

**United Educators of San Francisco**  
**Executive Board**  
Wednesday, April 6, 2005, 4:00 p.m.  
**Official Minutes**

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**Agenda**

1. Roll Call .....Roberto Michel, Sergeant at Arms
  2. Minutes ..... Susan Solomon, Secretary
- M/S/C to accept the minutes of the March 2, 2005 Executive Board meeting as presented.

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

M/S/C to accept the budget as presented. If there are any suggestions for issues for the Budget Committee to take up at its next meeting, see Sister Merriweather, Tom Edminster, or Pam Routh. M/S/C to move into COPE. M/S/C to accept the COPE report as presented. M/S/C to move out of COPE.

(There was a vote on resolution #3 at this point.)

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

1. March 31-Cesar Chavez Breakfast Celebration (retroactive) .....8@\$50 = \$400.00
2. Lita Blanc's 3/18-3/20 CFT convention award (retroactive) ..... \$278.00
3. "Week of the Child" Legislative Breakfast (April 8)..... 1@\$100.00
4. AFT "Making Values Count" Conference, Minneapolis (April 15-17) .... up to \$500.00
5. LATA Scholarship Dinner, Friday, April 8..... 10@\$40 = \$400.00
6. Youth Arts Festival..... \$250.00
7. A. Philip Randolph Institute Dinner (April 29, SF Marriott) . 10@\$150.00=\$1,500.00
8. AFT QuEST (July 7-10) Washington DC .....up to 4 @ up to \$2000 ea = \$8000.00
9. ULI (June 30 – July 5) Asilomar, CA ..... up to 4@\$559.00 ea = \$2,236.00
10. NEA/RA (July 1-6) Los Angeles..... 15@\$1500 = \$22,500
11. NEA/APIC Conference (April 15-17) San Francisco..... 4@\$125.00 = \$500.00
12. SF Labor Council COPE Dinner (May 19, 6 pm) ..... Table for 10 \$1500.00
13. LaborFest Ad ..... \$200.00
14. Refreshments for Paraprofessional Development..... \$1,010.00

M/S to amend #10 to "up to \$1000" each. M/S/C to amend the amendment to "up to \$1500" as a compromise, for a total of \$22,500.

(There was a vote on the Grievance Committee Report, report #8 below, at this point.)

**Special Order of Business**

1. Presented for recognition before going to the Assembly: Proposed By-Laws Amendment Tom Edminster  
ARTICLE VIII Committees (Amended 12/14/94, 10/16/96)  
Section 1. Standing Committee....
  - g. Personnel Committee.

1. The Personnel Committee shall consist of four certificated and two USP members. Its chairperson and members shall be designated by the President subject to the approval of the Executive Board. The function of the committee shall be work in conjunction with the President

**on all matters related to UESF staff as defined in the UESF Constitution Article VII, Section 4, a.**

It shall assist the President in designing appropriate job descriptions and evaluation criteria for UESF staff. It shall assist the President in an annual evaluation of all staff, the summary of which will be offered in executive session annually with the UESF Executive Board.

**It shall also assist the President and Executive Board in any fact-finding and I reviewing any recommendation for hire, retention and termination.**

**2. Between Executive Board meetings in June and August, the Personnel Committee shall function in the place of the Elective Board regarding employment services and stipends as indicated in the UESF Constitution Article VII, Section 4, a. Such actions by the Personnel Committee will be reported directly to the next regularly convened meeting of the Executive Board.**

**ARTICLE VIII**

**Section 5.**

**a. Members of the Budget, Personnel and Grievance Committees shall be guided in the performance of their responsibilities by the UESF Constitution and By-Laws, UESF adopted policies, and special instructions given by the membership, Assembly and Executive Board.**

**b. Members of said committees must notify the chairperson of the committee in advance of their absences for regularly scheduled meetings. Absences without notification or which do not meet the conditions stipulated below shall not be considered "excused." (Normal communication may include a voicemail to the appropriate person at the UESF office or a similarly directed voicemail.)**

**c. Reasons which shall constitute good cause for absences include:**

- 1. Illness or emergency medical appointment**
- 2. Family emergency**
- 3. School crisis or job-necessitated meeting**
- 4. UESF business**
- 5. Non-service vacation period**
- 6. Conflict with school/work schedule.**

**d. Three or more consecutive absences by such a committee member without good cause shall constitute the basis for removal from the committee. Such a removal for cause shall take place by action of the President. Notice of such an action shall be mailed to the Executive Board and to all members of the committee in question.**

2. UESF Principles for School Reform ..... Lita Blanc

The document was distributed at the meeting. There was a lengthy discussion with suggestions, input and recommendations for this document. M/S/C that UESF adopt the principles for school reform as outlined here as a draft, and appoint a committee to work with Sister Blanc, and that the committee be empowered to prepare this document to be presented at the April Assembly meeting.

**Resolutions**

1. M/S/C to recommend adoption at the next Assembly meeting: Resolution Against Dream School at Fairmount ..... Cynthia Lasden

Whereas Fairmount Elementary is a school with a high percentage of English Language Learners, immigrant students, and low-income youth who suffer from a significant achievement gap compared with the rest of Fairmount's population; and

Whereas Fairmount Elementary School has suffered instability under five different administrators between 2000 and 2004, and suffered an average of 40% rate of classroom teacher turnover during this period; and,

Whereas Fairmount Elementary School has regained stability and continuity by retaining a highly qualified administrator for the past two consecutive years, and has slowed teacher turnover to 15% (2004) with its' dedicated and highly qualified staff; and,

Whereas Fairmount Elementary School has an active parent community -- including many parent leaders -- and has gained respect in our community at large; and,

Whereas Fairmount Elementary School is currently undergoing two distinct reform processes -- Students and Teachers Achieving Results (STAR/SFUSD) and School Assistance Intervention Team (SAIT/State of California); and,

Whereas Fairmount Elementary School staff must legally adhere to a rigorous schedule of academic reforms until 2007 under SAIT which specifically address closing the achievement gap; and,

Whereas the results of Fairmount Elementary School's student assessment data (mandated by SAIT/STAR) show steady growth in the core curriculum; and,

Whereas staff at Fairmount Elementary School are dedicated to the student body who they teach and have ownership for the SAIT and STAR reforms underway, as demonstrated by teachers working many extra hours to comply with SAIT and STAR requirements that will benefit student success; and,

Whereas staff at Fairmount Elementary School do not want Fairmount to become a Dream School nor do staff members want to reapply for their jobs; and,

Whereas the process, criterion and timeline for becoming a Dream School have not been made explicit by the District;

Be it resolved that UESF supports Fairmount Elementary Schools' opposition to Dream School status; and,

Therefore, Be it further resolved that UESF seek language in the current contract negotiations to protect against reconstitution, forced re-staffing and imposition of Dream School status at any school; and,

Be it further resolved that UESF communicate Fairmount's opposition to Dream School Status to the appropriate SFUSD administrators who influence such decisions, and the SFUSD school board, as well as parents and community; and,

Be it finally resolved that UESF seek language in the current contract negotiations to clarify the process, criterion and timeline for becoming a Dream School.

Teachers, paraprofessionals and after-school staff signed on, and parents, through SSC, are willing to work on their own document.

2. M/S/C to recommend adoption at the next Assembly meeting: Operation Respect Sandra Berger

Whereas, Operation Respect provides resources to use in classrooms and schools to encourage positive learning environments; and

Whereas, Operation Respect provides a free conflict-resolution curriculum along with a supplementary video and music compact disk; and

Whereas, Operation Respect is based on the song, "Don't Laugh At Me," written by Bay Area song writer, Steve Seskin and Alan Shamblin; and

Whereas, Operation Respect was founded by Peter Yarrow, of Peter, Paul and Mary; and

Whereas, Peter Yarrow introduced Operation Respect to SFUSD teachers at the August 2002 Back to School Rally; and

Whereas, many teachers ordered the free materials and began using the program in their schools; and

Whereas, UESF offered an Operation Respect workshop at the Fall 2004 conference; and

Whereas, SFUSD is offering training, on April 16, 2005, to provide a deeper appreciation of the concepts and to provide hands on experience; now

Therefore Be it Resolved, that UESF supports operation Respect Professional Development Training

**Report on Collective Bargaining Institute Workshop.....Tom Edminster**

Three of Brother Edminster's classes at Lincoln High School participated on April 4. There were mock bargaining sessions held, with participants talking the roles of supermarket employees and management. It was enthusiastically received and the hope is that it will be continued and expanded next year. Others in the labor community participated. UESF through the Jim Ballard Fund subsidized this, and made it possible, along with Los Angeles colleagues, including Linda Tubac. The fund was originally collected to help Ballard in his illness, with the remainder to go the scholarships and labor education.

- 3. M/S/C as amended: Resolution on Literacy for Environmental Justice.....Derrlyn Tom  
WHEREAS, there are over 20 schools and childcare centers within three miles of the Hunters Point Naval Shipyard- a highly contaminated, Federal Superfund site, and

WHEREAS, children are more vulnerable to the negative health effects of environmental toxins, with respiratory illnesses such as asthma already being disproportionately high in this community (3-4 times higher in BVHP than in other parts of San Francisco), and

WHEREAS, learning, cognition, attention span, and other aspects of brain development are also negatively impacted by exposure to environmental toxins- with correlating negative effects in terms of behavior and academic performance, and

WHEREAS the more toxic exposures and illness that children have- the less they learn, and

WHEREAS children spend a significant part of their day at school and the school district has a responsibility to ensure their safety while they are there- including protecting them from potential hazards in the surrounding community, as well as by making sure that the physical school site is safe, and

WHEREAS school staff also spend a large part of their day at school and also have a right to expect a safe and healthy work environment, and

WHEREAS existing emergency response plans do not adequately address the issue of responding to neighborhood environmental emergencies that may result in exposure to environmental toxins, and

WHEREAS there are several examples of such emergencies occurring in BVHP over the years- sickening children and residents- with little/inadequate response from school and city agencies, and

WHEREAS Literacy for Environmental Justice- a local non-profit- has been working on identifying community needs and concerns, creating educational workshops for youth, parents, and school staff, and developing local policies and plans to safeguard the health of children and staff in BVHP, and

WHEREAS training of school staff on how to respond to a toxic environmental emergency has been identified as a key need,

BE IT THEREFORE RESOLVED THAT: The United Educators of San Francisco provide a letter of support to LEJ for this project, and direct Building Representatives, Union Building Committee members, Area Representatives, and Executive Board members assigned to the Bayview Hunter’s Point Area to distribute a survey to school and Child Development Program staff in that area regarding their needs and concerns for training,

BE IT FINALLY RESOLVED THAT United Educators of San Francisco appoint at least one representative to the project Steering Committee and work with LEJ on advocating for and integrating staff trainings- specifically related to responding to environmental emergencies- into existing school trainings, and in obtaining support and approval for this project from the San Francisco Unified School District School Board.

Sherlina Nageer, Environmental Health and Justice Manager, spoke, giving background, offering ways to work with schools, and motivating the resolution.

- 4. M/S/C as amended: Resolution on May Rally ..... Bradley Reeves  
Whereas members of both the certificated and USP bargaining units are currently in negotiations with SFUSD for greater educational rights, and increases to their salaries and benefits, and

Whereas SFUSD has stated through their own contract proposals that the district wishes to take back many gains won in previous contracts on a number of contract items, and

Whereas the UESF Bargaining Team opposes the SFUSD proposal to delete or change significant portions of the current contract in a manner that would adversely affect working conditions for all unit members, and

Whereas UESF has formed a Contract Organizing Team (COT) to initiate and organize events to support bargaining for the new contracts, and

Whereas a public rally would be both a visible sign of our united strength and a public show of support for the work of educators in San Francisco, and

Whereas we believe there is community support for a fair and just contract for education professionals, and

Whereas unit members have expressed a desire and a willingness to participate in a rally to build support for our contract, and

Whereas a large event towards the end of the school year will help build momentum and a sense of possibility for UESF members, and

Be It Resolved that UESF hold a rally to demand fair contracts for all members of UESF, and

Be It Further Resolved that the UESF Executive Board and the elected officers give all necessary support to the COT to organize and carry out the rally, and

Be It Further Resolved that UESF endorse and support a series of informational pickets organized by the COT at each of the School Board meetings leading up to the May rally to increase visibility for this rally and to educate the general public regarding the issues of UESF members through our proposals to SFUSD, and

Be It Finally Resolved that all members of UESF be invited to and asked to support, build, and publicize this rally at their school sites and within the greater San Francisco community for the betterment of the public school community in San Francisco.

This resolution came out of the Contract Organizing Team’s meeting. There is a meeting on April 7, and the issue of the date of the event can be discussed. May 11 is Day of the Teacher, and there are activities being planned for that date in other cities.

M/S/C amendment: Strike Saturday, May 21 date in the first Be it Resolved. Reason: not plan a day certain, but allow the committee the opportunity to look at activities planned for other dates and coordinate with those.

Sister Blanc informed the body that there was also a recommendation at the COT meetings to have picket lines in front of 555 Franklin at every school board meeting.

**Reports**

1. President’s Report ..... Dennis Kelly

CFT Committees: If a member is interested in being recommended for a committee, he/she should submit an application to Brother Kelly. Applications were distributed.

LaborFest Tickets: 5 tickets are available for April 16 and were available at the meeting.

Brother Kelly described the recent school board committee of the whole meeting during which school closures were discussed.

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

Sister Plack went over highlights of contracts between the Northern California Media Workers Guild #39521 and UESF and OPEIU Local 3 and UESF. Summaries and the full contracts, as well as a summary and comparison of the current plan and the proposed plan for the pension proposal were available at the meeting.

This is the first contract ever with the professional staff.

There is no salary increase in this contract. There will be reopeners in July of this year. There has been a suggestion that raises be tied to the percent increases that UESF members receive. There was a discussion about the TA with Media Guild. M/S/C with one abstention to accept the tentative agreement between Northern California Media Workers Guild #39521 and UESF.

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

There was a discussion regarding the UESF pension proposal for the professional staff. M/S/C to adopt the UESF pension proposal for the professional staff.

There were an explanation of and discussion about the TA with OPEIU Local 3. M/S/C to accept the tentative agreement between OPEIU Local 3 and UESF.

Comment: The union now has a basis on which to hire people.

There was a recommendation from the Personnel Committee for approval to hire Dorothy Gahagen as an Area Representative.

Mistake on calendar: The special education meeting is at Washington High School, not Lincoln. The meeting is for teachers and paras. Deborah McKnight has cancelled. If she cannot find another date to meet, Sister Plack will file a grievance.

Issue re: jury duty. Modena said that the district policy is that employees cannot take a day to go to the first day of jury duty. We are supposed to call from school and then go in if needed. Sister Plack is looking into this.

3. Communications Committee.....Robin Brasso

Sister Brasso thanked members for writing letters to newspaper editors and public officials and encouraged us to continue.

4. Vice-President (Paraprofessionals) ..... Bradley Reeves

At the next school board meeting, the district will be sunshining their proposals for the paraprofessional contract. There will be union speakers at board meetings to address para issues. April 26 and 27 are the days scheduled for para contract negotiations. Brother Reeves met with CCSF about establishing an apprenticeship program. There will be another meeting next week.

4. Vice-President (Substitutes) ..... Sandra Mack

The monthly meeting was not held in March; there was a very successful general meeting for substitutes instead, during which Brother Reeves presented a negotiations report on substitute issues. Sister Mack reminded the body that when summer school is in session, then school is in session, meaning that subs and paras are eligible for unemployment. The district has filed an appeal on this issue. The plaintiff is SFUSD, and the defendant is the Employment Development Department. Several individuals were also named in the suit. UESF is working with the Employment Development Department. Sub time sheets: if they are not submitted by the date printed on them, subs may have to wait for the next pay period to be paid.

5. COPE ..... Ken Tray

May 25 is a lobbying day in Sacramento. COPE representatives have met with representatives of Leland Yee and Mike Nevin. The State Legislature is a very important body, especially with Schwarzenegger as governor.

7. Social Committee.....Susan Solomon

There will be an end-of-the-year party, honoring retirees, at the Irish Cultural Center on May 20 at 6:30 p.m. All members are welcome to attend. Retirees will be guests. Admission for other members is \$40.00.

8. Grievance Committee ..... Mitch Oster

M/S/C to adopt the committee's recommendation not to take case 0405-23B to arbitration.

M/S/C to adopt the committee's recommendation to take case 0405-30/31 to arbitration.

9. Staff Reports..... Eric Hall, Jocelyn Won, May Anne Ahtye

Teacher consolidation rounds begin April 27. Building reps should make sure that staffing timelines are available at school sites. Paras will get layoff letters April 14, and consolidation notices will be sent out on May 2.

Sister Plack announced that there will be a building rep/UBC training and dinner at 5:00, April 25, at the Holiday Inn, 1500 Van Ness Avenue. Executive Board members and COT members are also invited. The purpose is to focus on how to support the contract and negotiations and mobilize for the May 25 rally.

10. Divisional Committee Reports

a) Middle School..... Marilee Hearn

Items:

- Is there something else to provide for frequently-suspended students? There is going to nothing planned for another 18 months.
- Intervention classes: They have been asking for research supporting High Point. Response from ISO Jeannie Pon: It has not been around long enough to be assessed. Another party said it can be assessed, based on electronic data about student participants.
- Where is Prop H money? It is in the hands of the Board of Supervisors. The district has asked the board to designate the moneys for middle schools in the following ways: give majority of moneys to schools under state sanctions, and to two others which provide no electives that are not under state sanctions.

b) Child Development.....Betty Robinson-Harris

Sister Robinson-Harris thanked Brother Tray for supporting CDP, as he arranged their committee’s meeting with two school board members. Over 20 members attended Monday’s meeting. Concerns: a few abuses with augmented hours still.

c) High School.....Derrlyn Tom

Eight high schools were represented at the last meeting. They are still talking about their budgets, and laid-off and consolidated teachers. They will be meeting with Dr. Tom tomorrow and will ask him budget questions. Lots of schools are going through WASC.

Sister Tom suggested that division committee chairs meet together with Plack and Kelly.

**Good of the Order / Announcements**

Last fall, there were several members who were supposed to attend conferences who did not, which is a financial loss for all of us.

Luisa Ezquerro spoke with the new president of school bus drivers union, Angie Beloy, who said they are ready to support us.

Roberto Michel thanked Sisters Won and Plack and Brother Kelly for coming out to Woodside several days ago. The principal is just wonderful now.

**Adjournment:** Adjourned at 7:00 p.m. in memory of Sheila Baumgartner, who was active in UESF before and after retirement.

Respectfully submitted,  
Susan Solomon, Secretary