

**United Educators of San Francisco  
Executive Board**  
Wednesday, January 3, 2007, 4:15 p.m.  
**Official Minutes**

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**Agenda**

1. Roll Call .....Roberto Michel, Sergeant at Arms
2. Minutes ..... Susan Solomon, Secretary

M/S/C to accept the minutes of the December 6, 2006 Executive Board meeting as presented.

**Financial Report** .....Elaine Merriweather

There were changes made to the budget in order to cut expenses and increase revenue. For example, Ken Tray's salary for Political Director was moved to the COPE account. M/S/C to accept the December 31, 2006 Financial Report as presented. Payments to SFUSD were decreased; UESF had overpaid in some instances. Applications for grants for this year have been submitted; there has been no response yet. Since UESF does not hire CTA staff, there is a reimbursement for the amount that would go towards such an expense from CTA. The auditor recommended a local dues increase. While dues to our affiliates increase annually, there are increases to our local dues only when there is a salary increase. UESF is waiting for reimbursement from the district to pay its portion of the cost of printing the new contract.

M/S/C to accept the December 31, 2006 financial report as presented.

M/S/C to approve the 2006/2007 budget as presented.

**Special Order of Business:**

1. Grievance Committee: Arbitration Recommendations.....Stan De Bella

M/S/C with one abstention to accept the committee's recommendation to take case 0607-38 to arbitration. SFUSD is refusing to give credit on the salary schedule to speech pathologists for previous work experience. A side letter, which was signed years ago and was applied to the salary schedule for speech pathologists, no longer applies, as the current contract supersedes it. Moreover, when asked for all side letters, the district failed to produce this one. Article 11.8.7 was violated.

M/S/C to accept the committee's recommendation to take case 0506-08 to arbitration. A laid off intern teacher was not called back for re-employment when she should have been. She was offered a prob 1 position early in the semester, but she did not take it because she did not have the proper credential, and so was given an intern position. At the end of the school year, she was not non-relected; she was laid off.

M/S/C to accept the committee's recommendation that case 0506-95 is worthy of arbitration, and will be joined with a similar grievance that has already been approved by the Executive Board for arbitration. Tenured (?) teachers were not allowed to transfer to the new Feinstein Elementary School, and new teachers were hired.

M/S/C to take an unfair dismissal case to arbitration. This is a legal violation. Unfair dismissal hearing: paraprofessionals have Skelly rights to a hearing. The procedural rights of the para were violated. The hearing officer should be at a level at or higher than the person who did the dismissal. Even if the union does not win, the grievant will get back pay because Skelly rights have been violated. UESF has the right to take paraprofessional discipline cases to arbitration.

2. Blanket Nominations .....Susan Solomon

At the January Assembly meeting, Sister Solomon will nominate all UESF members in good standing to run for delegate positions to NEA/RA, the CFT convention, CTA State Council, and SFLC, and as candidates for UESF Executive Board and Officers.

The timelines for the elections were included in the meeting packet.

3. Resignation of Executive Board Member ..... Dennis Kelly

M/S/C to accept with regrets Karen Warren's resignation from the Executive Board.

M/S/C **President's Recommendations for Expenditures** ..... Dennis Kelly

- 1. Cesar Chavez Holiday Parade and Festival Sponsorship ..... \$100.00
- 2. San Francisco School Alliance ..... \$500.00
- 3. MLK, Jr. Labor and Community Breakfast ..... 10@\$50.00)=\$500.00
- 4. Coleman Advocates (contribution) ..... \$100.00
- 5. Chinese for Affirmative Action (contribution)..... \$100.00
- 6. Western Workers Labor Heritage Festival 14 January 10@\$15.00)=\$150.00

Sign up sheets were circulated for attendance at the MLK breakfast and Labor Heritage Festival.

**Resolutions**

- 1. M/S/C to move to the Assembly with a recommendation to pass: Reso in Support of "Finding Our Voice" Conference..... Robin Brasso  
Whereas, the conference is to take place on Sunday, January 28, 2007 at Jewish Community High School in San Francisco, and

Whereas the Anti-Defamation League is sponsoring the conference on the Progressives' response to anti-Semitism, and

Whereas it is in the interest of educators to be aware of and to combat bigotry and prejudice wherever it arises, and

Whereas CFT Secretary Treasurer Mike Nye is a featured presenter at the conference,

Therefore be it resolved that the UESF Executive Board directs the president to publicize their conference at least two times in UESF communications vehicles, and

Be it finally resolved that upon passage of this resolution, UESF shall communicate the information of the conference to the San Francisco Labor Council for the purpose of having them also publicize the conference

- 2. M/S/C to send to the Assembly with a recommendation to pass: In Support of the Genetic Engineering Policy Alliance.....Tom Edminster/Cynthia Lasden  
Whereas UESF in its concern for public education and public health has encouraged public policies concerning safe and nutritious food policy; and

Whereas the Genetic Engineering Policy Alliance has worthy and supportable goals including information and resources to policymakers regarding the protection of food crops from genetic engineering, the right-to-know for consumers, support for agricultural producers to keep existing food and seed stock free from genetically modified seeds; and

Whereas the GE Policy Alliance is seeking support for their work of providing information, and is NOT seeking support for any specific legislative mandate;

Therefore be it resolved that UESF indicate its support for the GE Policy Alliance by becoming a signatory to the "GE Policy Alliance Policy Statement" <attached/PDF file>, and making a modest contribution of \$25. to the GE Policy Alliance; and

Be it finally resolved that UESF request by appropriate action (State Council resolution, submission to the CFT convention, etc.) the consideration of similar action by its state affiliates, the California Teachers Association and the California Federation of Teachers.

3. Calendar for 2007-2008 .....Dennis Kelly  
M/S/C to amend the proposed calendar with the caveat that certificated staff not be penalized if they are absent for the Feb. 8 Professional Development day. (It is an administrative convenience to have the P.D. day after Lunar New Year.)

This calendar will be going before the school board at its next meeting.

M/S/C with one abstention to pass the calendar as amended. After the motion was passed, it was pointed out that there are only 3 and not 4 days for high school finals.

M/S/C to reconsider the vote.

M/S/C to extend discussion by 5 minutes.

M/S/C that the semester break be January 28, 2008, rather than January 25, 2008. This addresses the concerns of high school teachers.

Brother Kelly said he would find out why MLK Day is on Jan. 21 and not Jan. 14.

There was a discussion about various aspects of professional development.

### **Reports**

1. President ..... Dennis Kelly

The Parcel Tax Committee meeting was held today. The district has proposed linking job performance to the benefits of a parcel tax, with only teachers benefiting. Today, the committee looked at scenarios: compacting the steps on the salary schedule; across-the-board increases for all certificated personnel; longevity bonuses for staying beyond three years. The district would like recruitment bonuses that could be phased-in. The district suggested incentives for working in hard-to-staff schools, but the union objected, because there would then be an incentive to keep schools "bad".

The school board can put this on the ballot without the Board of Supervisors. It is looking relatively promising. UESF member Armon Sedrakian suggested basing the parcel tax on square footage in order to distribute the cost more fairly. The parcel tax portions of our salaries would be separate from negotiations and separate from money that comes from the state.

Timeline: there should be proposals to discuss at the February Executive Board meeting.

M/S/C to extend the discussion by two minutes. This discussion involved what the implications are for "the life of the parcel tax." It is in our interest to make it as long as possible.

2. Executive Vice-President..... Linda Plack

a. M/S/C to accept the Personnel Committee Report

Personnel Committee recommends the following to the UESF Executive Board:

1. Authorization to remove Bradley from leave due to his filing for SDI. If he needs supplemental income we will put him on a stipend.

2. Accept resignations of Bob Bogiages and Dorothy Geoghegan. Authorization to fill vacated area representation positions. Brother Bogiages has a medical condition that limits his ability to perform the tasks at this time. Sister Geohagen resigned due to other obligations.

- 3. Authorization to consider supplementing COPE staffing out of COPE funds with the equivalent of an area rep position (up to \$440/month).
- 4. Authorization to consider hiring part-time Staff Representative to supplement office staff, especially during bargaining. This position is being proposed largely because Susan Solomon is both field staff and on the bargaining team, and during bargaining it will be difficult to fulfill both obligations.

3. Vice-President(Substitutes)..... Sandra Mack

a) Substitute assignments are still an issue. b) Pamela Routh has been selected to be the convener and chair of the Substitute Committee, which meets monthly. Sister Routh is and will be working with Deborah Eslava-Burton on the substitute professional development day.

4. Paraprofessional Issues ..... Carolyn Samoa

Next meeting: Wednesday, January 24, 2007. The date for the para P.D. day has not been set yet. The new director of Classified Operations is Jean Sebring, whose full title is Customer Services Specialist and Director of Classified Operations.

Chris Hiroshima has resigned from the district to work in Antioch with Deborah Sims. Matt Keleman has resigned to work for the James Irvine Foundation.

5. Retired Division.....Gerry Meister

There will be a division meeting later this month.

6. Committee Reports

a. Social Committee .....Susan Solomon

There will be a party on Feb. 2, place TBA. It will be a mid-semester/new semester and kick-off-of bargaining-season party.

b. Communications Committee..... Robin Brasso

Sister Brasso gave the body her continuing support and encouragement for writing letters to the editor.

7. Divisional Committee Reports

a. Middle School Committee .....Marilee Hearn

The committee met with Assistant Superintendent Joan Hepperly for the second time. A) There are problems with scheduling, as teachers' class assignments are changed over the summer, and teachers come back to school expecting a different schedule. Hepperly said that this is due to students being on wait lists at the beginning of the year, up to the 10-day count. This practice causes a delay in starting classes in the fall. She will meet with principals to assure that master schedules will be in place in a timely way, in the spring. Another scheduling problem is with the correct placement of students, particularly special education students who are placed in regular education classes. B) There is an ongoing problem with student discipline; there is no place for students to go who have been sent from class due to behavior problems. Counseling offices are becoming "babysitting centers." The committee recommends that the district fund an in-house detention center at each site. They also want a special setting like county community schools. C) Middle School Initiative will be discussed at the next meeting.

b. Child Development Program Committee .....Betty Robinson-Harris

There is a new director, Dr. Lisa Kaufman, who is a big improvement. She comes out of the classroom and is interested in research. She has been very open with the committee, and has extended their monthly 2-hour meetings to 4 hours several times. There is a new bookkeeper also. Dr. Kaufman has expressed an interest in merging the CDP after-school programs with the SHP-sponsored after-school programs.

**New Business:** Request from middle schools committee: for counselors to get scheduling done before they leave in the summer through proposing extended hours or extended calendar for counselors in negotiations. There was also a request that the negotiating team propose a differential for middle school department heads such as high school department heads receive.

Response: in the contract, counselors can get up to 5 days of comp time or per diem pay if they are asked to work additional days.

AB 1802 money is coming into the schools. Sites can allocate funds for adding extra counselor days. Some of the funding is for improving counselor/student ratios. There are ongoing discussions with Susan Wong and Trish Bascom on this issue.

**Old Business:** Reminder to put out Tee-shirt Friday announcement per the vote at the December Executive Board meeting.

To reconsider as part of **President's Report:** M/S/C to spend up to \$350 so that there can be a copy at every site of the DVD that Matthew Hardy created about last year's contract organizing events.

M/S/C to extend by 10 minutes.

**Good of the Order / Announcements** There was a reminder that appointments need to be made to the committee to develop a process for amending the Constitution and Bylaws. The resolution about this committee was passed at the December Executive Board meeting and will be presented at the next Assembly meeting. There was a question about when there will be a bargaining proposals preview. The review will take place at the next Assembly or Executive Board meeting or at a special meeting.

Sister Mack brought some valuable classroom supplies as giveaways.

On Saturday, January 14, 1:45, there will be a Democratic Caucus meeting at the Dolger Senior Center to select candidates. Shannon O'Hara will be on the slate; who else? To participate, one must be a Democrat.

Betty Robinson-Harris thanked the body for its support after her house was badly damaged in a fire. CTA has a fund (FACT?) to which contributions can be made for emergencies such as these. Sister Merriweather informed her of this program.

Mark Sanchez will be elected as the next school board president next week. He wants to meet with UESF regularly and will set up a Negotiations Committee so the board can stay informed.

Norman Yee was injured when he was hit by a car last week. The family is disclosing few details of his condition. UESF wishes him a speedy recovery.

**Adjournment** at 6:08 p.m. in memory of Joseph Lacey, substitute teacher for many years and father of member Kit Bell; paraprofessional Sylvia Whitlow, and writer/activist/unionist Tillie Olsen.

Respectfully submitted,  
Susan Solomon, Secretary