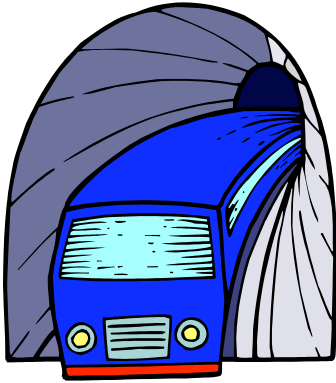


## UNITED EDUCATORS OF SAN FRANCISCO

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THE SubWay  
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### **NEW SUBSTITUTE ASSIGNMENT PROVOKES GRIEVANCES**

UESF Field Representative Eric Hall described the grievance/unfair labor charge. “SFUSD has unilaterally changed a long standing past practice of calling substitute teachers who have rendered longer service to the school district over newly hired substitute teachers. We have expressed in two meetings with Angie Sagastume and other SFUSD representatives that our long standing members are not being called preferentially as they have been for many years and are instead losing work opportunities to those with less service. The employer representatives have indicated that the new system does not give such preference and has given us no timetable by when the matters will be fixed. We hereby formally put SFUSD on notice that we demand that SFUSD cease this unilateral change in the condition of work and make these individuals whole for their losses.”

Before filing the grievances the union made every effort to help the district implement a new assignment system that would comply with the contract. Prior to the implementation of a new substitute assignment system UESF asked the district to do user-testing of the new system to help avoid problems. The district insisted on buying an off-the shelf program without input from those who use the system— substitute office staff, substitute teachers and paraprofessionals, regular teachers and paras or school site secretaries.

The two threads running through the grievances are: The priority order is being violated. The phone system has been changed in such a way that it has become dysfunctional. Over the months, UESF collected and shared with the district page upon page of incidents documenting the chaos that has resulted in headaches for those using both the online and the telephone assignment systems, and the loss of work to substitutes as well as uncovered absences for schools.

### **SUBSTITUTE ASSIGNMENT TIPS**

It is worthwhile to check the FAQ (Frequently Asked Questions) the district says it has installed on its website (SFUSD.edu) to check whether your common sense understanding matches their processes. Did you know that “No Records Found” and “No Work Available” means that the lines are busy? The district says their off-the-shelf program cannot make the change to something like “Busy, try again”. When the above messages are received the phone callers have to

hang up and call again. On-line users have to refresh their cache or press the search button.

In addition to district's training you can access a vendor's 20-minute walkthrough. Go to [www.eschoolsolutions.com/Sadie](http://www.eschoolsolutions.com/Sadie) and then click on Substitutes.

## **PAID PROFESSIONAL DEVELOPMENT FOR NEWLY HIRED TEACHER SUBSTITUTES**

Substitutes hired in the 2005-2006 or 2006-2007 school years, and who attend the full day on January 26th will receive one day's pay. The district sent invitations to all substitutes hired in 2005-2006 or 2006-2007. The workshop is from 8:30 am to 3:30 pm. It will be at John O'Connell High School (2355 Folsom Street, at 20<sup>th</sup> St.). If you did not receive an invitation and wish to attend, please inform Grace Ng ASAP so that the district can calculate for morning coffee and workshop materials. Ms. Ng's number is 415-355-7648.

This Professional Development Workshop is the first joint program between the SFUSD and the UESF Substitute Committee chaired by Pamela Routh. The workshop is meant to comply with Article 28.5.2 of the Teachers Contract. Professional development for returning substitutes and for paraprofessionals will be on the agenda in the upcoming contract negotiations.

## **SUBSTITUTE HEALTH CARE**

If you receive the SubWay in time to participate, come to UNITE-HERE Local 2 (on Golden Gate Ave at Leavenworth). On Tuesday, January 23<sup>rd</sup>, beginning at 2:30 pm and continuing to 7:00 pm there will be rolling demonstrations in support of the City's recently passed health care ordinance. We will be protesting the Golden Gate Restaurant Association's filing suit to block implementation

of the recently passed ordinance that requires all medium and large-scale employers to contribute to health care for employees who work more than a few hours a month.

UESF is exploring whether this ordinance applies to substitutes. It requires all medium and large-scale employers to contribute to health care for employees who work more than a few hours a month. Temporary and part time workers are specifically included. There is no exemption for government agencies.

## **WORKING FAMILIES TAX CREDIT**

Substitute teachers and paraprofessionals are among those who may qualify for the matching funds the City of San Francisco grants to residents who earned less than \$39,000 in 2006. To qualify for the City funds you must also file for the federal Earned Income Tax Credit (EITC) and have at least one dependent child. Applications are available at public libraries, H & R Block offices and other venues. (415-557-6284 or [www.ci.sf.ca.us](http://www.ci.sf.ca.us)).

## **JOINT UNION-DISTRICT SUBSTITUTE COMMITTEE**

The recently appointed members of the UESF Substitute Committee are Jeff Giaquinto, Lauren Moret, Kathleen Murphy, Cathy O'Byrne-Shwechuk and Pam Routh. The committee members selected Pam Routh to be their Chairperson. Their first project was to work with the district on the January 26<sup>th</sup> Professional Development Workshop for Substitutes. Other issues of concern include the assignment system and substitute evaluations.