On April 15 and April 17, 2014, the San Francisco Unified School District (District) responded to the United Educators of San Francisco’s (Union’s) proposals from past sessions related to early education, summer school, and retirement notification incentive stipends for classified employees.

The Union also submitted initial proposals on day-to-day substitutes and salaries, increments, and classification changes, fringe benefits, pay, and allowance for classified employees.

The District and Union had representatives from the Early Education Department and Special Education Services at the table.

April 15, 2014 Negotiations Session

District Counterproposal to Early Education

The District’s proposal calls for the following:

- Two days of professional development for infant and toddler teachers
- Added language about winter, spring, and summer recesses

District Counterproposal on Summer School

- Align the first session of early education summer school hiring notification to the K – 12 calendar.

District Counterproposal on the Retirement Incentive Stipend (classified)

The District proposes a $250 stipend for each classified bargaining unit member who notifies Human Resources no later than March 1 of his or her plan to retire or resign on or before June 1. The District reiterated its interest in offering this early retirement notification stipend to classified employees in order to ensure that the District has ample time to staff sites before the start of the school year.

Union’s Proposal on Day-to-Day Substitutes

The Union’s proposal calls for the following:

- Substitutes shall be expected to complete no fewer than ten (10) assignments per year.
- Core substitute teachers shall receive retiree health benefits.
- Core substitutes may select a substitute assignment at another school if there are no assignments available in hard-to-staff schools or hard-to-fill subject areas.

Union’s Proposal on Salaries, Increments, and Classification Changes

The Union’s proposal calls for the following:

- Eliminate obsolete language around temporary reduction in work year.
- Insert substitute pay rates and speech pathologists substitute pay rates into the “Salaries, Increments, and Classification Changes” article.
- Redefine how substitutes reach and maintain Level 2 pay rates.
- Provide high school counselors thirty-five (35) hours per year at their per diem to complete additional work.
The Union’s proposal calls for the following:

- Pay $2,000 stipend for master’s degree or Ed.S. and $5,000 for doctoral.
- Issue monthly warrants on last District working day of month, including November and December.
- Offer to pay a $40 stipend per home visit conducted by teacher, using Quality Teacher and Education Act (QTEA) Prop A funds.
- Establish a “First Book Fund” to give books away to students, using QTEA Prop A funds.

April 17, 2014 Negotiations Session

Union’s Proposal on Salaries, Increments, and Classification Changes on Certificated Salaries

In addition to items proposed on April 15, the Union’s proposal also calls for the following:

- 7% salary increase on 7/1/14, 7% salary increase on 7/1/15, and 7% salary increase on 7/1/16 for a total of 21% over three years.
- Elimination of early education 90-day rate of pay.
- Credit psychologists and speech language pathologists for prior years of service equal to the credit granted to teachers.
- Increase in speech pathologist substitute pay coverage.
- Provide a $5,000 stipend to National Certified School Psychologists.
- Provide a $5,000 stipend to those who receive National School Nurse Certification.
- Provide a $5,000 stipend to speech language pathologists who obtain a certificate of clinical competence.

Union’s Proposal on Pay and Allowances and Fringe Benefits Classified Salaries

In addition to items proposed on April 15, the Union’s proposal also calls for the following:

- 7% salary increase on 7/1/14, 7% salary increase on 7/1/15 and 7% salary increase on 7/1/16 for a total of 21% over three years.
- Additional longevity pay for members who have 15, 20, and 25 years of service.
- The addition of three more salary steps to the salary schedule.
- Pay $2,000 stipend for master’s degree or Ed.S. and $5,000 for doctoral.
- Increase in substitute pay

Union’s Proposal on Fringe Benefits

The Union’s proposal calls for the following:

- Increase the District’s monthly contribution for eligible certificated and classified employees with one or more dependents by an annual total of one million dollars each year for the next three years.

Next Steps

The next negotiations session is April 22, 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. strategy. 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.