

The Sub Newsletter

of the OEA Substitute Caucus

by Doug Provencio

April 2004

Bargaining

Come to our April 21st Sub Caucus meeting to hear details and discuss OEA's "sunshined" proposal, which calls for competitive pay for substitutes and a longevity pay system. San Francisco pays a higher daily rate the more often you work and Berkeley gives a health benefits stipend after you work a certain number of days. Your voice needs to be heard about the kinds of compensation needed for your economic survival and to solve Oakland's massive substitute shortage.

Place: OEA Center, 272 E. 12th Street @ 3rd Avenue, Second Floor

Time: 4:15 pm on Wednesday, 4/21/04

Run-Off Elections

All OEA members, including substitute teachers who have filled out a membership form, can vote in the runoff elections **April 26 to April 30** (Monday to Friday). You can vote at any school site with the OEA Site Rep or at the OEA Center 3:30 to 5:30. You have to ask the OEA Rep for an extra "**challenge**" ballot no matter what site you are at — it just means that you're on the substitute teachers roster, not the one for that school. Write "**substitute**" and "**challenge**" on the outer envelope. The Run-Off includes OEA President, a Board Seat, and three CTA State Council positions.

Protect Yourself

What should you do when an administrator calls you in for criticism or asks you to put something in writing? Too many teachers make the mistake of saying something which could come back to haunt them. Bring in any written statements to the OEA Center to have an advocate check them BEFORE you hand them in to an administrator. If you are called into a meeting where you suspect an adversarial administrator, always invoke your "Weingarten Rights" to have an OEA Rep there as a witness. If a Rep is not provided, attend the meeting under protest and contact the OEA Center immediately at **510-763-4020**.

Know Your Contract

You can pick up a copy of the new (for this school year) printed contract at the OEA Center. You should become familiar with substitute teacher sections **21.21 to 21.28**. These define such things as your duty day, which is NOT to include extra time, extra students, or giving up a conference period. Please contact the OEA Center to file a grievance if you think any of these sections have been violated. Call or email Doug (510-796-1957; heympo@aol.com) if you have any questions.

Organizing Meetings

We have Substitute Caucus site meetings the 3rd Wednesday afternoon of every month at the OEA Center. Come with your ideas and questions. Upcoming meetings are **April 21** and **May 19**. Please tell other substitute teachers, especially new ones, to come also. This is a great place to pick up tips and techniques in the art of guest teaching and in handling difficult learning and discipline situations. Please contact Doug if you can't make the meetings but can participate in some other way to improve conditions for substitute teachers.

Membership

If you are new to the OUSD, you may not have completed an OEA Membership Application. We have provided one in this mailing if we still have you classified as just a "Fee Payer" non-member. Please read the enclosed *10 More Reasons to Join OEA* and return the form to join your union.

Please Return This Form!

Send to:

Attention: Doug Provencio, c/o the OEA Center, 272 East 12th Street, Oakland, CA 94606.

Name:

Phone:

Email:

Years Guest Teaching: *STIP?: yes/ no / applied with no reply*

I Can Volunteer to Help With:

What Do You and Other Subs Need to Keep Subbing in Oakland?

Questions/Concerns (attach more paper if necessary) :