

Adopted by the Board of Education at First Reading, on Suspension of the Rules, at the Regular Meeting of August 12, 2014#

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Subject: Resolution No. 148-12A2

In Support of Wages and Benefits Equal to or Exceeding the San Francisco Minimum Wage for All District Employees

- Commissioners Matt Haney, Sandra Lee Fewer, Kim-Shree Maufas, Hydra Mendoza-McDonnell, Emily M. Murase, Rachel Norton, Jill Wynns, and Student Delegates Gavin Chan, & Elizabeth Jones

WHEREAS: California has set a minimum wage to ensure that all workers are paid a wage that allows for a basic standard of living, and numerous local jurisdictions, including the City and County of San Francisco have chosen to set a higher minimum wage to reflect a higher cost of living; and

WHEREAS: The California minimum wage is currently \$8.00 per hour, and effective July 1, 2014, the California minimum wage will be set at \$9.00 per hour; and

WHEREAS: The City and County of San Francisco passed a Minimum Wage Ordinance which set the current minimum wage for San Francisco at \$10.74 per hour; and

WHEREAS: The City and County of San Francisco has placed an initiative on the November 2014 ballot to raise the minimum wage to \$12.25 on May 1 2015, then to \$13 in July 2016, then to \$15 in 2018; and

WHEREAS: As an entity of the State, the San Francisco Unified School District is not subject to the San Francisco Minimum Wage Ordinance; and

WHEREAS: Whereas the San Francisco Unified School District currently has categories of employees, all unrepresented, who were paid the California minimum wage, but below the San Francisco minimum wage, during the 2013-2014 school year; and

WHEREAS: The San Francisco Unified School District believes that all employees should be paid a wage that reflects the high cost of living in San Francisco, and for that reason supports the spirit of the San Francisco Minimum Wage Ordinance.

THEREFORE BE IT RESOLVED: Beginning in the 2015-2016 budget year, the Board of Education of the San Francisco Unified School District establishes as policy, that the San Francisco Unified School District, where legally permissible, will set minimum wages for unrepresented employees that are at least equal to the San Francisco minimum wage; and

FURTHER BE IT RESOLVED: The San Francisco Unified School District shall provide a process for wage reassessment for represented and unrepresented employees should the San Francisco minimum wage be increased.

8/12/14

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