

Side Letter: SPED Signing Bonus (2016-17 School Year)

The San Francisco Unified School District (the "District") and the United Educators of San Francisco ("UESF" or the "Union") (collectively, the "parties") hereby agree to this Side Letter to the Collective Bargaining Agreements covering the Certificated and Classified bargaining units, as follows:

1. **Signing Bonus for Certain Certificated Unit Members**

- A. All credentialed Special Education teachers, School Psychologists, Behavior Analysts and Speech and Language Pathologists hired by the District for the 2016-2017 school year, shall be paid up to a \$4,000 bonus, in the manner set forth below.
- B. All current general education teachers who hold a valid special education credential and who, on or before August 12, 2016, accept assignment as a Special Education teacher for the 2016-17 school year, shall be paid up to a \$4,000 bonus, in the manner set forth below.
- C. All current general education teachers who do not yet hold a Special Education credential but who, on or before January 1, 2017, provide verification of enrollment in a Special Education credentialing program for the 2016-17 school year and accept assignment as a Special Education teacher for the 2016-17 school year, shall be paid up to a \$2,000 bonus, in the manner set forth below.
- D. All newly hired teachers who do not yet hold a Special Education credential but who, on or before January 1, 2017, provide verification of enrollment in a Special Education credentialing program for the 2016-17 school year and accept assignment as a Special Education teacher for the 2016-17 school year, shall be paid up to a \$2,000 bonus, in the manner set forth below.
- E. In addition to the bonus payments described in Paragraphs 1.C and 1.D. above, those teachers who, on or before January 1, 2017, are enrolled in a special education credentialing program and accept assignment as a Special Education teacher for the 2016-17 school year shall be entitled to receive up to \$1,000 in tuition assistance to earn their special education credential.

2. **Signing Bonus for Certain Classified Unit Members**

- A. All Class S10 Special Education Instructional Aides hired by the District for the 2016-2017 school year, shall be paid up to a \$500 signing bonus, in the manner set forth below.
- B. All other current paraprofessional employees who, on or before August 12, 2016, qualify and accept assignment as a Class Series "S" Special Education Instructional Aide for the 2016-17 school year shall be paid up to a \$500 signing bonus, in the manner set forth below. Any transitioning paraprofessional will retain their permanent status in their new position.

3. **Manner of Payment**


- A. The payments described in this agreement are one-time, off-schedule payments.
- B. The payments are based on a 1.0 FTE assignment. For certificated employees, 1.0 FTE equals 35 hours per week. For S10 paraprofessionals, 1.0 FTE shall equal 25 hours per week at the elementary level and 27.5 hours per week at the middle and high school levels. Payments shall be prorated for employees working on a less than full time basis.
- C. Payments shall be issued in two installments, provided that the employee remains in active status on the payment date. Eligible certificated employees will receive one-half of the total bonus on the January 1, 2017 paycheck and the remainder on the June 30, 2017 check. Eligible S10 paraprofessionals will receive one-half of the total bonus on the December 21, 2016 paycheck and the remainder on the May 30, 2017 check. Employees who do not remain in active status on the specified payment dates shall not be entitled to that half of the payment.
- D. The payments described in this agreement require the employee to work at a minimum 75% of the semesters during the 2016-2017 school year. Any percentage less than the 75% will be prorated accordingly.

4. **Other Terms**

- A. This Side Letter will expire at the end of the 2016-17 school year, and the District shall have no obligation to extend this agreement beyond the current year.
- B. Except as expressly set forth herein, nothing in this agreement shall be argued, deemed or construed to alter any term of the parties' existing collective bargaining agreements or to create any obligation not expressly set forth in those agreements.


Carmelo Sgarlato
Chief of Labor Relations
San Francisco Unified School District

6/30/2016
Date


Lita Blanc
President
United Educators of San Francisco

6/29/16
Date