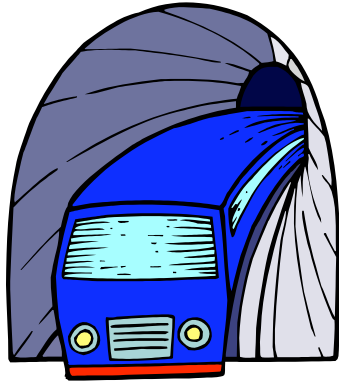


UNITED EDUCATORS OF SAN FRANCISCO

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

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



THE SUBWAY May 2005

Sandra Mack, Vice President, Substitutes

May 20 Retirement Dinner

Among those being honored are substitute teacher Pamela Routh. Pamela has worked on behalf of San Francisco substitutes since 1974! The price of the dinner for non-retirees is \$40.00. RSVP by May 16. Call 415-956-8373.

Meetings of Substitute Representatives

The substitute members of the Assembly meet the Thursday preceding the Assembly. At their April 14th meeting the Assembly members were joined by several rank-and-file members. Together the representatives and guests explored a variety of issues of concern to substitutes, most particularly contract negotiations and May 11 and May 25 events.

Our last meeting for 2004-2005 was May 12 at Everett Middle School, 450 Church Street at 4:15 p.m. Room 105.

Negotiations Report

There has been some movement on some issues—for example, service at McAuley, and formal assessments in CDP. However, the district still wants an unacceptable 2-step salary schedule for subs, to eliminate Core Subs, Fringe Benefit Subs, 40-day Subs, Site Support Subs, and to eliminate a variety of substitute rights, including the right to choose assignments. The union continues to reject the district's proposed takeaways and push for specific improvements in all categories.

Additional negotiations are scheduled for the summer. The 2001-2004 Contract remains in effect until a new contract is negotiated or impasse is reached.

Contract Support Actions

The union is waging a 2-front campaign to improve the contract. First, we are negotiating locally for better prioritizing of the funds received by the district and for better working conditions. Second, we are negotiating at the state level

for better funding of the schools. Subs joined the Contract Organizing Team (COT) at Van Ness and McAllister on May 11 at 4:30. Join or support the May 25 demonstration in Sacramento. If you cannot join the May 25 demonstration, you may volunteer to help “cover” a class period for a teacher who participates in the May 25 event. Check the next issue of *The San Francisco Educator* for details.

Layoffs

Substitute teachers who received layoff notices were represented by legal counsel and Field Rep Mandy Leigh. The district’s case was poorly presented. It had an ever-changing number of teachers, it failed to send many notices by the deadline and the administrative law judge rejected the district’s last minute attempt to make service in a “Dream School” a protected class. The board exercised its authority to reject the judge’s findings. (Commissioners Lipson, Mar and Sanchez voted to uphold the judge.) Watch the next *San Francisco Educator* for details.

Unemployment-Summer of 2005

The courts have held that school employees are not eligible for unemployment benefits while

school is between sessions *if* the employee has “reasonable assurance” of work the following session. Unfortunately, the definition of “reasonable assurance” is quite unreasonable—a statement by the employer is usually sufficient for the Employment Development Department (EDD).

Possible exceptions to the above bar on benefits include (a) those who do not receive a notice of “reasonable assurance”, (b) those who receive a layoff notice, (c) those who are offered a job that is substantially inferior in pay or benefits to those currently enjoyed, (d) those who are not recalled in the fall. UESF members who fit one or more of these categories should contact our office if their applications for unemployment benefits are denied.

SFUSD Appeals 2004 Award of Unemployment Benefits to Subs

As was reported earlier, the district is suing the California Unemployment Insurance Appeals Board, appealing in Superior Court the CUIAB decision that substitutes who are denied work in summer session have a right to benefits. UESF attorneys continue to investigate ways in which the union can serve the CUIAB—and, therefore, our members.