

**Tentative Agreement
Between
Service Employees International Union, Local 790
and
San Francisco Unified School District
July 1, 2004**

The District and the Union hereby agree to extend their current 2000-2004 collective bargaining agreement through June 30, 2005, subject to the following amendments and modifications set forth herein. Subject to approval by the SFUSD Board of Education and ratification by the Union, this agreement shall be effective July 1, 2004 and shall be incorporated as an amendment to the parties' 2000-2003 collective bargaining agreement (previously extended by amendment through June 30, 2004). The District and the Union agree to the following:

1. The District agrees to withdraw proposed layoffs and separations for those SEIU, Local 790 employees scheduled to take effect on July 30, 2004. The District further agrees not to furlough any SEIU, Local 790 classified employees during the 2004-2005 fiscal year.
2. Maintenance of current wages and benefits.
3. Scheduled step increases which were deferred during the 2003-2004 fiscal year will resume during the 2004-2005 fiscal year.
4. The District shall resume full pick-up of the employee's mandatory retirement contribution.
5. The District shall continue to provide 100% employee only Kaiser premium coverage for permanent exempt workers in the Student Nutrition Program.
6. The District and the Union agree to an open bidding process which shall be determined by the parties for all open positions in Student Nutrition Program. The parties agree that the District will select one of the three most senior qualified applicants for final assignment to each open position.
7. SEIU Local 790 and SFUSD agree to begin meeting in September 2004 to collectively bargain a successor agreement.
8. The District and Union agree to discuss possible implementation of Prop. F's early retirement provisions for the 2005-2006 fiscal year. The parties agree to discuss the full impact of Proposition F, including its financial and operational impact upon the District.

These tentative agreements are subject to ratification by both the 790 membership and SFUSD Board of Education.

Tentative Agreement:

FOR THE DISTRICT

Tom Ruiz 7/2/04

Tom Ruiz
Executive Director of Labor Relations

Date

FOR THE UNION

Karen L. Bishop 7-2-04

Karen L. Bishop
SFUSD Chapter President

Date

Linda Marini 7/2/04

Linda Marini
Manager, Classified Operations

Date

Timothy West 7/2/04

Timothy West
SEIU Field Representative

Date