During the March 19, 2014, negotiations session the San Francisco Unified School District (District) and United Educators of San Francisco (Union) reached Tentative Agreements on articles related to “Paid Parental Leave” and “Bereavement” for both certificated and classified employees. The District then clarified its intent for increasing the retirement incentive stipend and reiterated the limits of the proposal to the Union. The District and Union then engaged in a discussion of days and hours of employment that focused on the Union’s proposal to increase the number of minutes per day of prep time for elementary teachers. At the end of the day, the Union presented a counterproposal on days and hours of employment to the District.

**Tentative Agreement on Paid Parental Leave and Bereavement (certificated and classified)**

- The Union accepted the language of the District’s proposal to allow ten (10) paid parental leave days in addition to any other leaves guaranteed by the contract, within one (1) year following the birth, adoption, foster care placement, or acquisition of legal guardianship of a child.
- This leave shall be deducted from the employee’s sick leave and extended sick leave, if there is insufficient sick leave. This would apply to certificated and classified employees.
- In order to support newer teachers (certificated) who might experience financial hardship due to deduction of the cost of the substitute, the District will guarantee $150 of salary per day while using this leave. Classified employees are guaranteed 50% of their hourly salary when using extended sick leave.

**Bereavement (certificated and classified)**

- For classified employees, the District agrees to the inclusion of second-degree relatives to the list of accepted family members for whom an employee shall receive paid leave if attending their funeral. For both certificated and classified employees, the District also agrees to include the deceased parent of their child who is their ex-spouse.

**Retirement Incentive Stipend**

- The District reiterated the intention of increasing the stipend is to incentivize early notification that an employee is going to resign or retire. The District does not feel that receiving notice of retirement in September through January significantly improves the recruitment of the best and brightest candidates. The District did not present an incentive program for their classified employees.

**Days and Hours of Employment**

- The District presented a sample bell schedule for the work day of both K-3 and grades 4-5 elementary teachers. This included an identification of direct instructional minutes and time after students were dismissed to account for the contracted seven (7) hours per day. The District explained its position that:
  1. The planning and scheduling of site-based meeting time to effectively meet the learning needs of students is better organized as dedicated blocks of time;
  2. This time needs to be flexible in order to address scheduling of IEP, SSTs and other student centered meetings that require family attendance; and
  3. The District supports increased weekly preparation time for elementary teachers.
• The Union response focused on their position that:
  1. Elementary teachers should be guaranteed a specific number of preparation time minutes on a daily basis;
  2. Administration would still have time to hold other site-based meeting in the remaining time;
  3. IEPs, SSTs and other meetings could still be flexibly scheduled.

The two bargaining teams then caucused with their respective teams to further discuss the issues discussed with the goal of producing counterproposals on days and hours of employment. The day’s negotiations concluded with the Union presenting a counter to the District’s proposal. The District will respond at the next negotiation session.

Next Steps

• Next negotiation sessions are March 25 and 27, 2014
• March 25 agenda:
  o District will provide response to the Union’s days and hours of employment counterproposal
  o District will present their proposal on day-to-day substitute teachers, promotional opportunities for substitute teachers, and disciplinary action
  o Union will present their proposal on class size
• The agenda for March 27, 2014, will be set at the close of the March 25 session

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.