

United Educators of San Francisco
Executive Board
Wednesday, February 1, 2006, 4:15 p.m.
Minutes

Agenda

1. Roll Call Roberto Michel, Sergeant at Arms
2. Bob Jenson of AFT announced that members who will be making reminder phone calls about the February 4 strike preparation meeting will be getting instructions via e-mail on Thursday.

Special Order of Business

1. Direction for Delegates to CFT/CTA/CLF/SFLC

COPE director Ken Tray introduced the candidates listed below. He described how the Executive Board's recommendations will be referred to our affiliates and SFLC. This was not our official COPE process. Three questions were asked of each candidate: 1. What will you do to ensure public schools receive Proposition 98 funding the Governor owes and what will you do to ensure continuing the full guarantees of Prop. 98 funding? 2. What will you do to guarantee Consent Decree monies above formula will come to San Francisco? 3. When in Sacramento, how will you confront inequities created by Proposition 13?

State Senate

- a. Mike Nevin
- b. Lou Papan
- c. Leland Yee

State Assembly

- d. Fiona Ma
- e. Janet Reilly

The reason that this process had to be done so quickly is that CTA changed their endorsement decision dates from March 13, 14 to February 12. Normally, the delegates to the affiliate endorsement meetings vote on their own without input from any UESF body. This is an attempt to change that process and to get input from the Executive Board.

M/S/C with 8 abstentions to bind our delegates to the appropriate bodies to recommend the endorsement of Fiona Ma.

M/S/F Amendment to the main motion: that this be a non-binding recommendation to the delegates. (The intent of this was to cover the District 8 endorsement as well.)

M/S/F to give our delegates a non-binding directive to the appropriate bodies to recommend endorsement of Leland Yee.

M/S/C with 4 abstentions to give our delegates to the appropriate body a binding directive to recommend endorsement of Leland Yee.

There was a concern expressed about whether this meeting was properly noticed.

June Giorgi-Dias of Cabrillo Elementary School, a school that is being closed, spoke in support of the resolution for consolidation. They would like to be reassigned to the new Dianne Feinstein Elementary School as a whole staff.

3. Minutes..... Susan Solomon, Secretary

M/S/C to accept the minutes of the January 4, 2006 Executive Board meeting minutes as corrected.

Financial Report.....Elaine Merriweather

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

M/S/C to move into COPE. M/S/C to accept the January 31, 2006 COPE financial report as presented. M/S/C to move out of COPE.

Brother Kelly reported that the district is pressuring UESF to accelerate reimbursement payments, and yet is not cashing UESF's checks in a timely manner.

- 2. Nomination of all UESF Members-in-Good-Standing as Eligible Delegates for CFT/CTA/NEA/RA.....Susan Solomon

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

- 1. SF Organizing Project, Soul of the City Awards (2 tickets).....\$100.00
- 2. CTA/NEA Urban Issues Conference Feb. 24-26 5@ up to \$200.00 each
- 3. Instituto Laboral De La Raza Dinner (Feb. 10, SF Marriott)\$200.00
- 4. SF PTA Annual PTA Founders Day Dinner, Friday, Feb. 17 (retroactive) ...\$90.00
- 5. SF Labor Council's Annual COPE Dinner, Friday, April 21\$500.00
- 6. CAL. Asian Pacific Islander Policy Summit2@\$515.00=\$1,030.00

Resolutions

- 1. M/S/C to appoint the members listed below as delegates for CAL Labor Federation Pre-Primary ConventionDennis Kelly
 - a. Ken Tray
 - b. Linda Plack
 - c. Susan Solomon
 - d. Bradley Reeves
 - e. Dennis Kelly
- 2. M/S/C to elect 10 delegates and 5 alternates to NEA/RA Delegation, Orlando FLA, June 29 - July 6, and 10 delegates and 5 alternates to the AFT Convention, Boston, July 19-July 23.....Dennis Kelly

The expenses that will be covered will be for room and board for the duration of the conventions.

- 3. M/S/C as amended: Merger and Consolidation Rights.....Dennis Kelly
Be It Resolved that:

UESF agrees to the arena method of bidding for open positions. There should be two bids, one in June and another in August. A member of either bargaining unit can decide not to bid in June and to wait and bid in August.

If a member of either bargaining unit bids in June, whatever they get is final, they can't change it for a bid in August; and

Be It Further Resolved that:

The priority of bidding shall follow seniority in each bargaining unit and fall within classifications in USP within the following order:

- 1. Closed School Staff
- 2. Merged School Staff
- 3. All Other Consolidations
- 4. Voluntary Transfers.

The intent of this resolution is to inform the district that UESF recommends a policy for the above consolidation rights. Clarification: those teachers at schools being merged into others who wish to go to the merged school sites will be able to do so, and only those who do not wish to will have consolidation rights.

This is considered an emergency resolution and therefore will not go to the next assembly meeting.

4. M/S/C as amended to move to the assembly with a recommendation to pass:
Honoring Teachers' and Nurses' Labor Organizations.....Vince Quackenbush

Whereas, the California Nurses Association (CNA) was among the first targets of the Governor's ill-conceived, pro-business campaign; and

Whereas, the Nurses were among the first in the Labor Movement to call for organized resistance to what at first seemed a juggernaut, and by doing so revealed the Governor to be a bully, a liar, and an empty shirt; and

Whereas, The California Teachers Association (CTA) and the California Federation of Teachers (CFT) mobilized their membership to fight the Governor's anti-labor and anti-teacher initiatives; and

Whereas, organized labor scored a great victory in beating back a reactionary agenda.

Therefore, be it resolved, that the San Francisco Labor Council, AFL-CIO, be called upon to thank and honor the California Nurses Association (CNA), the California Teachers Association (CTA), and the California Federation of Teachers (CFT) at the upcoming San Francisco COPE Banquet, for their leadership and solidarity in beating back one of the greatest threats to Labor in recent memory, and by demonstrating that Labor Solidarity is greater than mere organizational membership.

Brother Quackenbush was not present to move the resolution.

Suggestions: that CFT be added to the resolution.

M/S/C amendment: Delete "and their leadership, among whom was Roseanne DeMoro..." after "... the Nurses..." from the second Whereas, and delete DeMoro's name from the Therefore portion.

M/S/C to extend the time of the meeting to completion of business.

5. M/S/C Endorsement of Karen Breslin for HSS Board.....Gerry Meister for UESF Retired Division

Whereas the United Educators of San Francisco, active and retired, strongly supported Proposition C in November 2004, which restored an independent Health Service System, and also the election of Sharon Johnson to the HSS Board in May 2005, and

Whereas incumbent HSS Commissioner Karen Breslin also strongly supported Proposition C and the election of Commissioner Johnson, and

Whereas during her first term as HSS Commissioner Ms. Breslin has an excellent record of supporting the rights of HSS members, both retired and active, and as chair of the 2005-06 HSS Rates and Benefits Committee, worked closely with new HSS Director Bart Duncan to insure that the rate-setting process was the smoothest and most effective in HSS history, and

Whereas Ms. Breslin has consistently demonstrated her commitment to – and was at times in the past the only vote for – providing efficient customer service, protecting the HSS trust fund, strengthening City Plan 1 and fighting for reasonable out-of-pocket costs for members,

Therefore be it resolved that the United Educators of San Francisco endorse Karen Breslin in the Health Service System Board election and urge all members to support her candidacy in any way possible, and

Be it further resolved that UESF direct its Labor Council delegates to support her candidacy as well.

UESF's Retirement Division voted unanimously at its last meeting to endorse her.

- 6. M/S/C to send to the assembly with a recommendation to pass: Endorsement of USLAW Anti-War Demo 4-29-06..... Tom Edminster

A flier about the demonstration was included in the Executive Board meeting packet.

Report and Discussion

- 1. President.....Dennis Kelly

- a. Negotiations Status and Update

On January 17, the negotiating team revised the UESF 10% pay raise proposal: 3% in July 2005, 3% in January 2006, and 4% in June 2006. Brother Kelly described a rather disorganized process with which Tom Ruiz presented district proposals for compensation. The bargaining team will meet with the district representatives on February 2 and inform them that unless there is a change to their most recent offer, we will move to impasse. Bob Jenson and Rob Calloway et al are organizing a schedule for strike preparation activities. Assessment of members is the most crucial piece. FAQs Lita Blanc presented as a result of making phone calls asking members to attend February 4's training:

- 1. How is SEIU going to support us?
 - 2. What message is being prepared for the public?
 - 3. What plans are in place for making a presence at school board meetings?

At least two of those items will be included in Saturday's training.

- 2. Executive Vice-President Linda Plack

- a. M/S/C with 2 abstentions: Personnel Committee (Executive Session) See written report. Thanks were given to the committee for putting this together just before strike preparations, because so often, union leaders' salaries are attacked for not being affected by a strike.

- 3. Vice-President (Paraprofessionals)Bradley Reeves

Grievances involving paras were covered in the Grievance Committee report. Brother Reeves has been making school visits and will continue to do so. 12 of the 29 paras who attended their last division meeting will be attending the February 4 training.

- 4. Vice-President(Substitutes)Sandra Mack

Building representatives are receiving copies of The SubWay. We must remember to include substitutes in our invitations for February 4.

- 5. Committee Reports

- a. Social Committee Susan Solomon

There were 150-200 people in attendance at the UESF party on January 26. Big thanks were given to the musicians, and to the committee and staff for their hard work.

- b. Grievance Committee..... Stan DeBella

M/S/C to move Case 0405-70 to arbitration, involving a special education summer school teacher who was denied employment. The job was then given to a teacher without a special education credential.

M/S/C to move Case 0506-04 to arbitration: Class action on Reading First training. Members who receive the training should receive per diem pay. Teachers are "highly encouraged" or obligated to do the training; the pay for the five days' training is a \$500 stipend. Principals were given the information to word as they wished. SAIT schools' staffs are required to attend or would be out of compliance.

M/S/C to move Cases 0405-53 and 0405-52 to arbitration: SFUSD has been remiss in deducting dues in a timely and accurate way. 52 is for classified and 53 is for certificated.

M/S/C to move Case 0506-10 to arbitration: paraprofessional who has been "centrally assigned" and was transferred. There is no "centrally assigned" contractual language; it is "itinerant". There is no union agreement for centrally assigned.

M/S/C to move Case 0506-01 to arbitration: a paraprofessional had seniority at the site. She took consolidation rights and applied for her 8-hour job at reduced (6) hours. Since she was not the least senior para, she should not have been consolidated. The grievance was won, but there was no remedy awarded. Remedy being sought is back pay and benefits and reinstatement of hours, if possible. A ULP cannot be filed.

M/S/C to move Case 0506-15 to arbitration: class action case. Paras were told they had to have a second, "supplemental" evaluation. They received their second evaluation after June 1, and the second evaluation would count for this year.

M/S/C to move Case 0506-16 to arbitration : class action. The District decided that they do not view it as a class action case, and wanted to hear each case individually. This involves paras attacked by students. Administrators have failed in their responsibility to inform paras of their rights to legal counsel, and they have not made reports to the police or the union after such incidents.

M/S/C to uphold the committee's recommendation not to move Case 0405-67a to arbitration: paras were told they would be denied summer school employment if they received unsatisfactory or needs improvement evaluations during the school year. As it turned out, they were all hired.

M/S/C to uphold the committee's recommendation not to take Case 0506-03 to arbitration: a para with 17 years of experience and excellent evaluations was assigned to a new school. Early in her employment, the principal told her she would get an unsatisfactory evaluation because she is hard to understand. There are no witnesses, and the principal denies saying it.

c. Communications CommitteeRobin Brasso

Sister Brasso reminded members of the importance of writing letters to the editor. It is important and the response is generally good.

6. Staff Reports

a. School Improvement/ER&D Report.....Mark Murray

There is now a School Improvement Committee. Brother Murray invited members to join the committee. The first meeting is scheduled for Monday, February 6, at 4:15 at UESF.

Good of the Order / Announcements

There was a concern about procedure raised, that the special order of business undercut our standing practice of using COPE for endorsements. For the remaining non-CTA endorsements, this process can be opened up again at the Assembly meeting.

Adjournment at 7:33 p.m. in memory of Jeanette Kim.

Respectfully submitted,
Susan Solomon, Secretary