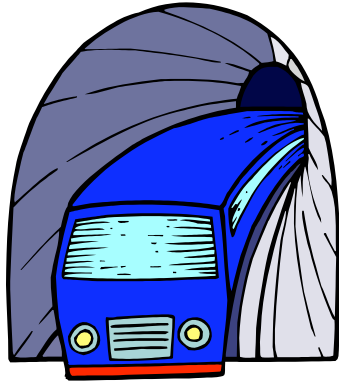


UNITED EDUCATORS OF SAN FRANCISCO

2310 Mason Street, San Francisco, CA 94133
Dennis Kelly, President

(415) 956-8373 fax (415) 956-8374
Linda Plack, Executive Vice President



The SubWay February 2005

Sandra Mack, Vice President, Substitutes

Negotiations

The Substitute Representatives of the Assembly meet regularly at Everett Middle School the second Thursday of each month preceding the Assembly meeting which meets the following Wednesday at Sanchez Elementary School. The January meeting of Substitute Representatives developed the union's January presentation before the school board in support of good faith bargaining on substitute issues and in opposition to the many take-aways proposed by the administration. Those speaking or appearing in support of that presentation included Executive Board members Lisa Lee, Sandra Mack and Pamela Routh as well as Assembly representatives Daniel Markarian, Tay McArthur, Dennis McKenzie, and Vince Quackenbush.

At our February 10th meeting the principal focus of our group was contract negotiations. A detailed proposal for improved working conditions, salary and benefits was forwarded to the negotiating team.

Contract Support

The entire union is gearing up to support the demands of the Bargaining team. If good contracts were gained simply by putting forward good arguments for just causes there would be no need for a Contract Support Committee. In fact, good contracts depend on the administration understanding that the Bargaining Team is speaking with the active support of all unit members

It is heartening to see that each group is so supportive of every other group's demands. The entire union spotlighted substitute issues at the January Board of Education meeting mentioned above. Subsequently advanced placement teachers and National Board certified teachers have been the focus of Board of Education presentations. It is important for all of our colleagues to see that substitutes continue to be in the vanguard of this movement. See the insert and return the Solidarity Survey.

Substitute Division Meeting: Thursday, March 10 at 4:00 p.m. at Everett Middle School.

Please attend the meeting of the Substitute Division. The meeting is at Everett Middle School. Everett is at 450 Church Street. The "J Church" and "22 Fillmore" pass within one block. This meeting replaces the monthly meeting of substitute representatives. *The SubWay* had intended to ask for suggestions on the date, but the need to tie down a place made it necessary to make an early commitment.

Keys

This month no site was recommended for commendation on consistently providing keys for substitutes. If you would like to praise a site for being hospitable to substitute teachers please call 956-8373.

One school received a complaint that, upon investigation, proved to be a one-time failure. A second site received a complaint that has now been resolved. However, in the second case the administration pointed out that courtesy extends in both directions. Usually keys are provided at that site and the administration was unhappy that the substitute did not give the school a chance to explain its failure prior to making a complaint. It is always fair to apprise people of a problem to give them a chance to correct it. So *The SubWay* recommends that a substitute teacher who doesn't get a key at a site talk with the building rep or other site person to see whether the problem is uncharacteristic or can be resolved locally. If that doesn't work, please feel free to file a complaint with Sandra Mack at 956-8373.

Priority Substitutes

Priority substitutes are appointed from among applicants who have successfully substituted in SFUSD for 300 or more days within the last five years.

Several individuals who had applied for priority substitute status had asked Sandra Mack whether their application had been accepted. UESF spoke with the Director of Classroom Services who assured UESF that with one exception they had all been approved. She wasn't

sure whether they had been officially notified. UESF will send a notice to those that had sent us a copy of their application.

Golden Handshake

The Golden Handshake will not be offered because fewer than 300 of those eligible wanted to take advantage of the opportunity. Everyone who applied will receive a letter. Had the Golden Handshake taken effect substitute teachers would have been eligible because the law specifically states that all STRS eligible certificated retirees would be eligible. The union had checked this with both CFT and CTA legal staff. So when we heard that substitutes had been denied applications, the union insisted that substitutes be given the applications. The district then agreed to provide applications even though it was not at that point prepared to agree that the substitute teachers were eligible.

Understand your check statements

Several individuals have had problems or inaccuracies in their paychecks that only came to light when they examined their check "stub" carefully and asked questions. One example was a substitute who had money deducted under optional deductions for which he had made no authorization. That unauthorized deduction has now ended; the struggle is to get his money returned.

If you see something on your check statement, don't shrug and assume that "they" must know what they're doing. Call payroll and find out the meaning of any code or dollar amount that you do not understand. It's your money.