

SFUSD & SEIU Local 1021  
Tentative Agreement Summary  
March 17, 2026

Three-year contract July 1, 2025 to June 30, 2028

Pay increases:

- July 1, 2025: 4.5%
- July 1, 2026: 4%
- July 1, 2027: 2%

Effective July 1, 2026, adding three steps for Cook Assistants, Cooks, and Chefs to address compaction issues.

Year for year credit for purposes of step placement for newly hired employees, to make it easier to higher experienced staff. Additional step credit eligibility for prior SFUSD experience and hard-to-staff positions.

Contract protection for immigrant families and our sanctuary status.

Contract protection for the use of artificial intelligence.

Add cyber harassment to the definition of discrimination and harassment under the contract.

Allowing new employees to use vacation in their first year as it is accrued. (Previously employees had to wait a year to start using vacation time.)

Fixing the “extra hours” problem: requiring the District to increase the FTE of an employee who works extra hours of 30 minutes per day for 20 consecutive workdays or more, so their benefits and accruals are based on the increased FTE.

SNS shifts will no longer be posted for less than four hours, to ensure all SNS employees can get enough hours to be benefit eligible.

Streamlining shift bidding and transfer rights for all classifications.

Custodians:

- Lifting the cap on vacations that may be scheduled during the school year.
- New health and safety protections for custodians, including limiting their obligation to work outside when air quality is really bad.
- Quarterly training for supervisors and assistant supervisors.

Discipline: Putting “just cause” protections in the contract for the first time.

New articles for Community Schools Coordinators and Warehouse workers.