



Local 21 Members—San Francisco Unified School District *Tentative Agreement Vote on Feb. 25 & 26*

Today and tomorrow, our bargaining team is asking you to vote in favor of the Tentative Agreement reached between the San Francisco Unified School District (SFUSD) and our Union. Voting will take place Monday, February 25 and Tuesday, February 26 at 135 Van Ness Avenue and 601 McAllister. Members working at outlying locations will have ballots delivered to them on Tuesday, February 26. Balloting will close at 2:00 p.m. on Tuesday, and the ballots counted immediately following. (Voting details are listed on the other side of this update.)

On February 14, 2008, our team met with the District's bargaining team and signed off on a tentative agreement that had changed little since December 20, 2007. As has been the case in our prior meetings with the District, we have concerns that the District has not addressed the disparity between identical City & Co. of San Francisco classifications and SFUSD classifications. If Local 21 members vote to accept this tentative agreement, the District will still need to address the matter of equity in future discussions.

The new language encompassed in the Tentative Agreement is represented below as **boldface**.

5. Compensation and Fringe Benefits

A. Salary

The District agrees to an increase in fiscal year 2007-2008 salary schedule for classified employees covered by this agreement by 3% effective retroactively to December 12, 2007 pay period.

The new language would replace this current language:

A. Salary

Effective 7/1/00, the salary schedule shall be increased for 2000-2001 by 5%. Effective on 1/06/01, the 2000-2001 salary schedule shall be increased by an additional 4%; effective on 6/06/01, the 2000-2001 salary schedule shall be increased by an additional 1%.

The new language means that there will be a retroactive **3% pay increase for all employees from December 12, 2007 forward.**

C. Dependent Medical and Dental Coverage

Dependent Medical Care

Effective July 1, 2008, the District shall contribute \$225 per month for employee plus one and increase its dependent health

contribution for employee plus two or more from \$225 per month to \$250 per month.

The new language would replace this current language:

C. Dependent Medical

Effective July 1, 1996, the District shall contribute up to \$225.00 per month for bargaining unit members eligible for and participating in one of the medical insurance plans offered through the City Health Service System and who have enrolled dependents in said plan.

Dental

Add to Section I.3 - Group Dental:

Effective July 1, 2008, the District shall provide increased general dental coverage in the amount of \$2000 for those who select the Delta Dental preferred dental option. The District shall also increase orthodontia to \$750 lifetime for each bargaining unit member and covered dependents.

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The following language is new and addresses the District's desire to increase recruitment to the District.

Internship Program

The District and the Union shall jointly develop a process and protocol of an internship program which could lead to future Local 21 positions within the District.

The following language is also new, and it reflects our members' continued desire to move our membership closure to parity with the City.

Alternative Compensation and Staffing

The District and the Union will meet to discuss how to utilize potential parcel tax resources for increased staff, professionalization, and compensation.

There was much discussion regarding the above language. We had originally added language that would address equity at the District. The District removed that language, and we ended up negotiating a separate document that states the following:

MOU on the Potential Parcel Tax Revenue
February 14, 2008

The District and the Union agree to meet on June 5, 2008, or earlier by mutual agreement, to discuss how to utilize Parcel Tax resources for compensation including but not limited to equity adjustments as well as professionalization and increased staffing.

Although the District states that they would like nothing more than to be able to pay equal pay for equal work, to date, the District has done nothing to move that sentiment forward. The Parcel Tax, according to the District, has already been appropriated on our behalf that excludes any equity adjustments. The District's rationale is that the cost of the pension improvements, should it be approved by San Francisco voters on the June 2008 ballot, will cost the District 3.5% of the budget. Tom Ruiz has stated that the School District plans to pass this on to our members, thereby effectively wiping out any equity that would have come to our members. As a Union, we will need to push back on any attempt to engage in anything but bargaining in good faith. We are currently researching our options should this become an issue when we meet with the District for a scheduled June 2008 meeting to discuss the Parcel Tax revenue.

VOTING LOCATIONS

Only Local 21 members are eligible to vote. Non-members may join the union if they would like to vote on the tentative agreement.

Monday, Feb. 25 & Tuesday, Feb. 26 (until 2:00 p.m.)

135 Van Ness Avenue (ballot box at 1st floor reception area). Jaswant Bhatti is our member contact, 355-6931.

601 McAllister (room 203E). Jan Gyn is our member contact, 241-6220 x 3215.

Tuesday, February 26

If you do not work in the Civic Center area and cannot vote at either 135 Van Ness or 601 McAllister, please contact Local 21 representative Criss Romero (415.864.2100 x 134) to request deliver of a ballot on Tuesday. Ballots will delivered to the 1595 Quintara location on Tuesday. Voting must end at 2:00 p.m. on February 26. The ballots will be counted at 601 McAllister Street and the results announced to members via e-mail.