On June 9, 2014, the San Francisco Unified School District (District) and United Educators of San Francisco (Union) met for their fifteenth bargaining session.

The District responded to all of the remaining, unresolved articles. These are:
- Days and Hours of Employment
- Class Size
- Fringe Benefits
- Student Discipline
- Day to Day Substitutes
- and Hours of Work and Work Year (classified).

The Union responded to the District’s proposal on Student Discipline, and Day to Day Substitutes.

**District’s Counterproposal on Day and Hours of Employment**
The District’s proposal calls for the following:
- Increase weekly preparation time from 60 minutes to 140 minutes.
- Two faculty meetings per month, up to 6 hours of staff meeting per month.
- Using the Weighted Student Formula or other general funds to support scheduling concurrent preparation time for teachers.

**District’s Counterproposal on Class Size**
The District’s proposal calls for the following:
- Continue supporting class size reduction for grades K-3 at 22 students per class.
- Current class size goals for grades 4 through 12.

**Day to Day Substitutes**
The District’s proposal calls for the following:
- Retired teachers substitutes will be expected to complete no fewer than 10 assignments per fiscal year.
- Provide core substitutes with retiree health benefits if they retire within the terms of this Contract.

**Fringe Benefits, Hours of Work and Work Year (classified)**
The District proposes to maintain the status quo.

**Union’s Counterproposal on Day to Day Substitutes**
The Union’s proposal call for the following:
- Provide core substitutes teachers with retiree health benefits if they retire by June 30, 2021.
- Not penalizing retiring teacher substitutes for refusing any assignments.
At 2:03 PM the District and Union adjourned as the Union did not have any proposals to present. The Union did not offer a counterproposal on salary and stated it did not know when it might have one. The Union informed the District that it did not wish to meet and negotiate the following day as scheduled, as they preferred to use it as a work day.

Next Steps: The next negotiations session will be June 18, 2014.

All bargaining proposals will be evaluated based on SFUSD goals and the six key strategies for success identified in the


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.