

**United Educators of San Francisco
Executive Board**

Wednesday, April 11, 2007, 4:15 p.m.

Official Minutes

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

M/S/C not to accept the minutes of the March 7, 2007 Executive Board meeting as presented. (See below for reconsideration vote.)

Special Order of Business:

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

M/S/C to accept the committee's recommendation NOT to take case 0607-79 to arbitration.

M/S/C to accept the committee's recommendation to take case 0607-66 to arbitration. Grievant was given 4-day suspension unfairly.

M/S/C to accept the committee's recommendation to take case 0607-65 to arbitration. Deals with the many problems of the new substitute system. Remedy: follow the contract.

M/S/C to accept the committee's recommendation NOT to take case 0607-45 to arbitration. Grievant is a special education teacher. She frequently has to cover for paraprofessionals when they are absent, and wants to be compensated for the emergency substitute coverage. There is no contractual language to support compensation for coverage for teachers when paras are absent.

M/S/C to accept the committee's recommendation to take case 0607-44 to arbitration. Same special education teacher is not getting her preps and duty-free lunch. Remedy calls for compensation for time worked during her lunch and preps, and that the violation cease.

M/S/C to accept the committee's recommendation to take case 0607-43 to arbitration. Grievant is a 30-year teacher who has Special Ed credential; was passed over for at least 10 jobs for which she applied, while less senior teachers were hired.

M/S/C to accept the committee's recommendation to take case 0607-04 to arbitration. Grievant has been denied support by principal in classroom, and she has not been sufficiently accommodated for her disability. There has been ongoing harassment by the principal.

2. Real Estate/2310 Mason Street..... Mike Tobin/Linda Plack

Sister Plack described the problems with the building. In addition to the problems with location and cramped quarters, it will cost \$2.14 million dollars to bring the building up to code. Attorneys have advised UESF that there is no sound legal footing for removing ourselves from the joint ownership agreement with the National Association of Letter Carriers. Mike Tobin of Pacific Union Commercial Brokerage, who represents tenants and users in the San Francisco office market, made a presentation. He has worked with other unions, including SEIU. He described the pluses and minuses of the building. He emphasized that the building is a good building, and the price at the time of purchase was quite reasonable, but it is not the right building nor the right partner-owner agreement for UESF. There are ADA and seismic code compliance issues. Since UESF is responsible for 64% of all costs per the agreement with NALC, UESF will have to pay nearly \$1.4 million dollars if the city enforces code compliance. The market has appreciated in value since it was purchased. UESF's equity is

approximately \$750,000. He described what the options of buying another building and leasing a space entail. Our best option for selling our portion of 2310 Mason Street is to sell it to NALC, and he advises that we sell our portion before we purchase or lease another building.

He distributed information about available leases.

M/S/C to authorize the Building Committee to continue exploring ways of extricating UESF from the agreement with NALC and to look into buying or leasing another space.

3. Retirement Side LetterDennis Kelly

Copies of the side letter of agreement on the early retirement announcement incentive were distributed. M/S/C to move ahead with this side letter.

M/S/C to reconsider approval the minutes. The final copy of the minutes was not in the meeting packet. They will be distributed for approval at the May Executive Board meeting.

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

1. AFT Healthcare Seminar (May 10 and 11)[2@\\$100.00=\\$200.00](#)
2. US LAW Re-Affiliation \$250.00
3. NCUEA, June 25-28.....1@\$1,000.00
4. CTA Summer Institute [4@\\$725.00=\\$2,900.00](#)
5. NEA Black Issues Conference [1@\\$750.00](#)
6. Workers' Independent News \$250.00
7. LaborFest (Ad) \$300.00
8. Harvey Milk LGBT2@\$150=\$300.00

Members were encouraged to sign up for the CTA Golden Gate Service Center Legislative Breakfast because there are still 12 slots available.

Resolutions

1. M/S/CU as amended Erase, Rewrite and Reauthorize NCLB.....Dennis Kelly

Whereas the Federal education policy renamed by George W. Bush as "No Child Left Behind" (NCLB) needs to be reformed by erasing the portions which are not working for students and are hurting our union brothers and sisters by threatening sanctions, school closures and charter school takeovers based on the results of a single standardized test, and

Whereas UESF opposes the great harm that NCLB in its present form is doing to public schools, students and teachers throughout the nation; and

Whereas NCLB high stakes testing punishes those schools in the nation's poorest neighborhoods, towns and cities; and

Whereas NCLB's notion of a "Highly Qualified Teacher" has little relationship to the great teaching in the nation's classroom to teach the way they know works best with their students' and

Whereas NCLB's pressure on educators to "Teach to the Test" limits the academic freedom of the experts in the classroom to teach the way they know works best with their students: and

Whereas the American Federation of Teachers and the National Education Association support rewriting NCLB to include multiple measures for student progress, a model that looks at growth for

improvement and includes successful programs such as class-size reduction and quality teacher and paraprofessional training, and Whereas so many NCLB provisions set public school educators up for failure, rather than supporting our efforts, day in and day out, to provide a world class free and universal education for all of our students; and

Whereas NCLB in its current form undermines the original progressive intent of ESEA including critical Title 1 funding for our poorest students' educational needs and

Whereas UESF wants to protect and promote the progressive legacy of Title 1 and other "War on Poverty" era educational legislation that brings federal help to our neediest schools, students and their families; and

Whereas simply calling for the end of NCLB equates to a call for the end of ESEA and its Title 1 funding; and

Whereas the Congress should reauthorize this law when it is rewritten and fully funded to focus more on targeting resources to help schools succeed rather than taking away resources from the schools which need the most help; and

Be it therefore resolved that UESF urge the San Francisco Labor Council to support the Erase, Rewrite, Reauthorize campaign to reform NCLB and encourage Speaker Pelosi and Representative Lantos to adopt this plan as well.

Therefore, Be it Further Resolved that UESF join the Saturday, April 14th informational picket line from 9:00 am – 12 pm in front of Moscone Center during the annual National School Board Association Meeting; and

Finally, Be it Resolved that we join with the position of our affiliates, CTA and CFT, and bring information to the picket line that calls on Congress to "erase, rewrite and reauthorize" NCLB.

M/S/C to rename the resolution "Erase NCLB, Rewrite and Reauthorize ESEA Title 1." and to incorporate the changes in the 1st and 3rd resolves.

This will not be moved to the Assembly because it is time-sensitive.

At 6:13, M/S/C to extend the meeting by 15 minutes.

2. M/S/CU Save Our Health Care Ken Tray

Whereas our union is fighting to protect our health care at the bargaining table, but we also know that we need new legislation to really protect our members' health care over the long term; and

Whereas health care costs have risen dramatically, and 15 to 20 percent of the cost of premiums for our members go to pay for the uninsured; and

Whereas more and more employers are trying to reduce costs by putting more of the burden of health care is to reform the current system; and

Whereas the only way to lower costs and protect our health care is to reform the current system; and

Whereas more than eight percent of Californians who are uninsured are employed, and more than half are employed full-time; and

Whereas in order to create an affordable, quality health care system it is important that employers and government share responsibility and risk with consumers; and

Whereas labor leaders and allies across California have worked together to develop a set of principles that outline the needs of working families in reforming the health care system; and

Whereas the California Labor Federation is building a coalition consisting of unions and allies called "It's Our Healthcare," which is dedicated to promoting these principles for real health care reform in the state of California; and

Therefore, be it resolved that the Executive Board of UESF supports Labor's principles developed by the Executive Council of the California Labor Federation and will actively support those goals as a means to achieving affordable, quality health care for all working Californians; and

Finally be it resolved that the Executive Board of UESF joins the California Labor Federation and other members of "It's Our Healthcare" coalition. We will mobilize our members through online activism and field mobilization to call on elected representatives in every branch of local, county, state and national government to support our principles so that quality health care in California is affordable and accessible to all.

3. M/S/C with recommendation to the Assembly to endorse: Support for Coleman Advocates May 12 Youth Rally Ken Tray
Whereas the May 12th Coleman's "Advocates for Youth" rally calls for "Good Schools for All" by increasing the opportunity for all students to go on to college or living wage work, with an emphasis on African American, Latino and Pacific Islander student who are currently being left behind; and

Whereas the May 12th rally also calls for "A City That Invests in the Safety and Economic Security of Struggling Families" by increasing the city budget's investment in quality childcare, family self-sufficiency, supports youth jobs and other violence prevention services; and

Therefore be it resolved that the UESF Executive Board supports the May 12th Rally and encourages UESF to join the May 12th rally to demonstrate our active support for Coleman advocates and other community groups that struggle for better schools and better youth services for all of San Francisco's young people

4. M/S/C to move to Assembly with recommendation to endorse: Re-affiliation with USLAW Tom Edminster

Whereas UESF has acted in concert with USLAW since its inception in the Spring of 2003; and

Whereas UESF has encouraged the affiliation of CFT and CTA to USLAW (E Board 12/3/03; Assembly 12/17/03); and

Whereas UESF affirms its intention to continue to be a part of and help in organizing anti-war voices and sentiment in the US labor movement, and

Whereas our sister local (of both the CTA and the CFT), the United Teachers of Los Angeles, have affiliated with USLAW [UTLA House of Reps 12/03/03];

Therefore be it resolved that UESF declare its intention to re-affiliate with USLAW for the calendar year 2007; and

Be it further resolved that UESF will seek to strengthen USLAW among labor and educator organizations locally and nationally; and

Be it finally resolved that UESF will make an annual affiliation contribution for the year 2007 of \$250 to USLAW.

5. Poll of UESF Members re: Electronic Voting Jeremiah Jeffries

Whereas the strength of the union is in the participation of its members,

Whereas some UESF members have expressed interest in pursuing an electronic balloting option,

Whereas this general election is a great opportunity to poll UESF members who participate in UESF elections

Whereas adding a poll question to this ballot would save time and energy to get significant member input

Be it therefore resolved that UESF will include the following statement and poll question on the ballot for UESF executive board and labor council:

UESF is looking for direction from the membership regarding pursuing a

hybrid model of internet-based voting and current paper ballots (for those that request them) or to continue to use paper ballots alone.

Please answer the following poll question:

Would you like to be able to vote and learn about candidates or issues in UESF

elections on-line? Yes = (A) No = (B)

Substitute motion: M/S/C, 13-11 to move this to the Assembly with no recommendation

6. Constitutional Amendment on Dues (1st Reading)Dennis Kelly

Article XII. Dues

Section 2.b

Half dues—For certificated members in the K-12 Program working 0.5 FTE or less, for certificated and permit members in the Child Development Program working 0.57 FTE or less, members on

sabbatical leave or paid sick leave for more than thirty work days duration and Emergency credentialed or intern teachers. Teachers or paras in the Child Development Program working as both teacher and para or substitute will pay one and a half percent of each salary for each position held plus any increases for affiliate dues after July 1, 2007, as long as the total does not exceed the single highest dues for either classification.

2.f. All UESF/COPE members have the option of withdrawing from UESF/COPE Dues and membership by notifying UESF. In the case of withdrawal from UESF/COPE, the members' alternatives are to contribute to:

- i. UESF Scholarship Fund
- ii. UESF Public Relations Fund
- iii. UESF Educational Research and Dissemination Fund.

Section 3. Dues for all members of the USP Bargaining Unit.

USP Dues are one and a half percent of gross salary, plus any increases for affiliate dues after July 1, 2007.

Section 4 (new). Dues for all substitute members of the certificated bargaining unit and of the USP Bargaining Unit.

Substitute Dues are one and a half percent of gross salary, plus any increases for affiliate dues after July 1, 2007.

Brother Kelly explained that our debt to the district and the need for changes to our dues structure has impeded our ability to move out of 2310 Mason. Rarely have UESF dues been indexed to salary increases. Because we have to pay per capita to affiliates, UESF pays for most subs and paras to be members.

Reports

1. President.....Dennis Kelly
 - a. Negotiations are going *too slowly* because of the district's ongoing unpreparedness. This imperils our ability to move the parcel tax forward.
 - b. April 24th Demonstration: Matthew Hardy spoke about the goal of having 10% of our members present. Lita Blanc pointed out that the bargaining team needs support and gave one clear, specific example: our proposal about health care.

2. Treasurer's Report: Report back on last month's question about travel and bargaining. CTA responded to UESF's request for emergency funding, and the check came late, so it was placed in that line item. M/S/C to accept the March 31, 2007 Financial Report.

2. Executive Vice-President Linda Plack

Executive Session:

- a. Personnel Committee: Northern California Media Workers represent our professional staff. When we won the 6.5% raise,

and UESF decided to give the staff a 6.5% raise. There was a miscommunication as to when this raise is to be implemented. Their union rep understood that it was to be in January 2007. The Personnel Committee's recommendation is to implement the raise on May 1, 2007. UESF's dues increase does not get implemented until next month, and it is financially very difficult to implement the 6.5% raise for the professional staff without the additional income from the dues increase. UESF is not contractually obligated to the 6.5% raise; it was an offer from UESF. Related to this, there was a discussion about what the meaning of indexing the dues is. M/S/C to accept the Personnel Committee's recommendation to continue to offer the raise as effective on May 1, 2007.

- 3. Vice-President, Substitutes Report (in writing) Sandra Mack
- 4. Election Committee Report (in writing)..... Charles Hibbard
- 5. Committee Reports
 - a. Social CommitteeSusan Solomon

The committee is working on 5 events: May 7, Substitute Recognition Day; May 8, Retirement Reception for Public School Employees (in conjunction with SFUSD); May 9, Mayor's Outstanding Teacher's Awards; scholarship event for students receiving UESF scholarships; and end-of-year party.

Adjournment 6:57.

Respectfully submitted,
Susan Solomon, Secretary