

SFUSD Proposal for District Stability

February 5, 2026

Preamble

The District's stability package is structured as a three year agreement because it provides the time necessary to responsibly fund compensation and benefit improvements while maintaining fiscal solvency and protecting classroom stability. Spreading the cost of salary increases and greater health benefits coverage over three years allows the District to absorb ongoing costs gradually, align expenditures with projected revenue growth, and remain compliant with State fiscal oversight requirements.

A shorter agreement would require the District to front load costs in a way that increases the risk of budget reductions, staffing disruptions, or program cuts that would undermine both employee stability and student services. A three year term ensures predictability for employees, continuity for schools and families, and the fiscal runway the District needs to sustainably support the agreed upon investments.

Salary

Certificated Employees

25-26 2.0%

26-27 2.0%

27-28 2.0% with trigger language

The District will provide a 2.0 percent salary increase effective July 1, 2025, an additional 2.0 percent salary increase effective July 1, 2026 and an additional 2.0 percent salary increase effective July 1, 2027. These increases will apply to all certificated salary schedules, including substitutes.

Classified Employees

25-26 2%

26-27 2%

27-28 2% with trigger language

All cells on the UESF classified salary schedule will be increased by \$2.00 effective July 1, 2025.

Additionally, the District will provide a 2.0 percent salary increase effective July 1, 2025, an additional 2.0 percent salary increase effective July 1, 2026 and an additional 2.0 percent salary increase effective July 1, 2027. All classified employees will be paid bimonthly as the new system of record (Frontline) only pays bimonthly or monthly.

If at the close of fiscal year 2028 (September) there is an unrestricted fund balance greater than 50 million, the amount over \$50 million will be divided between district employees equally as a bonus by FTE. Fund 17, district commitments and assignments, and the required unspendable components of ending fund balance (stores, statutory 2%, etc.) are excluded from this calculation.

In addition, the District commits to convening a joint labor management classified compensation workgroup by September 2026 to review recruitment and retention data, regional wage comparability, hours, differentials, and career ladder structures. The purpose of this workgroup will be to inform improvements in the next successor agreement.

The San Francisco Unified School District proposes to eliminate AP Preps (Article 7), Paid sabbatical leaves (Article 10), Department Head Preps and Stipends (Article 32), and Class Size Limits (Article 9) to be able to find monies to offer ongoing salary increases.

Dependent Health Benefits

The District provides two options for Dependent Health benefits for UE to consider:

Option A: Effective July 1, 2026, the District shall increase its dependent health care contribution in an amount equal to the Health Services Systems' (HSS) established 75% formula/calculation of the Kaiser Employee +2 rate.

Option B: Effective January 1, 2027, the District will provide an annual benefits allowance of \$24,000 per FTE to all UESF members during annual health benefits election. The members will be able to choose their preferred health and welfare benefits plan and level of coverage (dental buy-up, vision, and health only).

Specifically, the District is not offering any Cash-in-Lieu or double coverage, and the District's plan must be used as primary health coverage and all other rules as outlined by HSS.

The Health Benefits options will be funded in part by utilizing existing parcel tax resources (QTEA & FWEA) and memorialized into an MOU. The MOU will guarantee coverage for the duration of the agreement and establish a joint pathway to incorporate dependent coverage into a future collective bargaining agreement once fiscal oversight by the California Department of Education is lifted or additional ongoing revenue is secured.

Special Education Working Conditions

The District will maintain the existing special education caseload model in the collective bargaining agreement. Beginning in the 2026–27 school year, the District will implement a District funded pilot program to provide additional workload support. The pilot will

include three elementary, one middle, and one high school sites, jointly developed workload indicators, and additional staffing or release time support tied to documented workload demands. Data from the pilot will be used to evaluate effectiveness, scalability, and cost prior to consideration of any districtwide change. This pilot will require, as per ed code, district employees to maintain current data of their Special Education students in SEIS and Synergy, progress monitoring and fulfilling IEP requirements in order to get genuine, transparent and comparable data districtwide.

Contracting Out and Use of Consultants

The District commits to reducing reliance on outside consultants and prioritizing recruitment and retention of permanent District employees. A joint labor management review committee will be established to review annual contracting data, identify opportunities for insourcing, and track savings that may be redirected toward employee support and services.

Class Size

The District will maintain existing contract language that treats class size as a goal rather than a hard cap. The District agrees to provide annual public reporting on class size data and to engage in a joint review of impacts, costs, and staffing implications. The issue may be revisited in successor bargaining based on shared data and fiscal conditions.

Sanctuary and Community Supports

The District proposes adoption of a joint resolution reaffirming SFUSD's commitment to sanctuary policies and existing support for immigrant, refugee, and unhoused students and families. The resolution will exist outside the collective bargaining agreement to avoid non mandatory subject and liability concerns, while clearly affirming shared values and current practices.

The District proposes providing an additional three (3.0) hours annually of professional development interactions with state and federal law enforcement, district policies around sanctuary schools and other training related to the needs of immigrant students and families.

Artificial Intelligence

The District will establish a joint artificial intelligence working group to study current and anticipated uses of AI, develop guardrails and training, and ensure that any proposed impacts to bargaining unit work are brought forward for bargaining prior to implementation.