting class size reduction for K-3 at 22 students per class and present class size goals for grade 4 through 12.
- The District is in staunch opposition to Union proposal that would create separate classes based the number of students enrolled in general education classes who have an IEP.

**Union’s Counterproposal on Salaries, Increments, and Classification Changes**

- The Union maintained their initial proposal submitted on April 17th.

**Union’s Counterproposal on Fringe Benefits, Student Discipline, and Day to Day Substitute Teachers.**

- The Union decreased their April 17th initial proposal by $500K.
Union’s Counterproposal on Student Discipline

- The Union continues to work with the District to adopt language related to the Board of Education resolution to develop alternative strategies to reduce the number of student suspensions.

Union’s Counterproposal on Day to Day Substitute

- The Union maintains previous counterproposal of May 7th.

Next Steps: The next negotiations session will be June 2, 2014.

| All bargaining proposals will be evaluated based on SFUSD goals and the six key strategies for success identified in the
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<tr>
<td><strong>Goal 1: Access and Equity</strong> – Making social justice a reality by ensuring every student has access to high quality teaching and learning.</td>
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<td><strong>Goal 2: Student Achievement</strong> – Create learning environments in all SFUSD schools that foster highly engaged and joyful learners and that support every student reaching his or her potential.</td>
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<td><strong>Goal 3: Accountability</strong> – Keep District promises to students and families and enlist everyone in the community to join in doing so.</td>
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