Bargaining teams for the San Francisco Unified School District (District) and the United Educators of San Francisco (Union) met for their twelfth, thirteenth and fourteenth full-day negotiation sessions on June 3, 4, and 5. In addition to exchanging formal proposals, the District presented multiyear year projections on unaudited actuals, and a response to the Union’s analysis of revenue increases over prior years.

**Proposals and Conversations**

**Days and Hours of Employment for TK-12 Teachers**

The Union’s counterproposal calls for the following:

- Four hours of meetings per month in addition to faculty meetings.
- 40 minutes of daily preparation time for elementary teachers, scheduled in concurrence with UBC.
- Concurrent preparation time for teachers who co-teach.

**Class Size**

The Union’s counterproposal calls for the following:

- Staffing ratios of 1:32 for middle and high schools and 1:25 for small necessary high schools.
- Maximum class size of 32 for 4th and 5th grades.
- Psychologists ratios of 1:1000
- Reducing class sizes according to how many students with IEPs are placed in a class.

**Salaries**

The District’s counterproposal calls for the following ongoing salary schedule increases for certificated and paraprofessional employees:

- 2% increase on 7/1/14, an additional 3% increase on 7/1/15, and an additional 3% salary increase on 7/1/16.
- The District also proposed language which would allow the Union to reopen negotiations in 2015-16 and 2015-16 if it believes the District’s financial status at those times can support further salary increases.
- In addition, for paraprofessionals, the District included language from the Union’s 5/29/14 proposal to pay unit members in language-suffix positions an additional $35.00 per pay period.
  - The Union did not offer a counter proposal on salaries.
In a good faith effort to reach a common understanding of District finances to facilitate reaching an agreement on economic issues, the District proposed that each party select a resource person (who is not a member of or employed by UESF or SFUSD) to lead a budget review process for the respective teams. The Union declined to agree to this approach.

**Student Discipline**
- The District’s counterproposal included language from the Union’s 5/29/14 proposal to form a Safe and Supportive Community Committee of equal representation to review, revise, and recommend appropriate contract language.

**Next Steps:** The next negotiations session will be June 9, 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.