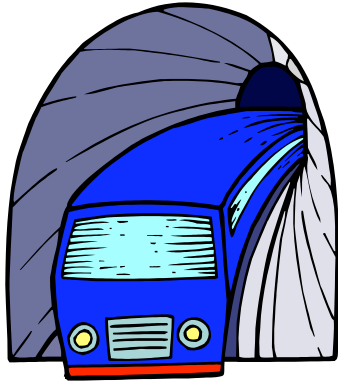


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THE SUBWAY
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On-Line Version
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Negotiations Victory Includes Substitutes

The Tentative Agreement reached on April 11 is a major victory for all UESF members. At ratification 1739 teachers voted “yes”, 79 voted “no”; 482 paras voted “yes”, 17 voted “no”. 84 substitutes voted “yes” and 13 voted “no”.

No group gets everything it wants – or deserves. But every group makes significant progress—without a strike!

The faithful support of subs throughout this round of bargaining and the continued involvement of substitutes in the union when UESF goes to the bargaining table again in 2007 will help propel substitute issues to even greater prominence.

The District withdrew takeaways:

*In a major victory, the District accepted that substitutes continue to have the right to select assignments, including the right to select sites.

*The District agreed to maintain the priority substitute list.

In the new contract the District agrees to the following improvements.

*Substitutes will have the right to access on-site computers and other technology.

*The minimum number of hours for assignments at McAuley will be four hours.

*K-12 and CDP substitute teachers cannot be required to do report cards or formal assessments unless they have been in a class for at least 25 days.

*The substitute’s right to prompt help with disruptive students has been broadened to refer to any disruptive student, not just those formally identified as IWEN.

*There will be a District-Union committee to develop a mutually agreeable evaluation procedure.

The Core. The certificated Core will be maintained. The District obtains the right to reduce, by attrition, the number of Core positions to 15. Core subs receive the right to priority consideration for perma-

ment jobs. A USP Substitute Corps has been created.

The 40-day Substitutes. The District tried to eliminate medical benefits. The status quo remains

Fringe Benefits for 160-day substitutes. The cap on district-provided benefits is raised to \$85,000 so that more subs will get benefits. Additional 160-day subs will have the right to buy into the District's health program at their own expense, providing that the Health Service System permits it.

Site Support Substitutes. The job description, salary and benefits of Site Support Subs have been added to the contract. The position of the Union was and remains that the Ed Code guarantees ten (10) days of sick leave to each teacher who teaches a year and that this individual right cannot be bargained away. The District's position was and remains that the Ed Code has no such guarantee. At District insistence the contract now specifies five (5) days of sick leave, however the District was notified that the Union intends to pursue this legal option. When there is conflict the Ed Code trumps a contract.

USP Substitute Corps. A Corps of ten full time paraprofessional substitutes has been created. They will have health benefits. They will be on the USP salary schedule (Appendix C4). These substitutes will progress on that salary schedule as the certificated Core

Substitutes currently progress on the certificated salary schedule (Appendix B12).

USP Substitute Advancement: A major problem for paraprofessional substitutes has been the District's insistence that because there was no mechanism that defined how to advance on the salary schedule the District had the right to deny any movement or to arbitrarily decide what that movement was. In the new Contract a clear path has been established. As a consequence a number of substitute paraprofessionals who had been unilaterally held back will move directly to Step 5. [New Step 2]

The substitute salary settlement is printed on the enclosure. It so closely parallels our position as stated in the January *SubWay* and discussed at the city-wide substitute meeting that we quote that January proposal in its entirety.

“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.”

Certificated K-12 Daily Substitutes on B12 Schedule

The old Levels 1 and 2 become the new Level 1 at the higher rate. The old Levels 3 and 4 become the new Level 2 at the higher rate. The new Level 2 has percentage increases of 1% in July 2006 and 3.25% on January 21, 2007. At the beginning of each school year each substitute is placed in Level 1 (1-70 days). Upon working 71+ days the first 70 days become retroactively classified and paid as Level 2.

K-12 Substitutes					
Month	Apr-06	July 2006, 1% wage increase	January 21, 2007, 3.25% wage increase	Percentage Changes, April 06 to July 06	Percentage Changes, April 06 to January 07
	daily rate	daily rate	daily rate	daily rate	daily rate
1-35 Assignments	\$121.99	\$132.60	\$132.60	8.70%	8.70%
36-70 Assignments	\$132.60	\$132.60	\$132.60	0.00%	0.00%
71-120 Assignments	\$143.21	\$155.36	\$160.41	8.48%	12.01%
121 or more Assignments	\$153.82	\$155.36	\$160.41	1.00%	4.28%
Bonus for 10 Consecutive Days	\$23.34	\$23.34	\$23.34	0.00%	0.00%

(As of 5/17/05 there were 321 teachers at Level 1, 140 teachers at Level 2, 130 teachers at Level 3 and 35 at Level 4)

Certificated CDP Hourly Substitutes on B12 Schedule

The old Levels 1 and 2 become the new Level 1 at the higher rate. The old Levels 3 and 4 become the new Level 2 at the higher rate. The new Level 2 has percentage increases of 1% in July 2006 and 3.25% on January 21, 2007. At the beginning of each CDP year each substitute is placed in Level 1 (1-90 days). Upon working 91+ days the first 90 days become retroactively classified and paid as Level 2.

CDP Subs					
Month	Apr-06	Jul-06	Jan-07	Percentage Increase, April 06 to July 06	Percentage Increase, April 06 to January 07
	hourly rate	hourly rate	hourly rate		
1-35 Daily Assignments	\$17.4396	\$18.9777	\$18.9777	8.82%	8.82%
36-70 Daily Assignments	\$18.9777	\$18.9777	\$18.9777	0.00%	0.00%
71-120 Daily Assignments	\$20.5053	\$22.2424	\$22.9653	8.47%	12.00%
121 or more Daily Assignments	\$22.0222	\$22.2424	\$22.9653	1.00%	4.28%
Bonus for 10 Consecutive Days	\$23.34	\$23.34	\$23.34	0.00%	0.00%

USP Hourly Substitutes on C4 Schedule

The old Steps 1 and 2 become the new Step 1 at the higher rate. The old Steps 3, 4 and 5 become the new Step 5 at the higher rate. At the beginning of each year each substitute is placed in Step 1 (1-350 hours). Upon working 351 or more hours the first 350 hours become retroactively classified and paid at Step 2.

3593C-Instructional Aide I: Temporary As Needed	Old Step 1 New Step 1 Hourly Rate	Old Step 2 New Step 1 Hourly Rate	Old Step 3 New Step 2 Hourly Rate	Old Step 4 New Step 2 Hourly Rate	Old Step 5 New Step 2 Hourly Rate
Apr-06	\$9.3748	\$9.8389	\$10.3030	\$10.7936	\$11.3240
Jul-06	\$9.8389	\$9.8389	\$11.3240	\$11.3240	\$11.3240
% Increase	4.95%	0.00%	9.91%	4.91%	0.00%
3594S-Instructional Aide II: Temporary Special Education As Needed	Old Step 1 New Step 1 Hourly Rate	Old Step 2 New Step 1 Hourly Rate	Old Step 3 New Step 2 Hourly Rate	Old Step 4 New Step 2 Hourly Rate	Old Step 5 New Step 2 Hourly Rate
Apr-06	\$11.8014	\$12.3583	\$12.9550	\$13.5782	\$14.2280
Jul-06	\$12.3583	\$12.3583	\$14.2280	\$14.2280	\$14.2280
% Increase	4.72%	0.00%	9.83%	4.79%	0.00%
3594-Instructional Aide II: Temporary As Needed	Old Step 1 New Step 1 Hourly Rate	Old Step 2 New Step 1 Hourly Rate	Old Step 3 New Step 2 Hourly Rate	Old Step 4 New Step 2 Hourly Rate	Old Step 5 New Step 2 Hourly Rate
Apr-06	\$11.5892	\$12.1462	\$12.7429	\$13.3661	\$14.0158
Jul-06	\$12.1462	\$12.1462	\$14.0158	\$14.0158	\$14.0158
% Increase	4.81%	0.00%	9.99%	4.86%	0.00%
3596-School Security Aide: Temporary As Needed	Old Step 1 New Step 1 Hourly Rate	Old Step 2 New Step 1 Hourly Rate	Old Step 3 New Step 2 Hourly Rate	Old Step 4 New Step 2 Hourly Rate	Old Step 5 New Step 2 Hourly Rate
Apr-06	\$11.5892	\$12.1462	\$12.7429	\$13.3661	\$14.0158
Jul-06	\$12.1462	\$12.1462	\$14.0158	\$14.0158	\$14.0158
% Increase	4.81%	0.00%	9.99%	4.86%	0.00%
9976-Community Relations Specialist: Temporary As Needed	Old Step 1 New Step 1 Hourly Rate	Old Step 2 New Step 1 Hourly Rate	Old Step 3 New Step 2 Hourly Rate	Old Step 4 New Step 2 Hourly Rate	Old Step 5 New Step 2 Hourly Rate
Apr-06	\$14.4269	\$15.1297	\$15.8722	\$16.6413	\$17.4502
Jul-06	\$15.1297	\$15.1297	\$17.4502	\$17.4502	\$17.4502
% Increase	4.87%	0.00%	9.94%	4.86%	0.00%