

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

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

M/S/C to accept the minutes of the February 7 and February 13, 2007 Executive Board meetings as presented.

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

M/S/C to accept the February 28, 2007 Financial Report with the caveat that Sister Merriweather will report back on the expense listed as "Travel/Bargaining." The school district still has not repaid UESF for the its half of the contract-printing expenses. The local dues increase will be implemented in April after all members have received their raises.

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

1. AFT PSRP Conference (April 20-22) ..... 4@up to \$2,000.00
2. A. Philip Randolph Institute Dinner ..... 10@ up to \$2,000.00
3. Golden Gate Service Center Legislative Breakfast ..... 10@up to \$250.00
4. Dr. Anita Grier Election Debt Retirement .....1@ \$150.00
5. Cesar Chavez Holiday Breakfast, March 30 .....[10@\\$500.00](#)
6. SF Ed Fund GROW Event "Celebration of Change" ... [2@\\$125.00](#) = \$250.00
7. SF Labor Council Public Employees Breakfast .....[2@\\$25.00](#)
8. AFT Program & Policy Mtg. (airfare) Retroactive ..... \$108.00

**Resolutions**

1. M/S/C as amended: Reso. on 4<sup>th</sup> Anniversary of US Occupation of Iraq .....Tom Edminster

Whereas UESF has long stood against the US incursion into Iraq and re-affirms our continued opposition to the US occupation of Iraq; and

Whereas the 4th anniversary of the invasion by US-led forces provides yet another opportunity for UESF members and ordinary people to express their opposition to the US occupation and presence in Iraq; and

Whereas the opposition to the Iraq occupation continues to need public demonstrations as well as a host of tactics, including legislative lobbying, non-violent civil disobedience, etc.; and

Whereas UESF affirms its continued opposition to the US occupation of Iraq; and

Whereas UESF has no expressed position on some other issues sometimes raised by anti-war forces;

Therefore be it resolved that UESF mobilize for and participate in the events set for Sunday March 18th (rally and march sponsored by ANSWER) and for Monday, March 19th (organized by a coalition: Stop Funding the War); and

Be it further resolved that UESF notes that its participation in the events of March 18th has as its sole focus opposition to the Iraq War and its continued funding, and does not suggest endorsement of the additional slogans or demands proffered by ANSWER.

Be it finally resolved that UESF clearly states and goes on record to affirm that any organizational involvement in demonstrations or activities called to protest the war in Iraq is for that purpose only and not to advance other issues not endorsed by the union and that any contribution advanced to aid any anti-war demonstration is to be directed and used solely for the purposes endorsed by the union.

M/S/C with 1 abstention amendment: Be it finally resolved that UESF clearly states and goes on record to affirm that any organizational involvement in demonstrations or activities called to protest the war in Iraq is for that purpose only and not to advance other issues not endorsed by the union and that any contribution advanced to aid any anti-war demonstration is to be directed and used solely for the purposes endorsed by the union.

An e-mail blast will go to members to inform them of the resolution and march.

2. M/S/C with 2 abstentions: Reso. on Opposition to I.C.E. Raids.....Tom Edminster

Whereas for May 1st, 2006 UESF endorsed and participated in the nation-wide demonstrations to defend immigrant workers from racist attacks and supported the AFL-CIO's call to oppose the guest worker program and to demand complete and full legalization for all immigrant workers; and

Whereas, in response to these demonstrations, the Immigration and Customs Enforcement agency (ICE) has participated in raids all across the country which have served to intimidate immigrant workers who would stand up for their rights; and

Whereas, these raids have now come to the Bay Area and included the detention of 3 immigrant parents who waited to pick up their children at a Redwood Elementary school and these raids have now come to San Francisco, a sanctuary city; and

Whereas, the ICE raids are intended to create an environment of fear compelling immigrant workers to quit their jobs and to intimidate their children from attending school, from participating in after-school activities and in making getting an education increasingly difficult for our immigrant students; and

Whereas, SFUSD and UESF are committed to serve all our students regardless of race, ethnicity, nationality or documentation status; and

Whereas, the AFL-CIO and UESF understand attacks of the rights on immigrant workers and their children threaten rights of all workers under the slogan "An injury to one is an injury to all;"

Therefore be it resolved that UESF join the San Francisco Board of Supervisors in expressing opposition to ICE raids in San Francisco, including at or in our schools, and that UESF urge both the SF Labor Council and the Board of Education to join us in our opposition; and

Be it further resolved that UESF urges the Board of Education to join the Board of Supervisors in expressing opposition to the ICE raids in writing to the Department of Homeland Security and that UESF also request that the Board of Education join UESF in a joint delegation to local Department of Homeland Security Offices to express this opposition to ICE raids in the Bay Area; and

Be it further resolved that UESF urges the Board of Education to draft protocols for SFUSD administration which would bar all ICE raids on school premises even in cases where agents possess warrants; and

Be it finally resolved that UESF urges SFUSD and the Board of Education to organize "Know Your Rights" meetings for students and parents hosted by schools that serve immigrant families.

3. M/S/C as amended Reso. on Prop. H Disbursement .....Alice Mosley  
Whereas substantial public funds are being infused into arts education through Prop H and categorical state funds; and

Whereas in SFUSD there already exist sequential standards-based arts programs delivered by credentialed teachers (largely to fourth and fifth grade students); and

Whereas there is a need for this sequential standards-based program to be extended to include kindergarten through third grades, thereby also including mainstream special education students; and

Whereas non-credentialed arts providers (who are not hired centrally by SFUSD) are supplanting credentialed teachers; and

Whereas non-credentialed visiting arts may augment or complement, but not supplant credentialed teachers, and there are already separate sources of funding for the contribution of visiting artists such as the Arts Education Program; and

Whereas non-credentialed art providers cannot provide prep or release time; and

Whereas many credentialed art teachers are artists,

Therefore be it resolved that UESF demand that elementary arts teachers who are funded through Prop H funds and categorical state funding be credentialed tenure track teachers, hired through the Human Resources Department of SFUSD.

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

M/S/C: amend by adding: Whereas many credentialed art teachers are artists

M/S/C to extend time to allow art teacher Peter Gevorshen to address the meeting.

4. M/S/C as amended Reso. on Elementary Report Cards.....Cynthia Lasden and Elementary School Committee

Whereas SFUSD developed a new elementary school report card this year without teacher input that is currently being piloted in several schools; and

Whereas the primary purpose of a report card is for the teacher to report student progress to the parent; and

Whereas any report card should be easily understood by the parent; and

Whereas previous report card "pilots" were silently adopted; and,

Whereas teachers using the new report cards for two grading periods report numerous problems which make them ineffective for teachers, parents and students, including:

- the RCs merely list the content standards verbatim; they are written to hold teachers accountable for teaching the standards rather than to authentically assess students
- the RCs only cover English Language Arts and Math standards; no other content areas are addressed adequately
- the RCs lacks space for teacher narratives which are most helpful to parents and students
- teachers received no training in how to interpret the language used in new RCs ("below basic, basic, proficient") nor the rubric used (scores from 0 - 4)
- the RCs take an average of three times longer to fill out than their prior version
- the RCs are useless for Language Immersion Programs, in which the primary language of instruction is other than English until the 3rd grade
- the Spanish translation of the RC does not reflect the District Spanish Language Arts curriculum or standards
- the RC language is daunting, confusing, and inaccessible to parents and students and is not practical nor helpful for communication with teachers during parent conferences;
- there is no translation into other home languages for parents

Therefore, be it resolved that UESF Executive Officers communicate the above problems for teachers, parents and students to above the appropriate District body: and,

Be it further resolved that UESF ask for a clarification of the pilot-to-adoption process; and,

Be it further resolved that since there are alternative RCs being administered at some elementary schools which meet the standards, address all the subjects being taught, and which are in the languages other than English, the SFUSD should explore these alternative RCs, if they have not done so already, before implementing the RC pilot.

Be it finally resolved that UESF state elementary teachers' opinion to NOT accept this pilot until teacher input is seriously taken into account and the problems are addressed.

M/S/C 3 amendments: Addition of 2<sup>nd</sup> and 3<sup>rd</sup> whereases and 2<sup>nd</sup> "be it further resolved."

Science and P.E. are not on the report cards.

5. M/S/C as amended Reso on CELDT and Brigance Testing.....Darcie Blackburn and Elementary Committee  
WHEREAS...for this school year, 2006-2007, the CELDT was given to ALL ELL students, kindergarten through twelfth grade, and was administered either by the classroom teacher or other support teachers at each school site. This has resulted in more time and work at the critical beginning of the year time for the teachers when classroom climate is being established, especially for kindergarten. The CELDT was administered by the 1st-12th grade teachers and support staff, only; and

WHEREAS...the district no longer does the placement testing of new students nor makes the determination as to the level of English Proficiency for a student but places the student immediately into a regular ELD class. At some sites, students have been in this country for only a month or two, were never placed at the CEC, FEC or MEC and were assigned by the district directly into an ELD class, and

WHEREAS...the new Brigance tests issued this school year are now more involved and extensive than the previous versions and require individual attention and much more time to administer as they are one-on-one tests, and

WHEREAS...the funding necessary to hire substitute teachers for conducting these additional requirements is coming from the individual school budget. Some sites have the funds to hire substitutes to cover the classes while students' teachers administer the test while many schools do not have the funds in their budget to hire substitutes for this additional testing, and

WHEREAS...some sites had the CELDT and Brigance tests administered by persons who are not trained in the procedures for conducting these tests,

Therefore be it resolved that UESF shall recommend to the district:  
That they administer and determine the level of English Proficiency for student placement prior to the student's assignment at a particular school site, and

That the district provide staffing each year for the administering of the new Brigance test, and

That the CELDT be administered by the Multi-lingual or non site-support district personnel which is trained to ascertain the level of English Proficiency for new students, and

That the district will assume the responsibility of funding these testing requirements as a district expense rather than as a school site expense.

M/S/C Change K- 5<sup>th</sup> grade and 1<sup>st</sup>-5<sup>th</sup> grade to K-12 and 1<sup>st</sup> -12<sup>th</sup> throughout the resolution.

M/S/C Eliminate "as was done in the past" and "in the past" wherever they occur.

6. M/S/C Reso. in Support of Substitute Organizing Forum..... Pamela Routh  
Whereas union representation for substitute educators is important to substitutes so that they have a bargaining agent for their wages, working conditions, rights and responsibilities, and for other educators, so that substitutes are organized and coordinated with other educators for common concerns; and

Whereas most substitute teachers are outside of large urban areas and are not presently represented in unions, and are therefore at the mercy of local boards of education for the establishment of wages and working conditions and are usually not given fair compensation and protections; and

Whereas the state and national teacher unions have limited resources and do not always have the financial or staffing resources to do extensive organization of substitutes; and

Whereas experienced union organizers, labor union historians, including Fred Glass of the CFT, and Bay Area substitute union representatives will share experiences and

present workshops on various aspects of organizing substitute teachers and the Labor Chorus will sing;

Therefore, be it resolved that UESF will endorse, encourage and support participation in the conference on organizing substitute teachers at Laney College on March 30 and 31, and April 1.

M/S/C to add the word "endorse" before "encourage" in the resolved.

**Special Order of Business:**

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

M/S/C to accept the Grievance Committee's recommendation to take case O607-53 to arbitration: sub worked 72 days in the same assignment and did not get classified as a 40-day sub.

M/S/C to accept the Grievance Committee's recommendation NOT to take case 06-07-54 to arbitration: CDP sub did not get 10-day bonus for serving in a position for 10 days or more. Salary schedule supports it, but there is no contract language to support it, and there never has been.

M/S/C to accept the committee's recommendation NOT to take case O607-11 to arbitration. Para received a reprimand for refusing to work in a CDP program for which he had been trained; he asserted that the district had promised a higher salary, but the person who supposedly said it is not a district employee. The district puts the onus on him to know the salary schedule.

M/S/C to accept the committee's recommendation NOT to take case O607-10 to arbitration: substitute paraprofessional has been blocked from subbing.

M/S/C to accept the committee's recommendation to take case O607-02 to arbitration pending legal counsel's advice: Paraprofessional went on vacation for two weeks in May without permission and was terminated. UESF is not disputing the termination, but there was a Skelly violation. Union is seeking back pay for the time between the last Skelly hearing and the time a correct Skelly hearing is conducted.

M/S/C to accept the committee's recommendation to take case O607-63 to arbitration: CDP teacher not paid at the correct amount for an extra hour worked every day. This extra hour, for which she is getting paid at the substitute rate, is part of her regular, daily schedule.

M/S/C to accept the committee's recommendation NOT to take case O607-19 to arbitration: 6 math and science teachers each were teaching a 6<sup>th</sup> class every day at the beginning of the school year because the school was understaffed.

M/S/C to take case O607-21 to arbitration. The committee had a split recommendation. This case is about not posting open positions.

At 6:13 p.m., M/S/C to extend the meeting by 20 minutes. President Kelly ruled that Sandra Mack can present her resolutions even though they are not on the printed agenda. The ruling of the chair was challenged. M/S/C to uphold the ruling of the chair.

**Resolutions, continued**

7. M/S/C Resolution on Repealing the Social Security Offset.....Sandra Mack

Whereas there is a continuing teacher shortage throughout California, and

Whereas a number of our members have a work history prior to becoming teachers or paraprofessionals, and

Whereas inadequate salaries require many teachers and paraprofessionals to supplement their income by continuing to work in jobs into which pay social security taxes, and

Whereas the Government Pension Offset and Windfall elimination Provision diminishes or "offsets" the Social security pension that an individual earns in non-school work if that person has a CalSTRS, CalPERS or other public pension, and

Whereas the recruitment of teachers, paraprofessionals, firefighters, police and other public workers is made more difficult when prospective employees learn that to accept work in the public sphere jeopardizes the Social security pension they have already earned, and

Whereas 237 members of the House of Representatives have agreed to cosponsor the bipartisan Social Security Fairness Act (HR 82) to eliminate the offset, and

Whereas the S206 has been introduced into the Unites States senate with 20 bipartisan cosponsors to repeal the Government Pension Offset and Windfall Elimination provision, and

Whereas both the American Federation of Teachers and the National Education Association have urged local affiliates to take action to help assure passage of these bills,

Therefore be it resolved that the United Educators of San Francisco take specific steps to coordinate efforts of members in support of passage of HR 82 and S206, and

Be it finally resolved that UESF invite other local groups, including other public workers, ACORN, the California Alliance of Retired Americans 9CARA0, the San Francisco Labor Council, and Senior Action Network (SAN) to join UESF in working toward eliminating the Social Security Offset.

8. M/S/C Resolution on Substitute Teacher Recognition Day.....Sandra Mack

Whereas, a strong, effective system of free public education for all children and youth is essential to our community; and

Whereas, Monday, May 7, 2007 through Friday, May 11, 2007 is National Teacher Appreciation Week; and

Whereas substitute teachers and paraprofessionals play a vital role in maintaining continuity of instruction and a positive learning environment when the regular classroom teacher or paraprofessional is away; and

Whereas, by the twelfth grade the average child has spent the equivalent of one full year with substitute teachers; and

Whereas the Child Development Program and Special Education Program are particularly dependent on the commitment of substitute paraprofessionals,

Be it resolved that the United Educators of San Francisco publicize the Monday of Teacher Appreciation Week as Substitute Recognition Day; and

Be it further resolved the UESF encourage members to take specific steps at their school sites to recognize the contributions of substitute teachers and paraprofessionals on May 7, 2007, and

Be it finally resolved that UESF invite the San Francisco Unified School District to join with us in celebrating the contributions of substitutes by declaring Monday, May 7, 2007 as Substitute Recognition Day.

**Reports**

1. President ..... Dennis Kelly

a. Negotiations

The superintendent search committee would like to hear from UESF in an orderly fashion. Without objection, Brother Kelly said that March 14, 4:00 will be UESF's time. There are also public hearings going on at MLK Middle School on March 17, 2007 and another school too.

So far, the district has put 3 proposals forward: limit sabbaticals; counter-offer of \$250 for early retirement announcement; financial presentation (no money).

Bargaining team will meet tomorrow to write compensation demand.

b. Recruitment Committee

A poll was conducted of 700 very likely voters. (Copy this from other places I wrote it.) 25% of the voters can be expected to vote against any tax. Committee is not unanimous on whether and when to go ahead with a parcel tax bill, so a political consultant will be hired to help with details.

c. Financial Stability

This is in reference to arrangements UESF has made and is making with our affiliates. Now that UESF is not indebted to the district, it looks promising.

See pages 18 and 19 of the meeting packet re: informing paras of Golden Gate Service Center Council elections.

See page 20 for Mark Murray's report on CTA's Urban Schools Conference.

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

Personnel Committee: Please meet with Sister Plack after meeting adjourns.

Tomorrow night: 1<sup>st</sup> meeting of the new Labor Committee of the school board.

Special Board meeting re: layoffs. 14.5 teachers and 5 administrators. ) Many more will be notified.

The Building Committee will meet next Monday. UESF is still trying to extricate itself from partial ownership of 2310 Mason. The committee is putting together an offer for NALC to buy UESF out. NALC is unwilling to sell the building.

3. Paraprofessional Issues ..... Carolyn Samoa

There was a big meeting about retirement, which is an important issue for paras, especially since pensions tend to be low.

4. COPE – SFLC Leadership Program ..... Ken Tray

SFLC is sponsoring a training. There was information about signing up.

5. Retired Division.....Gerry Meister

Health benefits rate passed the Board of Supervisors. Increases are much less than was originally anticipated. If one has a doctor in Health Net now, s/he will almost certainly be covered by Blue Shield or another carrier.

The division's Art Show will be on the April 25 at the Sharon Art Studio in Golden Gate Park.

**Good of the Order / Announcements** March 10 Safe and Orderly Schools Conference: people who have concerns about safety in their schools should come. Thanks to the Elementary Committee for their excellent work on the two resolutions above. Request for Grievance Committee report in writing.

M/S/C to hire Pat Crawford as COPE assistant.

It was noted that a rough draft of the February 7 Executive Board meeting minutes was in the meeting packet, so the final draft is to be included with these minutes in the April 11 Executive Board meeting packet.

**Adjournment at 6:43.**

Respectfully submitted,  
Susan Solomon, Secretary