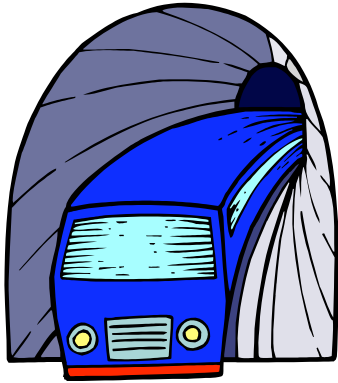


UNITED EDUCATORS OF SAN FRANCISCO

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THE SubWay June 2006

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Contract Victory Party

Good food, good conversation and enthusiastic dancing characterized the June 1st Victory Party held at the Plumbers Hall. Among the substitutes spotted in the crowd were Paul Bodner, Ron Chang, John Chui, Marilyn Cornwell, Jamie Delman, David Ferguson, John Flower, Ken Grady, Cathy O'Byrne-Shewehuk, Vince Quackenbush, Pam Routh, Benito Santiago, and Jesús Zepeda.

Negotiating the Contract

We all know how difficult it is to negotiate a contract. Improvement is evolutionary rather than revolutionary. For example, the recently concluded contract won improved health benefits for 160-day substitutes, but we were not able to get health benefits for all; salary increases for substitutes ranged as high as 12% for some, but the price was allowing the district to place everyone on step one for the first 70 days [teachers] or the first 350 hours [paraprofessionals]. At the 71st day or 351st hour the substitute

gets a retroactive check that applies the higher rate for the first 70 days or the first 350 hours.

The new contract expires in June 2007. The next set of contract talks is an opportunity to continue improvements in the salary and working conditions of substitutes. Those who wish to participate in working toward an improved contract are encouraged to attend meetings of the Substitute Division, to stand for election as a Substitute Delegate next September or serve on the Joint Union-District Substitute Committee. In the meantime, our number one priority is to enforce the contract.

Enforcing the Contract

Substitute Division Meeting. June 14th. 4:15 – 6:00. Everett Middle School, 450 Church St, near 18th St. UESF will pay for two hours of parking for those attending the substitute meeting.

Individuals need to review the contract from time to time to make sure they understand their rights and responsibilities. Enforcing the contract may simply mean you inform an administrator that some procedure or action is a violation of the contract, or the building rep and you may have a conference with an administrator, or you may have to file a grievance. The rest of the *SubWay* gives examples of instances that require vigilance.

Priority Placement in Open Positions:
Credentialed subs that have worked two or more terms as 40-day substitutes, have no evaluation lower than "satisfactory" and who desire probationary appointments have the contractual right to

be placed on an eligibility list. In fact, Article 29.1 states, "Except in unusual circumstances the District will not refer other applicants for interviews before teachers on this eligibility list have had this opportunity." But you have to request placement and should forward a copy of your request to UESF. The recently settled contract also gives Core Substitutes and Site Support Substitutes priority consideration for open positions. But you have to request this consideration and should forward a copy of your request to UESF.

Summer Survey: Three Substitute Assembly Delegates have volunteered to develop a survey on issues particular to 40-day, 160-day, priority and Site Support substitutes. Help develop the survey by telling UESF of an issue you think needs to be included in that survey. Mail your suggestions so that we receive them by June 30th. Mail them to Substitute Survey, UESF, 2310 Mason Street, San Francisco, CA 94133.

Joint Union-District Committee: This committee is to meet regularly. Among the committee's contractually mandated tasks is developing appropriate criteria and procedures for evaluating substitutes. UESF has also suggested to Human Resources that this committee could help preview the district's planned replacement of the current Substitute Management System.

Extended hours: UESF sent a letter alerting building representatives that the extended hours provisions of the contract relate to substitutes. As a consequence several building reps reminded principals and substitutes of the following facts. Substitute teachers should not be asked to work more than seven hours, even if the school has extended hours. However, if a substitute teacher is asked

to work those extended hours the substitute is to be paid the extended hour rate. The extended hour rate is currently \$26.14 per hour; it will rise by 2% in July and an additional 6.5% in January.

Late Cancellations. You may tentatively accept an assignment, but should let the requesting teacher know that he or she must make an official request so that you can get an assignment number. Why? Article 28.3.9 clearly states, "When substitute teachers are sent by the School District in error to a school, the substitute teacher will be assigned equivalent teaching duties at that school or a nearby school. Full salary will be paid for this service." And how do subs get sent "in error?" Perhaps two subs are called for one assignment or perhaps an absence is cancelled but the substitute assignment is not cancelled. Your assignment number is proof that you have been properly assigned by the system.

Summer Unemployment Benefits: More than a year ago the California Unemployment Appeals Board held that unemployed CDP subs were eligible for benefits whenever CDP classes were active and that K-12 substitutes who were available to work were entitled to unemployment benefits when K-12 schools were in session, including summer sessions. UESF is awaiting a decision from the appeals filed in court earlier this year. The decision of that court will determine the union's future course. In the meantime, individual responses are in order. If you receive a layoff notice, or do not receive a letter of reasonable assurance you are immediately eligible for unemployment benefits. You may also be eligible for unemployment benefits if you receive a letter that assures you of a job that is substantially inferior to your current job or you receive a letter but are denied work during summer session.