

2310 Mason St., 2nd Floor  
San Francisco, CA 94133  
phone 415.956.8373  
fax 415.956.8374  
email [educator@uesf.org](mailto:educator@uesf.org)  
on the web at [www.uesf.org](http://www.uesf.org)

**Dennis Kelly**  
President

**Linda Festa Plack**  
Executive Vice-President

**Sandra Mack**  
Vice-President,  
Substitutes

**Bradley Reeves**  
Vice-President,  
Paraprofessionals

**Susan Solomon**  
Secretary

**Elaine Merriweather**  
Treasurer

**Roberto Michel**  
Sergeant-at-Arms

**Matthew Hardy**  
Editor, Photographer

If you have ideas you'd like  
us to address in future  
issues, please write to us  
or email [editor@uesf.org](mailto:editor@uesf.org)

**San Francisco Educator**  
(ISSN 1551-1871) is published  
six times a year by the United  
Educators of San Francisco  
AFT/CFT #61, AFL-CIO, NEA/CTA  
2310 Mason Street, 2nd floor  
San Francisco, CA 94133

Periodicals Postage Paid at  
San Francisco, CA.

POSTMASTER:  
Send address changes to  
**San Francisco Educator**  
2310 Mason Street, 2nd Floor  
San Francisco, CA 94133



## Negotiations Resuming - Another High Stakes Test?

By **Dennis Kelly**  
UESF President



One of the two main jobs members give to union leadership is the negotiation of a contract. The other job is enforcing the contract once it is in place.

Bargaining for improvements to the contracts of the teachers and paraprofessionals of San Francisco begins this month. We do not expect that negotiations will be conducted in the antagonistic arena in which we felt we found ourselves during 2005 and half of 2006. Nevertheless, we must be ready for anything. There is an important role that each and every member can play.

The union and the district have already scheduled meetings throughout the spring semester. Our goal is to complete the contract by the end of the current school year. We are interested in moving the interests of our members forward while helping shape the district to become better by focusing the resources in a way that allows students to learn and teachers to teach.

Our focus this time around is to improve the standard of living of all of our members - including ensuring that our families have access to quality, affordable health-care, and that there is greater equity between our classified and certificated contracts.

Using the survey we conducted last fall as a guide, we are proposing changes in twenty-one different articles of the paraprofessional and certificated contracts. These range from health and safety to Teachers on Special Assignment, from dental coverage to keys for paras and cover a wide range of items that people told us to work to improve.

And we will ask for raises for every unit member.

There is no doubt that the district will contend that there is no money and that they cannot make any concessions to the workers without taking away something from some other pocket.

And your bargaining team will counter those arguments when they arise. Remember that the district currently pays a quarter of a million dollars to an interim superintendent while paying off the previ-

ous superintendent that amount and 50% more not to work in San Francisco this year. And there is the money that is going to a new superintendent search firm at the same time.

When there is that kind of money to be spent on one position, we are not convinced that there is not money for the people who do the work in the schools and sites on a daily basis.

### Strength at School Sites Will Again Prove Pivotal

Mayor Newsom's chief of staff, Phil Ginsburg, likes to remind me that he was leafleted frequently in 2006 by his daughter's teacher when he dropped his child off for class. He has told me the story several times.

That is the kind of help your bargaining team needs. Ginsburg doesn't know the whole bargaining team, but he sure knows his child's teacher. When members at the schools show their support for our bargaining team, that is when the public stands behind us, and the district understands that we are working together in earnest.

This year, in preparation for our coming negotiations, UESF has produced a seven

minute DVD titled 'Looking Forward' distributed to all Building Representatives. The DVD details the struggles and triumphs of the 2005/2006 school year, focusing on

*We must hope for the best,  
but be prepared for the  
worst. We did it last year,  
and we can do it again.*

our mass mobilization during the contract fight. It has also been loaded up to YouTube, accessible via the UESF website ([www.uesf.org](http://www.uesf.org)).

Last year, we were forced to call a strike vote and we almost had to walk the line. It is this eventually for which we must be prepared. The old adage is true: 'We must hope for the best, but be prepared for the worst.'

You can do your part by organizing at your school site. Choose one day a week to wear your UESF t-shirts, meet with your UBC monthly and keep up with the goings-on at the table. Attend rallies and speak out. We did it last year, and we can do it again.

### Communication Links for Upcoming Contract Negotiations

It is everyone's duty to make sure that fellow members at their school site are informed with the latest from the bargaining table.

**UESF website** - [www.uesf.org](http://www.uesf.org). The latest developments from the bargaining table will be loaded immediately up to the UESF website. UESF and district proposals will be posted, as well as dates and locations for rallies and demonstrations, and important links to additional information.

**UESF email blasts** - For up to the minute updates, every member with an email account should sign up to receive the UESF email blasts. If you are not receiving UESF emails, please send your email address with your full name to our membership secretary Meg Kimura at [mkimura@uesf.org](mailto:mkimura@uesf.org). Remember to post these blasts on your bulletin boards at school.

**Table Talk** - This one-page negotiations update will be produced after

every bargaining session, and periodically throughout the campaign. Several copies will be mailed to every Building Representative. It will also be posted on the UESF website.

#### Looking Forward

'Looking Forward,' a DVD detailing the accomplishments of UESF members over the

past year, and looking forward to the challenges ahead, has been mailed to all UESF Building Reps.

Ask your Building Rep to let you borrow the DVD, or better yet, show it at your next UBC meeting. The video is also up on the UESF website at [www.uesf.org](http://www.uesf.org).

