

**United Educators of San Francisco
Executive Board**
Wednesday, March 5, 2008, 4:15 p.m.
Minutes

Agenda

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

M/S/C to accept the minutes of the February 6, 2008 Executive Board meeting minutes as presented.

Financial Report.....Elaine Merriweather

M/S/C to accept the February 28, 2008 Financial Report as presented. The budget is rather tight. Money has been set aside for printing of the new contract, but the full \$10,000 set aside probably won't be spent, as fewer will be ordered, and they will be a smaller size. The first edition will be on newsprint at a cost of \$3000. Auditors are working in the UESF office this week.

COPE Financial ReportKen Tray

M/S/C to accept the February 29, 2008 COPE Financial Report as presented. Phone banking has been going on for QTEA. We passed the bylaws amendment for COPE contributions so we would have the money that we now have for campaigns.

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

1. SFCLUW 2@up to \$75.00ea.=\$150.00
(March 28, SF State) Ms. Elaine Merriweather will be honored in abstentia.
2. APRI..... 10 seats + ¼ page ad =\$2,000.00
(April 18, Marriot Hotel, San Francisco) Nat LeCour will be honored
3. Cesar Chavez Day Breakfast 10 + program acknowledgement=\$600.00
(March 31, Latino Culinary Academy, SF)
4. GG SC Legislative Breakfast \$100.00
(April 19th) Westin Hotel, Millbrae)
5. (Retro) Mileage to Conferences @IRS rates.....up to \$510.70

M/S/C **COPE Expenditures**..... Dennis Kelly

1. SF Democratic Party.....2@\$125=\$250.00
2. Cal. Labor Federation Convention 2@\$300.00=\$600.00
(April 8th, Millennium Biltmore, Los Angeles)

Special Order of Business:

1. Supervisorial Endorsements Ken Tray
(See resolutions below.)

2. Grievance Committee Report.....Stan DeBella
M/S/C to accept the committee's recommendations to move this case to arbitration. (No case number) Termination: Security aide was terminated because of past criminal record. Security aide confirmed the past drug infraction at step 2 hearing. District contends that this violates Ed. Code provision 44011, terminates employee.

Security aide made no attempt to hide the fact of his criminal record when he applied for the position. The district was aware of this when they hired him. Stipulations not cited in the Ed. Code say that infractions from more than five years previous may be ignored. Correction: not ignore: can hire the person if there is evidence of rehabilitation. These were longer than five years ago; incidence two years previous to employment can be ignored. This person has since become a minister, and works with at risk youth to curb drug use. He has recommendations from multiple teachers on staff and even the assistant principal.

Field Rep: Recommends that the district cease termination proceedings.

Note: this is non-binding arbitration per the contract.

M/S/C to accept the committee's recommendation to take case 0708-19 to arbitration.
Extended Sick Leave

Because of the way that extended sick leave is worded in our contract and past practice by the district, you can go out on extended (100 day) sick leave and wind up owing the district back pay for being sick. (In contrast, you could take personal leave and not get paid and make out better, in some classifications.) If the district collects any money for employees being out sick, this is illegal, whether in the contract or not. This is a tough one because of what the contract states and because of past practice.

Remedy is to change the contract or make repayment to district unenforceable.

Field rep. recommends arbitration

There is a teacher at salary step 5 who is receiving no money as a result of the extended sick leave policy. The district has told the union that teachers will not be charged if it turns out that they actually owe money due to this policy.

0708-30 No response to step 2

Number of students assigned to an ED/LD class.

Teacher has 13 inclusion students with IEP's with one being SED/ED. This violates the ratio of a class size goal of 6-8 students to 1 teacher per the certified contract article 9.5.7.3, based on the most severe student disability.

This grievance violates MANY provisions including but not limited to, 9.1, 9.1.1, 9.1.2, 9.2.3, 9.3, 9.3.1, 9.3.1.4, 19.8.2.1, 19.8.2.2.

Remedy would be to bring the class size down to 8.

Field Rep recommends for arbitration

0708-27 No step 2 response

Similar to the last except that this one is a special day class. This teacher was assigned 14 students (currently 12), including 3 with SED/ED, violating the ratio of 9.7/1 in contract.

Remedy is to bring class size down to 10.

Field Rep recommends for arbitration

0708-29 No response to step 2

Almost identical to 0708-30: same situation, same number of students in class with one severely disabled student

Remedy is to bring class size down to 8 as per contract

Field rep recommends for arbitration

0708-17 Had a step 2 hearing. At the hearing it was agreed that this situation (very similar to the last several grievances) was actionable and they would address the class size issue. No actions have been taken so we now wish to press it to arbitration. This teacher has 14 in an ED class where it should be capped at 8. District says that the immediate response stated in the contract isn't immediate. It is when they get around to it. The district drags these out until the end of the year and dismisses them at year's end, leaving the teacher with an over-stuffed class and the students wanting.

Remedy is to immediately reduce class size to the recommended contractual level.

Field rep recommends for arbitration

M/S/C to take all class size grievances (0708-30, 0708-27, 0708-29, 0708-17) as a group to arbitration.

Resolutions

1. M/S/C In Support of Sanchez and Mar..... Ken Tray
Whereas, Eric Mar and Mark Sanchez, since their election to the Board of Education, proved themselves to be outstanding champions in support of just compensation and decent working conditions for San Francisco's school workers; and

Whereas, during the stormy years of the Ackerman Administration's attack on the members and elected leaders of UESF, Commissioners Mar and Sanchez stood shoulder to shoulder with the educators of our city in the face of fierce, often demagogic public attacks on both our union and the commissioners character; and

Whereas, Commissioners Mar and Sanchez, were willing allies in our contract fights, the struggle against NCLB, district initiatives to abort teacher creativity and academic

freedom, and so many other fronts in the movement to promote educational justice in San Francisco; and

Whereas, Commissioners Mar and Sanchez doors were always open, with a warm reception for UESF members and elected leaders; and

Whereas, Commissioners Mar and Sanchez will continue the process of building cooperation between the city of San Francisco and it's public schools of the kind that will bring additional resources to the classroom and promote greater public awareness of the outstanding work of San Francisco's teachers and paraprofessionals.

Therefore, Be it Resolved that while we will miss their strong advocacy for educators on the BOE, it is with great enthusiasm that UESF endorses our friends, Eric Mar and Mark Sanchez, for seats on the San Francisco Board of Supervisors

- 2. M/S/C In Support of Ross MirkarimiKen Tray
Whereas, Supervisor Mirkarimi and UESF maintain a supportive working relationship that promotes the interests of educators at City Hall; and

Whereas, Supervisor Mirkarimi consistently sides with the San Francisco Labor Council and the interests of San Francisco working women and men; and

Whereas, Supervisor Mirkarimi's public stands and legislative work are helpful to the unfolding process currently building greater cooperation between SFUSD and City Hall; and

Whereas, Supervisor Mirkarimi demonstrates a strong interest in the public schools in the 5th Supervisory District, often visiting schools and advocating for the faculty, staff and students; and

Whereas, Supervisor Mirkarimi outstanding pro-labor record is the catalyst for an early endorsement by the San Francisco Labor Council on March 10; and

Whereas, Supervisor Mirkarimi is running unopposed for the District 5 seat.

Therefore Be it Resolved that UESF endorse Ross Mirkarimi for Reelection to the San Francisco Board of Supervisors.

Section 7, Article 10 of the UESF Bylaws addresses the process of endorsement. M/S/C to move forward with the endorsement process per the Constitution and Bylaws at this time. We can consider recommendations for ranked-choice voting. SFLC will be making endorsements on Monday, March 10, and will not be considering District 9 because Sanchez, David Campos and Eric Asada are all considered progressive and labor-friendly.

M/S/C to endorse Eric Mar, District 1, and Mark Sanchez, District 9 for election to the Board of Supervisors.

3. M/S/C to endorse Claire Zvansky for election to Health Services System Board. Later in the meeting: M/S/C to make this an emergency resolution so that it can be forwarded for Zvansky's other endorsements.

4. M/S/C In Support of Funding for Schools/Progressive Taxation....Tom Edminster, et al.
Whereas the current budget shortfalls from the State of California will create havoc in education, services and public and private employment throughout California; and

Whereas since BEFORE Proposition 13 (1978) was passed, both the tax structure of California and local revenue options have needed a radical overhaul based on

- Adequate division of existing revenues (apportionment),
- "Ability to pay,"
[progressive income taxes, split roll assessment of residential and commercial property, adequate corporate & wealth taxes, an end to the yacht exemptions, institution of an oil depletion allowance, etc] and
- A vision of adequate and well-funded common public goods
(including K-12 education, fire and environmental protection, a social safety net, public health provisions, parks, recreation, public safety, libraries, parks, post K-12 education, transportation options, etc.)
- In order to serve the population of this 8th richest economy in the world; and

Whereas the current crisis presents a historic opportunity to defend public education, the whole public sector AND to encourage progressive tax reform, with state and local components; and

Whereas even the Legislative Analyst as of Feb 20, 2008 has indicated key revenue options that the Governor and Legislature should explore BEFORE cutting funds for public education and vital needs; and

Whereas a fightback and vision based on PRINCIPLE could help reanimate public debate, give courage and backbone to other public sector unions, community organizations, as well as give many California residents a reason to participate in public life;

Therefore be it resolved that UESF encourage political mobilization, education and on-going research based on a long-range vision, general approach and analysis that poses funding public education and public goods based on "ability to pay"(progressive taxation) and adequate spending & investment sufficient for the well-being of all citizens and residents of California, especially the most vulnerable and victimized; and

Be it further resolved that UESF encourage its affiliates and allies and all of their members to seek tax reform at the state level based on progressive taxation and local progressive tax options based on majority rule; and

Be it further resolved that UESF seek political and coalition efforts towards a state-wide coordinated campaign (of unions, community organizations, and other allies) including but not limited to a mobilization in Sacramento this Spring, with an intent to STOP the current budget cuts aimed at public education and the public sector, and in favor of progressive taxation; and

Be it finally resolved that (appropriate forms of) this resolution should be submitted to the CFT Convention 2008, the CTA State Council, the San Francisco Labor Council, unions inside the AFL-CIO and Change To Win, and any other appropriate affiliates and allies.

5. M/S/C In Support of HR 676 Dennis Kelly

Whereas HR 676 would institute a single payer health care system in the U.S. by expanding a greatly improved Medicare system to every resident, and

Whereas HR 676 would cover every person in the U.S. for all necessary medical care including prescription drugs, hospital, surgical, outpatient services, primary and preventative care, emergency services, dental, mental health, home health, physical therapy, rehabilitation (including for substance abuse), vision care, chiropractic and long term care; and

Whereas HR 676 ends deductibles and co-payments, and

Whereas HR 676 would save billions annually by eliminating the high overhead and profits of the private health insurance industry and HMO's,

Therefore Be it Resolved that the United Educators of San Francisco supports the passage of HR 676; and

Be it Further Resolved that UESF will support a resolution to this effect at the CFT State Convention, the AFT National Convention, CTA State Council, and NEA/RA.

6. M/S/C to consider as an emergency resolution. M/S/C 5th Anniversary of the War in Iraq PJHR Committee

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 5th anniversary of the invasion by US-led forces provides yet another opportunity for UESF members, other union members, and many others 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 event planned for Wednesday March 19th (an evening rally and march sponsored by ANSWER) via participation in the Labor contingent organized by local USLAW affiliates; and

Be it further resolved that UESF notes that its participation in the events of March 19th 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.

7. M/S/C Endorsement of June 28th National Anti-War conference.....PJHR Committee
Whereas UESF has long stood against the war in Iraq and

Whereas existing anti-war forces were unable to unite around a mass national mobilization upon the fifth anniversary of the war and

Whereas a call has gone out for a broad national and democratic anti-war conference in Cleveland on June 28-29th

Whereas this call has been endorsed by labor organizations including USLAW, UTLA and LA County Federation of Labor

Therefore be it resolved that UESF endorse the June 28-29th, 2008 National Assembly to end the Iraq War and Occupation.

The call came from activists in Boston and Cleveland, including individuals from USLAW, ANSWER, United Peace what? The resolution does not call for any expenditure.

8. M/S/C Financial Audit ResolutionLinda Plack
Be it Resolved that Rita C. Villa, CPA, be recognized as the Official auditor of UESF's books and accounts, and

Be it Further Resolved that any UESF member who has questions about the accuracy, or propriety of the audited UESF financial report shall be authorized to contact Rita C. Villa, CPA with those concerns.

Ms. Villa is conducting fraud training this week. There is not anticipated that there will be any expenses associated with this resolution.

Reports

Report on plans for March 11 Rally to fight budget cuts.....Matthew Hardy

The Angry, Tired Teachers Band will play. UESF is in the forefront in responding to the budget crisis. Parent groups have said they have been waiting for someone to take the lead. Members were strongly encouraged to bring fliers to their schools to get the word out. There will be elected officials at the rally, and Superintendent Garcia has asked to join us. Layoff notices will go out between March 7 and March 15. Members must call Brother Hardy with names of teachers at their sites who receive layoff notices, as publicity is very important at this stage. Everyone should wear pink, as in pink slips, to the rally. He will include Executive Board members on his e-mails about news about the state budget, unless members opt out.

1. President Dennis Kelly
 - a. Parcel Tax (Recruit/Retain Educators) Kelly and Plack have been visiting schools and getting a positive response.
2. Paraprofessional Issues Carolyn Samoa

The monthly meeting has been moved up to March 12. Meeting announcement fliers were available at the meeting to take to sites. Paras in classifications other than Special Education who are subject to layoff can move to Special Education. Paras who have worked in more than one classification have a district seniority date and a classification seniority date. Special ed paras are in little danger of being laid off.

3. Staff ReportAllan Brill

- a) UESF needs information about attack, assault or menace of our members by students.
- b) UESF staff is developing forms for reporting attacks and students' history of assaultive behavior.
- c) There is an investigation into a particular middle school due to serious ongoing complaints. Joan Hepperly and Tom Ruiz have to go to school to observe.
- d) There will be a meeting for laid-off teachers with our attorney. There is also information on the UESF website and in the *SF Educator*. UESF is supposed to get a list of laid-off teachers by March 7.
- e) Members were encouraged to pay close attention to school site plans.

4. Written Committee Reports

- a. PJHR Tom Edminster
- b. Urban Issues Conference Karen Quinn
- c. Rules and Bylaws Tom Edminster

5. Divisional Committee Reports

- a. High School ReportDerrlyn Tom

There was a meeting with Margaret Chiu and Tom Ruiz in order to discuss Articles 7.2.7, 14 and 25, and 7.2.7. Reports are not given to teachers about why students transfer for reasons of violence. Attacks on teachers by students are becoming more frequent. There was a discussion about consultation per Art. 25.3.7, as well as about a planned joint principal-building representative training.

Susan Kitchell has met with Kamala Harris, but has seen no results.

Good of the Order / Announcements

Labor-Management Committees need to be reactivated.

On March 1, the district began charging \$20 for duplicate W2s. UESF will look into this.

The third Institute for the Parents and Caregivers of African American Students for the parents of elementary, middle and high school students is at Sheridan Elementary School on March 8, 8:30-12:30.

There was a suggestion that UESF form a Prop H Proposal Development Committee.

Adjournment was at 6:36 in memory of retired members Ray Clark, and Jack Edmonds and Hilda Adriosola, sister of Martha Adriosola.

Respectfully submitted,
Susan Solomon, Secretary