On April 10, 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 class size, retirement incentive stipend for classified employees, and days and hours of employment for classified employees. The Union responded to the District’s proposals related to days and hours of employment for certificated employees and Early Education Department. The Union also submitted initial proposals on staffing and assignment and summer school.

The District and Union agreed to postpone any discussions and proposals related to Special Education Services until Tuesday April 15, 2014, when both teams will have their Special Education representatives at the table.

**District Counterproposal to Class Size**

The District’s proposal calls for the following:

- Provide an extension of the K – 3 class size of 22 students. The Local Control Funding Formula recommends K – 3 class size limit of 24 students.
- Increase the weekly minutes of preparation time for elementary teachers.
- Include language that encourages sites to find concurrent planning time for secondary teachers who co-teach, whenever funding is available.
- Update language on the titles of specific subject areas.

**District Counterproposal on the Retirement Incentive Stipend (classified)**

The District proposes a $200 stipend for classified bargaining unit members who notify Human Resources no later than March 1 of his or her plan to retire or resign on or before June 1. The District is interested in offering this early retirement notification stipend for classified employees to ensure that the District has ample time to staff sites prior to the start of the school year.

**District Counterproposal on Days and Hours of Employment (Classified employees)**

The District countered the Union’s last proposal to increase T10s (security aides) to eight (8) hours and all other paraprofessionals except for Early Education Department paraprofessionals (C10s) to six (6) hours with a proposal to maintain the status quo. The District reiterated that it cannot guarantee hours of employment in the contract.
Union’s Counterproposal to Days and Hours of Employment

- Allow sites that have common planning time built into the schedule to have a minimum report time of five (5) to ten (10) minutes.
- Remove IEP meetings from the list of site-based meetings.
- Provide preparation time to elementary teachers on a daily basis.

Early Education Department

- Offer planning time and two (2) professional development days to infant and toddler teachers.
- Allow the District to provide reduced student services without reducing FTE during winter and spring recess periods.

Staffing and Assignment

- Increase the number of unit members in Support Services.

Summer School

- Align Early Education summer school hiring notification to the K – 12 calendar

Next Steps

- The next negotiation session is April 15, 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.