

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

Agenda

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

M/S/C to accept the minutes of the February 1, 2006 Executive Board meeting minutes as presented.

Special Order of Business

1. Petition of Support for State-Wide Initiative on Eminent Domain..... Judith Christensen

Sister Christensen cautioned that there is one petition of support for an initiative on eminent domain that is being circulated by paid signature-gatherers that has language about the elimination of rent control and some environmental controls. The petition Sister Christensen presented, which is being circulated by volunteers, and which was endorsed at the January Assembly meeting, is much better. She explained the signature-gathering process. Unfortunately, the names of the two initiatives are the same; there is a difference at the bottom. There were packets of petitions available at the meeting. She introduced two people who are working on the campaign. (One was her sister.)

Financial Report Elaine Merriweather

Sister Merriweather pointed out our organizing expenses and said that UESF is hoping to get some reimbursement from CTA and AFT at the end of the year. The school district is about a month behind in giving UESF the per capita dues that are deducted from members' paychecks. M/S/C to accept the February 28, 2006 financial report as presented. M/S/C to move into COPE. M/S/C to accept the February 28, 2006 COPE report as presented. M/S/C to move out of COPE.

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

1. A. Phillip Randolph Institute Dinner4@ \$150.00 plus ½ ad = \$850.00
2. Multicultural Child Care Consortium.....\$100.00
3. Miller Early Childhood Initiative Conference (ADL).....\$200.00
4. SF School Volunteers\$150.00
5. SFLC COPE Dinner 10@\$150.00=\$1,500.00
6. Civil Rights History Professional Development Refreshments... up to \$300.00
(with receipts)

Report and Discussion

1. President Dennis Kelly
 - a. Consolidation and Mergers – District Compromise Offer

The District proposed that the number of teachers sent from a merged school will be based on the needs of the receiving school.

All other staff members from the merged school will be given priority consolidation rights.

M/S/F amendment: Before the main motion, add:
"Whereas the language "needs of the receiving school" is too vague, and
Whereas the programs of the merged schools are not being moved with the students
and staff"
M/S/C with 3 abstentions to reject the district's proposal.

(The point was made that we need to look at what is happening with job openings at the new Dianne Feinstein Elementary School, since there "is no information available" at this time, according to the district's website. Feinstein School is going to be a K-3 program.)

Raymond Lum, the building representative from JBBP West, spoke of the concerns at his school and read a list of questions. Brother Kelly's responses included: a) The students at the merged JBBP West/Rosa Parks will be counted as one student body, not as two separate student bodies; the teachers from the "merged school", not the "receiving school" will be given consolidation rights; the Japanese Language Program will not remain as an intact, separate program at Rosa Parks; and the number of certificated and classified FTEs that will go to Rosa Parks will be determined some time in April. Consolidation rights are contractual, and so any change to the process has to be approved by the union. Merged schools have no rights to setting the program.

This issue affects John Swett more than JBBP because many on the JBBP staff are committed to moving to Rosa Parks. UESF is asking for a waiver to our contract, which says that in the cases of merged schools, the district will make every effort to have the teachers follow their students.

Videos of recent television news coverage of UESF's leafletting and February 28's demonstration at the school board were shown.

b. Mediation Status and Update (Executive Session)

Brother Kelly reviewed what happened in mediation on February 24. If there is not sufficient progress at the March 13 mediation session, the negotiating team will announce that there will be a meeting to authorize a strike vote.

There was a very lengthy discussion about the effects of going on strike, including doing so before fact-finding is completed. It was discussed whether there is any indication of bad-faith bargaining on the part of SFUSD. While it is extraordinarily aggravating that the district does not have their knowledgeable people at the bargaining table, it does not constitute bad faith. UESF will be pointing out what appears to be a lack of good faith.

2. Grievance Committee.....Stan DeBella

M/S/C to recommend moving Case 0506-20 to arbitration. This case involved the involuntary transfer of a paraprofessional in November 2005 out of seniority order. UESF lost this case at step 2 because, the district said, the timeline had passed. In fact, the district had unilaterally declared that grievance hearings were in abeyance because there was no hearings officer.

3. Executive Vice-President Linda Plack

a. Personnel Committee (Executive Session)

- 1. Carried: Salary policy will be based on teacher salary schedule "B", Step E.
- 2. Carried: Recognize the work of the Elections Committee Chair, Charles Hibbard, by putting him a 10-month stipend of \$440.00 a month

3. Tabled: Raise the stipend for the Secretary, Susan Solomon, from \$300/month to \$440/month, on the 10 month schedule. (Sister Solomon was excused from this portion of the meeting.)

In response to the recommendations made at the February Executive Board meeting, there is a refined policy for terms of employment for UESF Executive officers. Guidelines were presented for determining on what a salary and compensation package will be based.

4. Divisional Committee Reports

a. Elementary School Susan Solomon

There was an improved turnout at February's meeting. Members shared what they are doing at their sites to support negotiations.

Adjournment at 7:30 p.m.

Respectfully submitted,
Susan Solomon, Secretary