

## 2010 UESF/SFUSD Contract Settlement Highlights

### Proposed SFUSD Cutbacks Stopped

- Stopped the district from freezing step & column increases in the salary schedule.
- Reduced layoff notices from 800 teachers and 200+ paras down to final layoffs of 70 teachers and 47 paras.
- Stopped the district from raising K-3 class size up to 30.
- Stopped the district from eliminating AP Prep Periods.
- Protected Department Head positions in large high schools.
- Sabbaticals suspended for only one year, instead of two.
- Kept furlough days to 4 per school year, instead of 10+ found in other districts.
- Fifteen days of child bonding leave for men and women, whose spouses/partners have a newborn baby (certificated), (*Article 10.2.2.2.2 through 10.2.2.2.3*).
- Tuition help for SPED teachers who are required to earn additional authorizations in SPED (*Article 18.11 through 18.11.1.2*).
- Clarification that teachers do not evaluate paraprofessionals (*Para Contract: Article 2.15*).
- Improved language on paraprofessional work schedules (*Article 9.2.1*).

### Non-Economic Gains in New Contract

- Sixty minutes of duty-free prep time for elementary school teachers per week (*Article 7.2.51.2 through 7.2.51.7*).
- Improvements to the consolidation rights of non-classroom certificated members (*Article 15.5.8, 15.6 through 15.6.1, 15.12 through 15.12.5*).
- A clearer definition of extended hours (*Article 3.12*).
- A commitment to study second-degree bereavement leave for paraprofessionals (*Article 10.2.11.2.1*).

### Note on Proposition A

Funds from Prop. A, the 2008 parcel tax passed in San Francisco to recruit and retain San Francisco teachers, were instrumental in preventing layoffs and stopping the concessions sought by the district.

Thanks again to all of those teachers and paras who worked so hard precinct walking, phone banking, and campaigning for the initiative. Their hard work continues to pay off for San Francisco schools and will continue to do so for another 18 years to come.

