

**MEMORANDUM OF UNDERSTANDING BETWEEN  
THE SAN FRANCISCO UNIFIED SCHOOL DISTRICT AND  
THE UNITED EDUCATORS OF SAN FRANCISCO ON  
SANCTUARY DISTRICT**

The San Francisco Unified School District (referred to as the District) and the United Educators of San Francisco (referred to as the Union) agree in supporting our immigrant students and families. In doing so, the Parties agree to form a joint committee that will meet quarterly per year for the duration of the 2025-28 Collective Bargaining Agreement. The committee shall be composed of three (3) members from the District, three (3) members from the Union, and two (2) parents, one (1) appointed by the District and one (1) appointed by the Union. The committee will review the changing needs of immigrant students and families and make recommendations on ways to expand resources for students and families, including but not limited to: providing indigenous language resources for immigrant students in the form of curriculum, translators, tutoring and other community engagement efforts.

The District will seek opportunities to secure additional funding in order to create comprehensive, one-stop Wellness Centers at established SFUSD sites throughout the district. The Wellness Centers will consult and collaborate with the Student and Families Services Department (SFSD) for guidance on services offered to immigrant and newcomer families. Wellness Center staff will serve students and work with neighboring schools in the community to promote prevention and early intervention wellness efforts across the district. Wellness centers will also provide adult education programs, health and human services, and career paths. In addition, the District will collaborate with external partners, including Federally Qualified Health Centers and other community partners, to combat negative health and wellness influences affecting students and their families. These services will support students and families by developing resilient school communities with protective factors against academic barriers. This is contingent upon the availability of grant funds for Wellness Centers.

The District will make every effort to expand existing partnerships and develop new partnerships with legal clinics, legal organizations, and law firms to facilitate the provision of low cost or no cost services to immigrant students and their families.

The District shall provide the bargaining unit members with professional development related to interactions with federal law enforcement, district policies around Sanctuary District and training related to the needs of immigrant students and their families

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The District shall make every effort to develop partnerships with philanthropic organizations with the goal of providing additional supports for newly arrived immigrant students and their families.

This non-precendent setting agreement is for the duration of the Parties' Collective Bargaining Agreement in effect from the date of acceptance through June 30, 2028 and may be renewed by mutual agreement by the Parties.

**For the District,**

**For the Union,**

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Apolinar Quesada, Labor Relations

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Adan Luevano, UESF

**Date:** \_\_\_\_\_

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Yajaira Cuapio, UESF

**Date:** \_\_\_\_\_