

**United Educators of San Francisco
Executive Board**
Wednesday, February 7, 2007, 4:15 p.m.
Official Minutes

Order of Business

Agenda

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

M/S/C to accept the minutes of the January 3, 2007 Executive Board minutes as presented.

Financial ReportElaine Merriweather

M/S/C to accept the December 31, 2006 Financial Report as presented.

COPE Committee Report..... Ken Tray

M/S/C to accept the COPE Financial Report as presented. About \$27,000 of COPE funds were spent on the school board elections. There is a substantial balance remaining.

Special Order of Business:

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

1. Arbitrations: Check the numbers on these grievances—Mine and Stan's don't agree.

M/S/C to accept the committee's recommendation to take case 0607-40 to arbitration.

Psychologist placed on the wrong salary step. District says it is their standard to give credit for only 3 yrs previous experience. Remedy is to put grievant on the correct salary step. District responded late, so we planned on going to arb. Anyway. The MOU signed in 2001 is what the district is basing its side on. There have been 2 contracts since then; we requested a copy of the MOU and never received it. The MOU has never been presented to put it into the contract.

M/S/C to accept the committee's recommendation to take case 0607-13 to arbitration.

County Community Polich

M/S/C to accept the committee's recommendation to take case 0607-41 to arbitration:

"reassignment" at Civic Center Secondary from high school counselor to middle school dean.

Beauvais

M/S/C with 2 abstentions to accept the committee's recommendation to take case 0506-86 to arbitration. (Novota)

M/S/C with one abstention to accept the committee's recommendation to take case 0607-06 to arbitration. (Barnett)

M/S/C 0607-32 with 1 abstention to accept the committee's recommendation NOT to take Pang grievance to arbitration. Suggest to the grievant that she use another avenue, such as filing a Uniform Complaint if she feels there is continued harassment.

Suggestion that we bring to the attention of the school board and the superintendent this pattern of responding late. There was a discussion about the grievance and arbitration process.

M/S/C to accept the committee's recommendation to take case 0607-34 to arbitration—Telep-Moore. The district responded on time with a denial.

M/S/C to accept the committee's recommendation to take case 0607-09 to arbitration. The grievant was assaulted by a student and had to use her own sick leave. District says she is out of timeline, but we filed as soon as we knew about it, and that she was covered by WC at the time, so she was compensated. The district did not deny that an assault occurred. Remedy: reinstate her sick leave

M/S/C with one abstention to accept the grievance committee's recommendation to take case 0607-47 to arbitration: Lack of safety in a middle school. Teacher given a class with students with many problems among them. In second week, she asked for removal of said students; the principal praised her for her classroom management skills but did not offer support. The teacher was assaulted. Remedy sought: reconfigure the class, have a second adult in the class, and more. Lots more detail.

Jeremiah pointed out that he is on the Disciplinary Task Force and would welcome any information.

[Our spring conference this year will focus on school safety, with Prop. H money going into schools for non-violent solutions at schools.]

M/S/C to accept the Grievance Committee's recommendation to take case 0506-68 to arbitration: out-of-district employees hired at D. Feinstein School. Teachers within the district applied to the school and were denied transfer. District claimed out-of-timeline hiring, even though the school opened at the beginning this school year.

- 2. Electronic Voting Process Demo for Investigation Jeremiah Jeffries
 - 3. Communication Awards..... Elaine Merriweather
 - 4. Bargaining Proposal Summary Dennis Kelly
- (25 minutes)

President's Recommendations for Expenditures..... Dennis Kelly

- 1. San Francisco Organizing Project, Feb. 272@\$60.00=\$120.00
 - 2. CORO 12th Annual Leadership Luncheon, May 4 2@\$180.00=\$360.00
 - 3. Office Alarm Penalty Payment \$150.00
 - 4. CFT Women's Rights Conference, Sacramento, Mar. 313@\$30.00=\$90.00
 - 5. CTA Equity & Human Rts Conf. San Jose, Mar. 2-4 not to exceed\$225.00
- (10 minutes)

Resolutions (5 Minutes each)

1. Adoption of Calendar for 2007-2008 Dennis Kelly
2. Appointment of COPE Committee Ken Tray/Dennis Kelly
 - a. Kit Bell, Luisa Ezquerro, Anthony Luini, Catherine Sullivan, Toni Tobler
3. Appointment of Committee on Constitutional Revisions Dennis Kelly
 - a. Luisa Ezquerro, Claire Merced, Tom Edminster, Gerry Meister, Judith Christensen, Larry Blake
4. Appointment of Substitute Delegate to Assembly (Tay McArthur)
5. Alcatraz Ferry Workers.....Susan Solomon
6. Reso. on Prop. H Disbursement Alice Mosley

We move that S.F.U.S.D embrace and set out a strategy for enhancing and expanding elementary arts education, providing comprehensive, sequential general music and art education to all K-5 students, including appropriate education for special education students.

The curriculum must be aligned to district/state/national standards, and hence, delivered by highly qualified credentialed arts teachers.

Therefore be it resolved that all new resources from Prop H and new state funding for arts education allocated to the elementary division be directed to build upon and support the existing elementary arts programs, both the instrumental and vocal music programs, as well as the Consent Decree funded general music and art programs.

Additional highly qualified credentialed arts teachers must be appointed centrally through the VAPA office so that they work together with the department and with the SFUSD education community.

7. Reso. On Maternity Leave..... Cynthia Lasden

Whereas UESF members currently receive no maternity or paternity benefits; and,

Whereas under our current Contract the only way to take time off to deliver a baby is to use individual sick days, which includes asking for a doctor's permission note for being absent more than three consecutive days; and,

Whereas it takes many more than three days to give birth and be ready to return to work, during which time the member is not sick; and,

Whereas California State Disability Insurance (SDI) offers the vast majority of State workers maternity and paternity benefits during a newborn's first year that include but are not limited to six weeks paid maternity leave and twelve weeks parental bonding leave; and,

Whereas our profession is dominated by women, and is dedicated to the healthy development of children, youth, and future generations;

Therefore let it be resolved that UESF organize a committee that will investigate and propose options for maternity and/or paternity leave that are more reasonably aligned with both members needs and the State's current standards.

(5:40) Reports (These reports may be made in writing...not to exceed 5 minutes each)

- 1. President..... Dennis Kelly
 - a. Recruitment & Retention Project
 - b. Mark Leno
- 2. Executive Vice-President..... Linda Plack
 - a. Personnel Committee Report
 - I. Area 1 Representative – L. Diane Johnson
 - II. Area 2 Representative – Mishwa Lee
 - III. Temporary Staff Representative – Elizabeth Conley
 - b. Building Committee
- 3. Vice-President(Substitutes)..... Sandra Mack
- 4. Paraprofessional Issues Carolyn Samoa
- 5. Retired Division.....Gerry Meister
- 6. Committee Reports (As Needed)
 - a. Social CommitteeSusan Solomon
 - b. Communications Committee..... Robin Brasso
- 7. Divisional Committee Reports
 - a. Elementary School Committee.....Darcie Chan Blackburn
 - b. High School Committee.....Derrlyn Tom

New Business

Old Business

Good of the Order / Announcements

Adjournment

Respectfully submitted,
Susan Solomon, Secretary