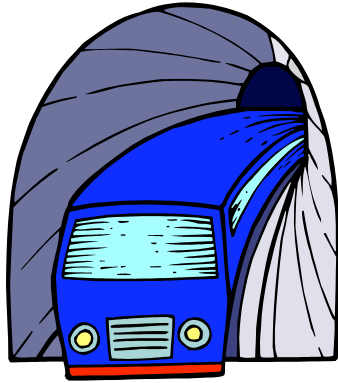


# UNITED EDUCATORS OF SAN FRANCISCO

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

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



## THE SUBWAY

January 2006

Sandra Mack, Vice President, Substitutes

### ALL-SUBSTITUTE MEETING

**FEBRUARY 9, 2006**

**4:15 – 6:00 P.M.**

Everett Middle School  
450 Church Street

Two blocks from Market Street  
(Muni: 22 Fillmore and J Church)

All substitutes are called to meet on February 9. The main focus of the meeting will be an assessment of negotiations. Whether we will be discussing a settlement or going to impasse will depend on progress between now and February 9<sup>th</sup>.

### NEGOTIATIONS UPDATE

There has been some progress in negotiations. While the solidarity between regular teachers and substitutes in the buildings and the firm support for substitutes by all members of UESF's Bargaining Team has resulted in important victories, these victories do not include salary and other significant issues.

The district has agreed to the following improvements.

- \*The minimum number of hours for assignments at McAuley will be four hours.
- \*Substitutes will have the right to access on-site computers and other technology.
- \*Currently K-12 substitute teachers do not have to do report cards unless they have been in a class for at least 25 days; this provision will now be extended to formal assessments by CDP substitutes.
- \*The substitute's right to prompt help with disruptive students has been re-written.
- \*There will be a district-union committee to develop a mutually agreeable evaluation procedure.

The district has withdrawn some of their proposed take-aways.

- \*The District accepts the substitute's right to select assignments, including select sites.
- \*District agrees to maintain the priority substitute list.

There have been partial victories in the following areas.

- \*The District has abandoned its earlier insistence on eliminating Core substitutes; however, the district wants to cut the number of Core substitutes by 50% and to keep them on non-tenured status.
- \*The District has dropped its earlier proposal to eliminate 40-day substitutes, but it has not agreed to our demand that those individuals who are working toward 40-day status not be removed arbitrarily.
- \*The District is no longer calling for the elimination of Fringe Benefits for 160-day substitutes, but it has not agreed to lift the current cap that limits benefits to fewer than half of those who are eligible.

## No Agreement on Salary Increase

None of the proposals on salary for regular teachers or paraprofessionals applies to substitute teachers or paraprofessionals. Both the district and the union have attached conditions to their proposals that the other side has been unwilling to accept. Therefore, while there have been a number of proposals and counterproposals on substitute salary, there have been no agreements in this area.

The initial position of the SFUSD was to have each K-12 substitute teacher begin at step one each year, remain there for 90 days, and that there be no retroactivity; it was silent on CDP substitutes. The initial position of UESF was to have each K-12 substitute teacher's salary be 75% of the B2 salary schedule. UESF simultaneously proposed that the CDP substitute teachers' hourly rate be increased by the same percentage as the B11a Salary Schedule IV.

Among subsequent Union salary proposals was one accepting a two-step salary schedule for K-12 and CDP substitutes providing that there was retroactivity; that the number of days at step one be 70 days; that the current step two become the lowest step, and those currently in steps three and four be combined at the higher rate, the steps being subject to the overall percentage increase received by other unit members; and that the Fringe Benefit and 40-Day issues be resolved. This proposal was not accepted by the District.

Among subsequent District salary proposals was one that addressed only

K-12 substitutes and proposed to establish a two-step salary schedule with the number of days at step one being 70 days; the current step two would become the lowest step, and those currently in steps three and four would be combined at the higher rate providing that there be no retroactivity; the offer was silent on unresolved Fringe Benefit and 40-Day issues. This proposal was not accepted by the Union.

To summarize: Your solidarity with regularly assigned teachers and paras has produced important advances. We should know by the February 9 meeting whether the progress has continued or whether we have reached impasse.

### **Reminder: Credential Renewal**

Credential renewals have been running a four to six month delay! Keep copies of all forms and your cancelled check; the Commission sometimes cashes your check months before they actually process your papers and you may show the district your receipts while awaiting the credential.

### **Update: SFUSD suit against CUIAB.**

While school employees remain ineligible during a recess period, in 2005 the California Unemployment Insurance Appeals Board (CUIAB) held that schools are not in a recess during summer sessions. When the district sued the CUIAB in superior court to have that decision reversed the court upheld the CUIAB. In December 2005 Administrative Law Judge Wercinski modified the earlier CUIAB decision and said that summer school is a recess period. He limited unemployment benefits to teachers with a history of teaching summer school or who had been called for at least one day of a summer session. UESF legal counsel is assisting those UESF members who had responded to our September 2005 notice. Other parties represent themselves.