

**United Educators of San Francisco  
Executive Board**  
Wednesday, January 2, 2008, 4:15 p.m.  
**Minutes**

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**Order of Business**

**Agenda**

1. Roll Call .....Roberto Michel, Sergeant at Arms
2. Minutes ..... Susan Solomon, Secretary  
M/S/C to accept the minutes of the December 5, 2007 Executive Board meeting as presented.

M/S/C to change the order of the day so that items 6a and b (Division Reports) of the agenda occur after the COPE Report.

**Financial Report** .....Elaine Merriweather  
M/S/C to accept the December 31, 2007 Financial Report as presented. The paraprofessional dues increase was finally implemented by the district.

**COPE Financial Report** ..... Ken Tray  
There were no significant COPE expenses in December. There has been an expense of \$12,500 committed for polling about the parcel tax.

**Special Order of Business:**

1. Grievance Committee Report ..... Stan DeBella  
M/S/C to accept the Grievance Committee's recommendation to take case 0708-06 to arbitration. There was an assembly during the first week of school, but no discussion or consultation took place between the principal and the UBC, in violation of Articles of 25.3.6, 25.3.7, and 25.3.9.

M/S/C to accept the Grievance Committee's recommendation to take case 0708-07 to arbitration. Similarly to the above grievance, a new tardy procedure was implemented without consultation with the UBC, in violation of Articles of 25.3.6, 25.3.7, and 25.3.9.

M/S/C to accept the Grievance Committee's recommendation to take case 0708-20 to arbitration. Teacher was improperly evaluated, as Principal's Expectations were used as a basis for evaluation.

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

1. Teachers Union Reform Network (2 registrations) ..... 2@\$150.00=\$300.00
2. SF Organizing Project "Soul of the City"-Endorsement ..... \$525.00
3. Chinese for Affirmative Action (Contribution) ..... \$100.00
4. CTA Urban Issues Conference (Feb. 20<sup>th</sup> – March 2) ..... 10@\$85.00=\$850.00
5. CTA Good Teaching Conference (Jan. 11-13) ..... 2@\$175.00=\$350.00

**COPE Report** ..... Ken Tray

There was a meeting of SFLC union COPE Political Directors, held by Executive Director Tim Paulson and Vice President Conny Ford. One of the items was the parcel tax. There was also a discussion about the endorsement of candidates for Board of Supervisors. The school board election is also coming up. Ranked choice voting may make the process less contentious, as each union can recommend 3 candidates.

New Martin Luther King pins have been ordered. The pins will be given to members who contribute \$10/month to COPE (creating a "Victory/\$10 a Month Club"), as our COPE funds will be greatly depleted with the upcoming campaigns. A letter about this will be coming out soon.

Glen Davis will be interviewing Brother Tray about the "Attract and Retain" initiative (the parcel tax) on Channel 29 on January 3 at 7:30 p.m.

## Reports

### 1. Divisional Committee Reports

#### a. Middle School Report ..... Marilee Hearn

Items discussed at the last meeting:

1. The committee asked for responses from Joan Hepperly on staffing in a timely manner. Students at Marina were still being reassigned in December due to an unanticipated 88 additional students—and this while the school is undergoing construction. Someone from EPC will attend their next meeting. Hepperly said that they have a choice of having larger class sizes or having substitutes who are pulled off the job after 30 days as they are supposed to be, if they have an emergency credential.
2. Request for UESF attendance at administrative meetings.
3. Teachers were told that ill students cannot be sent home on the bus, even with parental permission. According to Hepperly, sick students are to stay with counselors. The committee asked for this policy in writing.
4. Locked bathrooms. They are only open during passing periods. The committee feels this is a health and safety issue. Linda Plack responded that the Williams settlement established that at least one bathroom for each gender must remain open at all times.
5. Plan brought to Proposition H committee. The plan is very sketchy. Allan Brill and the committee have composed an extensive response, and have made it clear that the committee is not there to meet and confer. Hepperly brought documents from district's lawyers to show that Article 25 is not about curriculum, and this proposal is about curriculum.

#### b. High School Committee Report .....Derrlyn Tom

Sister Tom is going to ask for high school representatives to send their Principal's Expectations to her and UESF. Mission High School has similar issue to Marina—many extra students were assigned while school is undergoing construction. Next meeting is January 30 due to finals taking place the week of January 23. Days during finals are minimum days.

#### c. Child Development Program .....Betty Robinson-Harris

There is a major, important change coming in CDP in terms of staffing. Planning began last March. Pilot program in pre-K program: fulltime positions for teachers and paras, and no part time positions, as there currently are. The 3 centers in the pilot are Carmichael, Cobb and Las Americas. Participation is voluntary, and members will get assistance if they do not wish to participate and want to transfer to different sites. The choice to remain will be given based on seniority. One challenge is getting HR and payroll

to implement the necessary changes. Now, with implementation imminent—the planned start date is January 21-- Tom Ruiz, who has been absent from about half of the meetings, has raised objections. There may be a delay in implementation.

**Resolutions**

- 1. M/SC Resolution to Establish Delegation Sizes for 2007-2008 .....Dennis Kelly

This resolution was not in the packet.

When there are conventions close by, we can afford to send more delegates. For this year's CFT Convention, which will be in Oakland, proposal to send 20 delegates and have 5 alternates. For NEA/RA and AFT Convention, 10 delegates and 5 alternates.

- 2. M/S/C as amended CFT Constitutional Amendment .....Dennis Kelly

M/S/C amendment to change the June 1 date in the new section b in the amendment to July 1.

Rationale: if a newly-elected officer is a classroom teacher, this will give her/him needed transition time.

Whereas the CFT Constitution does not identify a point in time when newly officers take over, and

Whereas the successor to the President, the Senior Vice President, is not mentioned in the CFT Constitution section identifying officers,

Therefore Be It Resolved that the Constitution of the CFT be amended as follows:

Article IV: Officers

Section 1. Elected Officers

New section b.

The term of office for officers elected at a convention shall commence on July 1 immediately following the convention.

redesignate existing "b" to "c"

New section c. (in the event that the change above passes, this will item will become new section d.)

The twenty-four vice-presidents shall elect a Senior Vice President from their body at an Executive Council meeting following the convention. The tenure of the Senior Vice President shall be co-terminus with the office of the President.

redesignate the succeeding sections appropriately

Be it further resolved that UESF shall advance these Constitutional changes to the CFT convention in 2008, and

And be it finally resolved that the UESF delegates to the CFT convention shall advocate for these Constitutional changes.

3. M/S/C Resolution in Support of UESF/COPE Retired Contribution ..... Ken Tray  
Whereas, many members of the UESF Retired Division are involved in UESF/COPE activities; and

Whereas, the leadership of the Retired Division and rank and file members have asked for a UESF contribution appropriate for retired UESF members; and

Whereas, UESF/COPE's political program and activity promotes the interests of all UESF members, whether active or retired; and

Whereas, the contribution of retired members efforts in UESF/COPE political activities have helped ensure success in our School Board and other campaign and lobbying efforts.

Therefore Be it Resolved that the United Educators of San Francisco institute a \$10 annual UESF/COPE contribution for retired members; and

Let it Be Further Resolved that this annual contribution entitle UESF/COPE retired members full rights and responsibilities of UESF/COPE membership.

Gerry Meister reported that the board of the Retired Division voted unanimously for the membership fee to be \$10.

4. M/S/C Resolution in Support of "Let California Ring" ..... Susan Kitchell  
There were a few editorial changes: Replace "activate and organize" with "notify and educate" in second resolved.

Replace "by providing volunteers" with "including volunteering" in the second resolved.  
Delete third resolved.

Whereas, every day gay and lesbian UESF members are denied the freedom to marry the person they love, and

Whereas two people in a committed, trusting, and loving relationship deserve the honor and support that come with marriage, and

Whereas, each of us deserves to be treated fairly and have the same chance to realize our hopes and dreams, and

Whereas, people should be able to have different beliefs and still be treated fairly, and

Whereas, domestic partnerships do not provide the same security as marriage and treat people as second class citizens, and

Whereas the government is making the decision regarding marriage for gay and lesbian San Francisco educators, and

Whereas, everyone should have the choice whether or not to marry, and

Whereas, the labor movement has always considered an injury to one to be an injury to all,

Be it resolved that the United Educators of San Francisco will add its name to the list of over 45 published community organizations supporting the work and efforts of the Let California Ring public education campaign to open hearts and minds about the freedom to marry for gay and lesbian couples, and

Be it further resolved that the United Educators of San Francisco will notify and educate its membership to lend support to the efforts of Let California Ring, including volunteering for phone banking and as informational session hosts, and

Be it finally resolved that the UESF San Francisco Labor Council delegates shall, at the next meeting of the San Francisco Labor Council, introduce a resolution specifying that the San Francisco Labor Council add its name to the list of published community supporters of Let California Ring and that the San Francisco Labor Council notify and educate its membership, including volunteering for phone banking and hosting informational sessions to Let California Ring.

See Letcaliforniarings.org for additional information.

**Reports (continued)**

2. President .....Dennis Kelly

a. Program to Recruit and Retain Teachers

Recruit and Retain meetings are now taking place in the UESF office. The poll results are not overwhelming. It can be won with major campaigning and no opposition. Example of potential opposition: Apartment building owners. It would not take much to sink it. The district is planning several community meetings. The school board members are not all moving in one direction at this time. Absolutely nothing is tied down at this time. UESF has said from the beginning that, whatever the resulting amount of money is, half of it must go to salaries. There was a lengthy discussion about the issues involved in agreeing on what a parcel tax should include and what challenges we face.

3. Executive Vice-President's Report .....Linda Plack

a. 565 IEP's have been handwritten since the implementation of Goalview use. McKnight is blaming the schools for this problem. The real problem is that the district has not provided training, computers, Internet access and scanners.

b. Teachers at QEIA schools were encouraged to sign up for Urban Issues and Good Teaching conferences. Tony Smith, Deputy Superintendent for Instruction, Innovation and Social Justice, is now in charge of QEIA involvement. The dates of the CTA trainings will be changed now that the district has agreed to send administrators. This is the planning year. Changes at the schools will include class size reduction and reduction in counselor:student ratio to 1:300. Training dates: Feb. 13 for elementary schools and Feb. 14 for secondary schools.

4. Paraprofessional Issues.....Carolyn Samoa

Next meeting: January 23 at CCSS, 4:00.

- 5. Retired Division ..... Gerry Meister  
Rates and Benefits meetings are going on. Blue Shield is proposing a 14% rate increase; 15.8% for PacifiCare; 7% for Kaiser, and -4.3% for retirees. Proposed increases in co-payments are very high and very alarming. These are not final figures. The Retired Division has around 30 members attending the meetings.
  
- 6. Social Activities Committee ..... Susan Solomon  
Reminder about the February 1 mid-semester "UESF Political Party" at the Local 34 hall. Elected officials have been invited. Mark Murray will DJ. Hiram Bell will perform live. There will be raffle prizes and lots of food.

***New Business***

There was a recommendation to review future agendas with the Division Reports in mind.

There was a suggestion from Sister Plack that divisions hold their monthly meetings at Civic Center Secondary School ("the UESF Annex") so she and Brother Kelly can attend each division meeting.

***Good of the Order / Announcements***

Reminder of the Teachers for Social Justice "411" event on January 3, 6:00-8:00 p.m. at 777 Valencia Street. There will be a discussion involving the roles of Carlos Garcia and Tony Smith.

***Adjournment***

Adjourned at 6:27 in memory of Shermund Mo, member Siggy Mo's brother.

Respectfully submitted,  
Susan Solomon, Secretary