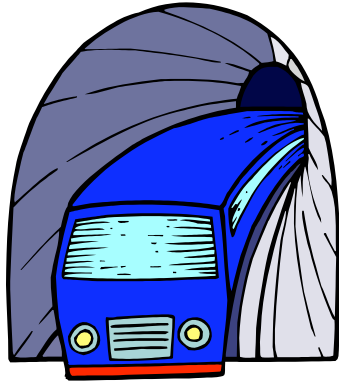


UNITED EDUCATORS OF SAN FRANCISCO

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

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



THE SubWay
September 2006

Sandra Mack, Vice President, Substitutes

DANIEL MARKARIAN APPOINTED TO UESF EXECUTIVE BOARD

Daniel Markarian, Core Substitute and long-time substitute advocate, has been appointed to the UESF Executive Board. His voice and ideas have already made themselves felt on behalf of substitutes concerning issues that have arisen year. Pamela Routh and Sandra Mack are the other two Executive Board members representing substitutes.

SUBSTITUTE ASSEMBLY DELEGATES

There is no better way to make sure that your issues are being addressed on a regular basis than by being a delegate. Site-based teachers are electing their Union Building Committee members to represent them at the Assembly. All substitute members of UESF are being mailed nomination forms for Assembly Delegates and for Secretary and Vice Chairperson of the Substitute Division. Nominations must be received by UESF by October 4, 2006.

JOINT UNION-DISTRICT SUBSTITUTE COMMITTEE

The recently concluded contract establishes a joint district-union substitute committee. Each side will appoint members. Union members who wish to volunteer for this joint committee should call UESF at 415-956-8373.

SUBSTITUTE ISSUES

It is essential that substitutes have their full complement of representatives: Executive Board Members, Assembly Delegates and Union-District Substitute Committee members. The union will look to this set of people as it makes decisions on a variety of issues including:

- Priority hiring of substitutes
- Priority Substitute calling
- Paid substitute staff development
- Improving pay and benefits in the upcoming contract negotiations.
- Site Support Substitute Vulnerability
- Paraprofessional Substitute Corps
- Substitute Evaluations

DISTRICT INSTALLING NEW SUBSTITUTE MANAGEMENT SYSTEM

Last spring and over the summer UESF asked for an opportunity to preview the upcoming computer-based substitute management system—which will soon be offered as an alternative to the phone-based system. We believed that a user-friendly evaluation would avoid problems. No such preview took place. UESF was notified on September 14 that training has been scheduled for 4:00 pm and 5:00 pm on September 26, 27 and 28 at 601 McAllister St. This building is

adjacent to the 555 Franklin Headquarters of the School District, but has a separate entrance.

UESF understands that a web-based process can be an important complement to the telephone system if properly planned and implemented, both for obtaining assignments and for processing payments. However any specific system needs monitoring to ensure that the contractual rights of substitutes are not abridged and that secretaries, substitutes and regular teachers who use the system truly find the new system better than the old.

Since UESF did not have an opportunity to preview the system it is vital that this system be monitored. Write your comments to UESF, 2310 Mason Street, San Francisco, CA. 94133. Let us know what you like and what you dislike about the new system. And why!

Here are some of the unanswered questions we are already exploring, but for which we do not have answers at this time.

- Do substitutes who access the on-line and telephone systems have access to the same list of vacancies?
- Will those reporting an absence and those looking for jobs continue to have access to both the online and telephone systems?
- Have the contractual guarantees on priority calling been preserved?
- Will substitutes assigned on-line continue to have the greensheet paper trail/process available for payment?
- How will computer errors be addressed and within what timeframe?
- Are there backups to avoid problems, remembering the district lost six months of computerized data last year?

UESF PHONE BANKING AT UESF OFFICE. From now through November 7. From 5:00-8:00 p.m. Mon-Thurs.

We live in a democracy. The political process determines **the working conditions** of teachers and paraprofessionals and the **learning conditions** of students. To volunteer to help pro-education, pro-student and teacher-friendly candidates get elected call or e-mail Ken Tray: 956-8373, ktray@uesf.org.

Phil Angelides for governor; he stood with teachers and parents last year when we were attacked by the current governor on pensions, tenure, and funding.

KIM-SHREE MAUFAS is a parent activist; she has been PTSA president and parent liaison at Thurgood Marshall HS. Kim-Shree is a community activist; she works for the Commission on the Status of Women. Kim-Shree will be able to hold her own when the budget is discussed; she will soon complete her MBA in finance.

HYDRA MENDOZA is the former Executive Director of Parents for Public Schools. Hydra has worked with an impressive number of educational, neighborhood and ethnic groups. Hydra is currently the Education Advisor for Mayor Gavin Newsom.

BOB TWOMEY has been a stellar parent volunteer, coach and fundraiser. In BOAC he has experience with an impressive array of ethnic and faith communities. Bob works for United Healthcare West; he knows the need for respect between management and those who do the work. His expertise will help the district modernize facilities and contracts.