

**SIDE LETTER BETWEEN THE
SAN FRANCISCO UNIFIED SCHOOL DISTRICT
AND SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 1021
REGARDING EXTENDED CALENDAR WORK IN JUNE 2026**

The San Francisco Unified School District, referred to as the District, and the Service Employees International Union Local 1021, referred to as the Union, collectively referred to as the Parties, agree to the terms below for school-term school clerks. The purpose of the Side Letter Agreement is to address the need of school-term clerks, such as 1426's to work extended days/hours during the month of June 2026, to complete tasks related to completing the 2025-26 Academic School Year.

Rationale for Extended Work Days and/or Hours for Clerks:

School clerks have historically worked additional days after the end of the regular school year to complete their assigned tasks. This includes collecting teacher keys, paperwork, processing timesheets, and other related duties. This year, an educator strike led by the United Educators of San Francisco resulted in the school district having to extend the academic calendar. Extending the academic calendar by five (5) school days has required the extension of employee work groups work calendars. Along with that extension was additional work that school clerks are requesting additional time to complete those tasks.

Any school site who permits their school-term school clerk to work additional hours or extended days will be responsible for ensuring their site budget can provide the pay and benefits for each employee. The District's budget will not be responsible for any lack of funding or calculation errors done at the school site level.

Compensation:

All SEIU school-term clerks who volunteer to work additional hours or extended days will be compensated as follows:

- Clerks will be compensated at their current hourly rate.
- Clerks will be permitted to work during non holiday periods as this Side Letter Agreement does not include the ability to work during federal holidays, such as Friday, June 19, 2026 for Juneteenth.
- Clerks are also not to exceed working more than eight (8) hours per day as overtime compensation is not included in this agreement.
- All compensation must be submitted according to the deadlines established by the SFUSD Payroll Department (bi-weekly end of pay period is 6/30/2026).
- All compensation will be paid out using the current 2026 fiscal year funding and paid out by July 10, 2026

Terms of this Agreement:

This Side Letter Agreement is non precedent setting and unless specified otherwise, no section in this Side Letter will supersede the most current Collective Bargaining Agreement between the Parties. Additionally, this side letter will sunset on June 30, 2026, unless the Parties mutually agree to extend this Side Letter agreement in the future.

For the District,



**Apolinar Quesada,
Executive Director of Labor Relations**

Date: Jun 13, 2026

For the Union,



Andre Spearman (Jun 13, 2026 09:34:35 PDT)

**Andre Spearman,
SEIU Field Representative**

Date: Jun 13, 2026

For the Union,



Jennifer Pon (Jun 13, 2026 10:46:04 PDT)

**Jennifer Pon,
SEIU Vice President**

Date: Jun 13, 2026