



United Administrators of San Francisco- 45 years of solidarity

AUGUST NEWSLETTER 2020

Welcome, Welcome Back, Welcome Baaack...!



Greetings new and returning members,

I hope you and your loved ones are healthy and safe and that you enjoyed some type of rest and rejuvenation whether you enjoyed a “stay-cation” or a socially distanced vacation.

UASF Executive Directors, officers and some of your elected executive board members have been working consistently during the summer to advocate for your needs, negotiate for your safety and working conditions and secure employment contracts and positions. It was a busy, off contract time, here are some things we invested our time in:



- UASF was well represented on the hastily formed “What Will School Look Like in August Task Forces,” and met throughout the past couple of months to make recommendations for the opening of school. They were engaged in the discussions, “in the (Zoom) room where it happened” they created the Fall Planning 2020 guide.
- The negotiations team, led by Jolie Wineroth met with the district and on our own to discuss a contract extension, create a summer COVID-19 MOU, a number of collective bargaining agreement articles, safety and PPE assurances and procedures for opening EED sites, and a fall COVID-19 MOU. The negotiations team consists of myself, Jolie Wineroth, Silvia Cordero, Michael Essien, Tai Schoeman and Joan Hepperly. The team will continue to meet until we reach final agreement on the MOU and the collective bargaining agreement.
- Two of our active executive board members served on a national task force organized by the American Federation of School Administrators to establish guidelines about leading during this unprecedented pandemic
- UASF Executive Directors and I meet once a week with our labor partners to write joint letters with questions about the district’s interim budget to Dr. Matthews, to the district’s budget leaders and to the Board of Education commissioners.
- A few of the executive board members participated in PD sessions sponsored by AFSA during which they shared our Spring COVID-19 MOU as a national model. AFSA’s legal counsel referenced our MOU when asked questions about working conditions during COVID-19. He often said, “Look at what SF (UASF) was able to get or negotiate,” and, “Look how SF (UASF) addressed, or wrote that...”
- Courageous UASF leaders spoke about the budget at BOE meetings in June and July.
- UASF Executive Directors proactively discussed individual employment issues with nearly every assistant superintendent to ensure our members were treated fairly, per our contract articles.
- I had numerous conversations with the superintendent re: employment contacts; your concerns and suggestions; and with a board member about current issues that affect all of us.
- Returning members-you should receive your technology stipend for the spring semester in your August 31, 2020 check.

As we begin the new school year, with many unknowns, it’s vital that you communicate with your elected division or department representatives so that we are aware of your concerns and questions and so that they can communicate with you what actions we are constantly taking on your behalf.

I look forward to meeting or “seeing” you soon as we return to work.

Remember, we are: **United, Advocates, Student equity-Focused, we are UASF**

“The secret to power is organization.”

Caroline Satoda

President, United Administrators of San Francisco, AFSA AFL CIO Local 3



NEGOTIATION UPDATE

Our summer MOU was signed on July 8, covering our members who worked ESY, EED, OST through August 14, 2020. We are negotiating a new distance crisis learning MOU, having met on July 13, July 27, and August 4 with the District. We are very close to reaching an agreement and are set to meet on August 6. In addition, we have asked the District for clear safety precautions for any return to sites for distributions or receiving shipments. We have agreed with the District to hold off on an MOU for hybrid or brick and mortar learning since there are too many unknowns. Stay tuned!



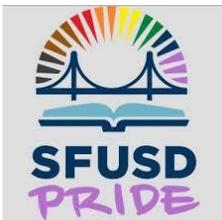
Supports and Benefits for Members

UASF has benefits through our umbrella organization, American Federation of School Administrators. You can use the same link as above to read about your benefits. You may sign up for more benefits on their website under this benefits tab, www.afsaadmin.org

Reminder for exercising your Weingarten Rights

Weingarten rights guarantee an employee the right to Union representation during an investigatory interview. These rights, established by the Supreme Court, in 1975 in the case of J'. Weingarten Inc., must be claimed by the employee. The supervisor has no obligation to inform an employee that s/he is entitled to Union representation, therefore, prior to being questioned simply say:

"If this discussion could in any way lead to my being disciplined or discharged, I request that my Union representative be present at the meeting. Without representation, I choose not to answer any questions."



Community

The SFUSD LGBTQ+ Admin Group is a safe space to build community with other administrators and allies. We serve to create an inclusive environment that builds on social interactions, friendship, and connections. If you are interested in joining this fabulous group of LGBTQ+ leaders, please reach out to Thor Boucher, Monroe ES Principal at bouchert@sfusd.edu or 415-407-4845 or Sam Bass at basss2@sfusd.edu or 415-361-2342.

Opening of School Task Force USAF Representatives



We sincerely want to thank the following UASF members for their participation in the "What Will Schools Look Like in the Fall " opening of schools Task Force: Lance Tagomori, Erin Lynch, Dina Edwards, Tai Schoeman, Silvia Cordero and Sara Saldana. Their participation during the limited vacation time is very much appreciated and they did an incredible job of representing all UASF members.

Thank you to Emmanuel Stewart and Ellen Wong, who worked on The American Federation of School Administrators (AFSA), AFL-CIO's the

Reopening of Schools Safely in the age of COVID [A Preliminary Guide for School Leaders](#).



SFUSD Union Meetings

Since the spring closure of schools, UASF has been participating in ongoing meetings with the other SFUSD unions. To our knowledge, this is the first time since the founding of UASF AFL-CIO Local 3 has ever participated in weekly communication meetings with the other SFUSD unions. The most significant goal for the SFUSD unions at the present time is to have a better understanding of the District’s budget shortfall, and unions have met with Myong Leigh and Meghan Wallace several times. Caroline Satoda has joined the other Union Presidents/Heads to write letters to the Board of Education requesting public information and requesting that there not be any cuts, concessions or layoffs. We are more powerful as a larger force in bringing issues to the District. However, UASF maintains our allegiance and loyalty to the UASF members.

UASF Workday Calendar

Many of you are familiar with the attached form for you to complete to indicate your actual work days during each calendar year. The work calendar is in our Contract bargaining Agreement (CBA) article C.5.3 and has existed for many years. It is important that you complete this calendar and submit it to your supervisor for approval within 30 days and resubmit it for any amendments over the course of the year, and if you are required/mandated to work beyond your designated calendar days, you are to be paid your per diem for a full day or \$70 per hour for less than a day.

Correction- January 4th is not a holiday, it is a workday unless otherwise scheduled and approved!!

Calendars: [School Site Administrators](#), [EED School Site Administrators](#), [Central Office Represented \(Program Administrators and Supervisors\)](#) and the [Instructional Calendar](#)



California Association of Urban School Administrators

California Association of Urban School Leaders (CAUSA)

UASF leadership has met several times with CAUSA during the school closures. We share information with the union leaderships from Los Angeles, San Diego, Oakland, Sacramento, West Contra Costa and other California urban district administrative unions. These conversations have guided our MOUs during COVID-19 as well as our overall negotiations. Our interfacing with the state administrative unions and AFSA supports us to stay current in state and national trends for best representing our members.



Significance of UASF Surveys

We want to thank all of you who have responded to the past UASF surveys. It's important for us to be able to show the District that we have had a significant number of respondents to the UASF surveys and it's also important to support the UASF leadership in representing you accurately. UASF is encouraging you to make every effort to respond to the surveys as you have time to do so. UASF leadership knows the significance in providing the District leadership with your thoughts, concerns, suggestions and requests. The District leadership has been provided with disaggregated results of the surveys which we feel have played a role in the District leadership’s response to issues. The most recent significant response to the survey data was that it was used as a reference for the “What Will School Look Like in the Fall” opening of schools Task Force. In addition, the planning team for the Administrative Institute (with Liana Szeto as the UASF representative), made adjustments to the original agenda in order to address some of the requests that were expressed in the most recent survey response.



Safety Precautions Necessary at Sites for Receiving and Distributing

UASF bargaining unit members addressed their safety precaution concerns with UASF leadership. We have sent this list of concerns to District leadership for them to provide support for your health and safety efforts.

1. Identify and disseminate all essential safety precautions allowing staff to be on site.
 2. Develop a training via video, PPT or a document that all staff must sign they have viewed or seen.
 4. Identify who can be asked to be a part of the site dissemination team (including chrome books, materials and textbooks).
 5. Notify principals in advance of all deliveries, dates of delivery and the contents and amount of each item.
 6. Identify all precautions essential for the sorting, sanitization, storing, retrieving and distribution of textbooks and chrome books.
- We are hoping that these requests will be resolved in a timely manner.

UASF OFFICERS AND DIRECTORS 2020-2021:

UASF Executive Board Officers 2020-2021

President, Caroline Satoda
 Vice President, Ron Lee
 Treasurer, Patricia Harmon
 Secretary, Silvia Cordero

New to UASF Executive Board

Sonny Wong ES
 Greg Markwith HS
 Ben Kauffman CO

Elementary Schools

Luis Rodriguez
 Emmanuel Stewart

K-8 Schools

Patricia Harmon

Middle Schools

Michael Essien
 Michael Stachon

High Schools

Ronald Lee
 Rachel Noto
 Ellen Wong

Central Offices

Eric Guthertz
 Ben Kauffman
 Caroline Satoda
 Sharon Zimmern

Early Education and OST

Nancy Lambert-Campbell

SFLC Labor Representatives

Michael Essien
 Jeanne D'Arcy
 Emmanuel Stewart
 Sharon Zimmern

Emeritus Representatives

Jennie Horn
 Cheryl Lee

UASF Staff Is Here To Support Our Members

Debra Eslava-Burton, Executive Director, Early Education/OST, CO-C&I, Administrators Not Yet Members
 Cell/Text: 415.606.3000 DEBurton.UASF@gmail.com Hours M-Th 11-6PM

Joan Hepperly, Executive Director, Middle Schools, High Schools, SPED, SFCSD Administrators
 Cell/Text: 415.828.7157 joanhepperly.uasf@gmail.com Hours M-S before 8PM

Jolie Wineroth, Executive Director, Elementary Schools, K-8 Schools
 Cell/Text: 415.730.3002 jolie.uasf@gmail.com Hours M-F 9-5PM

Shelby Tuliao, Administrative Assistant, UASFLocal3@gmail.com Hours M-F 12-6PM