SFUSD-UESF
MEMORANDUM OF UNDERSTANDING
Regarding the Distribution of Potential "Living Wage for Educators" Revenues for Teacher and Para-educator Compensation and Other Selected Areas.
April 2, 2018

The San Francisco Unified School District (the "District") and the United Educators of San Francisco ("UESF" or "Union") agree that in the event the Living Wage for Educators Act (LWEA), a parcel tax measure, is passed in the June 5, 2018 San Francisco election, seventy-five percent (75%) of the total collected revenue shall be allocated under the following spending plan and implemented through appropriate action by the Board of Education.

Additional Teacher and Para-educator Compensation:
The salary schedules shall be adjusted in accordance with Exhibit A in both the certificated and classified contracts to take effect on a date subsequent to July 1, 2018 and as soon as administratively feasible following receipt of the parcel tax revenues from the City Controller. In no event shall the parcel tax adjusted salary schedules set forth in Exhibit A take effect later than ninety (90) days after the District's receipt of funds from the parcel tax. Future negotiated salary percentage increases from reopener or full contract bargaining shall be calculated based on the schedules in effect on July 1, 2018, which shall be referred to in the collective bargaining agreement as the base salary schedules.

Professional Development:
18 hours of professional development shall be supported by LWEA revenues for each preK-12 grade certificated bargaining unit member. These professional development hours shall be compensated at the rate of $46 per hour.

18 hours of professional development shall be supported by LWEA parcel tax revenues for each Child Development teacher at a rate of $35 per hour.

18 hours of professional development shall be supported by LWEA revenues for each para-educator at a rate of $22 per hour.

The District and the Union shall consult in establishing the content and schedule for the Professional Development that is supported by LWEA revenues with the goal of having professional development decisions made at the school site and embedded into District programs.

Additional Staffing and Funding at High Potential Schools:
In recognition of the persistent conditions that have contributed to the disproportionate achievement gap of African American and other historically underserved students, the District shall allocate beginning in SY 2018-19 $2.7 million from the parcel tax, pursuant to the UESF collective bargaining agreement, as follows:

- $2.0 million will be used to support strategic investments at ten (10) historically underserved schools. The Union and the District may consult on the designation of these schools. These funds shall be used to fund investments such as additional staff, professional development, extended calendar / extended hours, out-of-school time learning, family engagement, and community schools strategies.

Professional development will be an area of focus on topics such as culturally relevant pedagogy, implicit bias, trauma-informed practices, safe and supportive schools strategies, and family engagement.

- $0.7 million will be used to support strategic investments in schools that show positive outcomes school-wide but with large gaps in outcomes for African American students. The Union and the District may consult on the designation of these schools. These funds shall be used to fund investments such as additional staff, professional development, extended calendar / extended hours, out-of-school time learning, family engagement, and community schools strategies. Professional development will be an area of focus on topics such as culturally relevant pedagogy, implicit bias, trauma-informed practices, safe and supportive schools strategies, and family engagement.

The District and site administration shall meet with UESF leadership and the Union Building Committees of these school sites to share information and ideas related to these investments with the goal of achieving consensus agreement on matters of mutual concern and to align these investments with conditions at individual school sites, as well as the strategic plans adopted by the Board of Education to address the needs of historically underserved students.

Recruitment, Support and Retention:

Funds will be used to provide additional support to address recruitment and retention challenges and opportunities. This may take the form of investments in the San Francisco Teacher Residency program, SFUSD's Pathway to Teaching program and other strategies to recruit in existing shortage areas, increase diversity of our teaching staff, and build skills and knowledge of newer educators. The Union and the District shall negotiate any changes regarding the specific use of such funds.

A minimum of $500,000 will be set aside for such investments annually. In FY 2018-19, an additional $300,000 will be allocated to provide support for one-time investments to support emergency credentialed teachers in becoming fully credentialed.

Health Insurance – Dependent Medical Coverage:

The following language modifies sections 12.1.1 (certificated) and 13.11.1 (classified) of the 2018-2020 Contracts:

Effective January 1, 2019, the District shall make the following monthly one-twelfth [1/12] annual contributions for eligible unit members who have dependents enrolled for medical insurance coverage: an additional $50/month for employee plus one dependent; an additional $125/month employee plus two or more dependents.

"Eligible" shall mean a unit member who has worked 50% or more of a full time assignment for his/her classification or (combination thereof) and who has been receiving an employee-only premium contribution by the District.

Savings Clause:

The amount of funding for these investments in future years will change based on total funds collected through the parcel tax. The District and the Union shall negotiate any changes on the use of that proportion of the revenue that has been assigned to the UESF certificated and classified units in this spending plan. In addition, the District and UESF shall meet annually, not later than May 30th of each year, to review and assess the use of the parcel tax revenues.

In the event that the parcel tax expires without being renewed by the voters, the salary schedules shall revert to those in effect on July 1, 2018, plus subsequent negotiated salary increases. All other economic incentives and other expenditures that use parcel tax revenues shall cease to exist effective June 30th of the year in which the parcel tax expires and is not renewed.

In the event that the parcel tax fails to pass in the June 5, 2018 San Francisco election, the provisions of this MOU shall be null and void.

For the District

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For the Union

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