

1 [Statement on the Rights and Needs of San Francisco's Public Educators]

2 WHEREAS, The United Educators of San Francisco (UESF) educators' union, of  
3 approximately 6,000 San Francisco Unified School District (SFUSD) teachers,  
4 paraeducators, social workers, and counselors, began a strike on Monday, February 9,  
5 2026, for the first time in 47 years, disrupting the education of roughly 50,000 SFUSD  
6 students; and

7 WHEREAS, The strike followed a jointly-declared impasse during extensive  
8 negotiations between UESF and SFUSD that began as early as March 2025; and

9 WHEREAS, Preceding the strike, both parties reached agreements on issues  
10 such as sanctuary protections for newcomer families, use of artificial intelligence in the  
11 workplace and by the district, and special education contracting, but not over economic  
12 concerns like wage increases, healthcare coverage, and workloads, and

13 WHEREAS, on February 4, 2026, as requested by both parties as part of  
14 negotiations, a neutral fact-finding panel recommended consecutive 3% raises in two  
15 years, dependent healthcare coverage funded by parcel taxes, and highlighted  
16 SFUSD's precarious financial situation, and

17 WHEREAS, 97.6% of UESF members voted in favor of authorizing a strike and  
18 the release of the panel's fact-finding report gave UESF the legal authority to call a  
19 strike, which it seized on February 5, 2026; and

20 WHEREAS, San Francisco's public educators dedicate their careers, and are  
21 responsible for nurturing the educational development of San Francisco's young people,  
22 often working beyond paid hours and spending personal funds on classrooms; and

1 WHEREAS, educators have the right to organize and collectively bargain seeking  
2 fair wages and dignified working conditions; and

3 WHEREAS, Educator compensation and pay in San Francisco have failed to  
4 adapt given the rising costs of living, making the lives of educators increasingly difficult  
5 economically and worsening issues like teacher shortages in the city's public schools;  
6 and

7 WHEREAS, Unaffordable family healthcare disproportionately burdens lower-  
8 paid educators like counselors, social workers, and paraeducators who provide  
9 indispensable services to SFUSD students with the most need in spite of finances; and

10 WHEREAS, the strike mobilized the sweeping support through rallies at Dolores  
11 Park, Justin Herman Plaza, City Hall, and more, with participants in the tens of  
12 thousands; and

13 WHEREAS, In the early morning hours of February 13, 2026, UESF and SFUSD  
14 reached a tentative, two-year agreement valued at about \$183 million, including wage  
15 increases totaling 5% over two years for certificated staff, 8.5% over two years for  
16 classified staff, fully funded family healthcare coverage on Kaiser plan implemented by  
17 2027, special education workload relief, additional floating holiday for classified staff,  
18 strengthened sanctuary and housing protections for SFUSD families, and a 5% salary  
19 differential for special education paraeducators; and

20 WHEREAS, The San Francisco Youth Commission believes that the learning  
21 conditions of SFUSD students are intrinsic to the working conditions of their educators,  
22 and the development of students faces consequences when educators are overworked  
23 or underpaid; now, therefore, be it

1            MOVED, That the San Francisco Youth Commission affirms the right of SFUSD  
2 educators to organize and collectively bargain in search of fair wages, healthcare, and  
3 dignity; and, be it

4            FURTHER MOVED, That the San Francisco Youth Commission calls on SFUSD  
5 and the City and County of San Francisco to innovate and implement long-term funding  
6 solutions that enshrine the needs of educators while fulfilling the education that their  
7 students deserve; and, be it

8            FURTHER MOVED, That the San Francisco Youth Commission appreciates the  
9 educators and staff keeping the city's schools running with dedication and care; and, be  
10 it

11           FURTHER MOVED, That the San Francisco Youth Commission urges SFUSD to  
12 implement the terms of the tentative agreement swiftly and in good faith, while  
13 prioritizing students from disadvantaged backgrounds, and those who depend on their  
14 educators and schools.