

**United Educators of San Francisco  
Executive Board**  
Wednesday, April 2, 2008, 4:15 p.m.  
**Minutes**

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***Order of Business***

***Agenda***

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

M/S/C to accept the minutes of the March 5, 2008 Executive Board meeting as presented.

***Financial Report*** .....Elaine Merriweather  
M/S/C to accept the March 31, 2008 Financial Report as presented.

***COPE Financial Report*** .....Ken Tray  
M/S/C to accept the March 31, 2008 COPE Financial Report as presented.

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

1. SF LC Breakfast w/ Supervisor Chu (retroactive) ..... 2@\$25.00ea.=\$50.00
2. CTA ESP Conference, May 16-18, Westin SFO..... 4@\$500.00
3. Consumer Action Membership (retro)..... \$25.00
4. PTA Presidents' & Principals Founders Dinner (retro).....2@\$50.00=\$100.00
5. TACT Scholarship Dinner, May 30, 5:30 pm, 4 Seas ... 10@\$45.00=\$450.00
6. SF Ed Fund Luncheon ..... 2@\$125.00=\$250.00
7. LACLA Banquet, May 5, SEIU, Local 1021 .....5@\$50.00=\$250.00
8. SF Building Trades Fundraiser (3 event tickets) ..... \$500.00
9. SF Chamber of Commerce Membership ..... \$750.00
10. SPUR Membership ..... \$250.00
11. César Chavez Parade, Saturday, April 19 ..... \$100.00
12. AFT Program Policy Council ..... up to \$500.00
13. NCUEA Summer Conference..... up to \$2000.00

***COPE Expenditures*** ..... Ken Tray

1. Mayoral Inaugural Swearing-in Committee (retro)..... \$1,000.00
2. Prop. A Campaign ..... \$50,000.00
3. Prop. A Joint Union Outreach ..... \$5, 000.00

UESF is expected to put in \$100,000. We are hoping to get money from our affiliates. SFLC will probably donate \$25,000. Warren Hellman said he can raise \$100,000. Don Fisher has donated \$100,000 because charter schools are included. Legally, the district cannot contribute money. Norman Yee will be hosting a fundraiser. Other Board members are working to raise money, but they cannot do so as District representatives.

**Special Order of Business:**

1. Grievance Committee Report.....Stan DeBella  
0708-46 Had step 2 meeting, but there was no response. Three day suspension for "bad behavior" from principal at site. Principal is sloppy in their procedures and has only issued one written reprimand. Nine items were listed in letter but only one previous reprimand. Several items were too old and out of date for discipline, and two others were mere warnings. The district has offered to reduce it to 1 day suspension. Contract clearly states that suspension only after two written reprimands unless a serious problem. None of the nine listed items were serious. May accept the deal though. Field rep recommends for arbitration.  
M/S/C to accept the recommendation to take case 0708-46 to arbitration.

0708-47 Step 2 hearing 4/1/08

In November this teacher was punched twice by a student. Teacher filed grievance because proper channels were not followed. It should go, school reports incident to police and district, then the district informs the union. The school site did not even write this up till Dec. 3rd and never reported it to police or union. We wrote the grievance on Dec. 11th. This is a large health and safety concern.

Grievant was placed on administrative leave, for another reason, and could not have his step 1 on site. The district was very slow to arrange the meeting finally at Jolie Wineroth's office when he, Jolie and the principal could all be present. At that step 1 meeting his grievance was denied because of timeliness!!! It seems that there was a typographical error on the grievance form that stated that the grievance was filed on 1.14/07 eleven months before the incident. Teacher also took three days off after the assault and wants reinstatement of sick leave for that time as per contract. He has doctor's notes.

Field rep recommends for arbitration so that the district follows correct procedures on these incidents.

M/S/C to accept the recommendation to take case 0708-47 to arbitration.

0708-26 No response to step 2

School principal ignores UBC. Principal has scheduled grade level meetings, changed the agenda and topics of Profession development that the UBC had prior approved, developed policies without concurrence or consensus of the UBC and other staff meetings with out consulting the UBC. These incidents are extremely well reported with at least thirty separate complaints listed and days recorded. These repeated incidents violate sections 7.2.7 and 25.3.7.

Remedy would be that the administration suspend policies and decisions made in violation of the contract and cease such unilateral actions and follow the contract.

Field rep recommends for arbitration

M/S/C with one abstention to accept the recommendation to take case 0708-26 to arbitration.

0708-37 No response from step 2

Class size issue again. Teacher has 15 students in a special day class with various disabilities. This violates the ratio of 8-12 in contract (sec. 9.5.7) and the district states that they are adding another student to his class!

Remedy is to reduce class size to 6-8 based on the most severe disability present in the class.

Field rep recommends for arbitration  
M/S/C to accept the recommendation to take case 0708-37 to arbitration.

**Resolutions** The resolutions below that carried will be forwarded to the Assembly with a recommendation to pass.

1. M/S/C May 1<sup>st</sup> Solidarity .....Derrlyn Tom

Whereas the May 1st San Francisco Planning Committee has called for a demonstration on Thursday, May 1st at 2pm in Dolores Park followed by a Rally at 5pm in the Civic Center; and

Whereas this is the 3rd consecutive May Day demonstration in the U.S. and part of a series of demonstrations across the country including Oakland, Los Angeles, Chicago, Washington D.C., New York and other locations; and

Whereas the central demands of the demonstration are calling an end to ICE [Immigration Customs Enforcement] raids in workplaces and communities, no more deportations, stop militarization of the border, opposition to the guest worker program and full legalization for all workers, native or immigrant; and

Whereas this year's demonstration happens after a year of racist demonization of immigrants which has led to the spread of state laws restricting immigrants access to work and housing, as well as having created an environment in which far-right groups like the Minutemen can proliferate; and

Whereas, the state budget cuts and California fiscal problems will likely see the rise of the scapegoating of immigrants by politicians looking to direct the anger of Californians away from state officials and their corporate backers, and onto the most vulnerable in society; and

Whereas the AFL-CIO, the SF Labor Council, and UESF have taken a clear position in opposition to attacks on immigrants and in support of the rights of all workers (including immigrants);

Therefore be it resolved, UESF will endorse and urge its members and affiliated organizations to participate in the May 1st demonstration in San Francisco and elsewhere; and,

Be it FINALLY resolved that UESF will donate \$200 to the May 1st San Francisco Planning Committee to help cover expenses.

2. M/S/C SF Pride Contingent.....Michael Resnick, Judith Lucero, Victoria Patch, Ken Tray

Whereas, many UESF members identify as Gay/Lesbian/Bisexual/Transgendered individuals; and

Whereas, UESF is committed to fighting for full freedom, equality, justice,

acceptance and fair treatment for Gay/Lesbian/Bisexual/Transgender individuals in our schools and in the broader community; and

Whereas, GLBT UESF members have made outstanding contributions to education and the well-being of students in San Francisco; and

Whereas, SF Pride (Gay/Lesbian/Bisexual/Transgendered Freedom Day Parade) is a time to celebrate our city's diversity and freedom.

Therefore Be It Resolved that the United Educators of San Francisco participate in SF Pride 2008 on Sunday, June 29, 2008 as a contingent in the parade; and

Let It Be Further Resolved that UESF invite our CTA and CFT affiliates to participate with us in SF Pride; and

Let It Be Further Resolved that UESF fund the SF Pride contingent fee of no more than \$300.

3. M/S/C to approve the endorsement process as described on page 24 of the meeting packet in "UESF/COPE Working Committee Proposed Endorsement Process (Formulated at March 13 meeting)."

4. M/S/C with 2 abstentions Endorsement of Mark Leno for State Senate.....Ken Tray  
Whereas, Assemblyman Mark Leno continues to be a champion for public school educators and the public schools in the State Assembly; and

Whereas, in this time of financial crises, Assemblyman Leno is in the forefront of finding ways to raise additional revenues for public education at the state level; and

Whereas, Assemblyman Leno's answers to the UESF candidate questionnaire demonstrates his profound understanding of the challenges facing urban educators; and

Whereas, Assemblyman Leno is the only progressive candidate, with a chance to prevail in the June 3 Primary; and

Whereas, Assemblyman Leno has built a cooperative relationship with UESF members and leadership, constantly seeking out our point of view on issues impacting our work and the quality of California's public schools;

Therefore Be it resolved that UESF endorse Mark Leno for State Senate District 3 in the June 3, 2008 Democratic Primary

5. M/S/C Endorsement of Tom Lacey for PFP CCC..... Ken Tray  
Whereas, Tom Lacey has a long history of supporting social justice and labor causes; and

Whereas, Tom Lacey is a strong supporter of public schools and public school workers and their unions; and

Whereas, Tom Lacey will be a voice for UESF concerns within the Peace and Freedom Party Central Committee.

Therefore, Be it Resolved that UESF endorse Tom Lacey for Peace and Freedom Party Central Committee.

6. M/S/C Endorsement of Hene Kelly for DCCC District 12.. .....Ken Tray

Whereas, Hene Kelly is a long-term champion of the labor movement and public education workers; and

Whereas, Hene Kelly is a founding activist of UESF and served on our Executive Board and Assembly for many years; and

Whereas, Sister Kelly will with great passion and knowledge raise UESF concerns and labor's concerns at DCCC meetings.

Therefore Be it resolved that UESF endorse Hene Kelly for DCCC District 12.

7. M/S/C Rescheduling of May Assembly Meeting ..... Dennis Kelly  
Whereas the UESF calendar and recent tradition has established the third Wednesday of the month as the Assembly date, and

Whereas there is a meeting of the AFT Program and Policy Council in Washington on the date of the May Assembly meeting, and

Whereas the UESF Constitution calls for a meeting each month, but does not require it at a specific date,

Therefore be it resolved that the UESF Assembly meeting for May shall be moved to 28 May 2008, the fourth Wednesday of the month.

Be it further resolved that Divisional Committee chairpersons shall be urged to move their May meetings to the third Wednesday of May.

8. M/S/C Reimbursement to AFT-NEA Delegates ..... Elaine Merriweather

Be it Resolved that delegates to the AFT and NEA summer conventions shall be reimbursed up to \$1,800.00 for full attendance at all sessions and UESF meetings.

Clarification: This means up to \$1,800 for the AFT Convention and up to \$1,800 for the NEA/RA.

**Reports**

1. COPE Committee
  - a. Minutes of March 13<sup>th</sup> Meeting (attached)

- b. Endorsement Procedure (attached)
- c. First Prop A phonebanking is on April 3. There will be precinct-walking on Saturday, April 5 in the Sunset district.

2. Divisional Committee Reports

a. Middle School Report .....Marilee Hearn

- A. Peer Court idea was discussed. There is a school board member who is concerned about the number of suspensions. The committee has requested Susan Wong to come to a meeting and how Peer Courts would work, and how the Student Handbook rules would be folded into them.
- B. The construction meeting has not come about yet; it is scheduled for April 24. The committee waited months to get the list of schools that will be under construction next school year. Hepperly wants this discussion to be part of a regular Middle School meeting.
- C. Master schedule: Hepperly said that she would direct principals to establish Master Schedule Committees at each site.
- D. Communication in schools needs to be improved in terms of the WAD. Several suggestions were discussed about what UBCs, building representatives and UESF can do.

b. Elementary School Report .....Darcie Chan Blackburn

- A. meeting with SOIS had to be postponed.
- B. Discussion of WAD
- C. More things online, such as report cards and evaluations.
- D. Budgeting counseling services
- E. Timeline for presenting School Plans for approval
- F. Why is there no suspension center for elementary schools?
- G. One school has been told that all schools will be told that recess will be before lunch, but there is no evidence of it as a directive. Many schools do lunch first and then recess.
- H. Earlier results from CELDT testing are needed.
- I. Problems with disclosure of WSF funding.

3. President ..... Dennis Kelly

- a. Parcel Tax (Recruit/Retain Educators). Last week, UESF participated in a 2<sup>nd</sup> poll to see how things are going. No results yet. Draft copies of the door hangers were shown. Six of our members' photographs are on the literature. There will be SEIU will have field organizers
- b. Newcomer High UBC (See attached in meeting packet). Brother Kelly appointed Pat Crawford, Earl Lene De Santiago, Michael Resnick and Stan De Bella to investigate. They will report back in May.

M/S that, rather than going through the investigation process, there be an election in May. Brother Kelly ruled the motion out of order and read aloud the relevant language in UESF Bylaws. Sister Plack challenged the chair.

M/S/C 18-11 to sustain the chair.

Newcomer Building Representative Darlene Anaya and UBC member Heidi Scott spoke with permission of the body. Sister Anaya submitted a petition as well for the investigation.

c. Rainy Day Fund

The amount to be released and when it will be released are uncertain. The city controller is supposed to come up with a dollar amount this week, but it clearly is not settled. The city may not

understand that the timing of the release of funds is critical in terms of the May 15 deadline for final layoffs. This entire process is unprecedented, so there are uncertainties. There are teachers on the layoff list who will choose to leave the district rather than wait around to learn their final status. M/S/C that President Kelly be authorized to discuss the possibility of postponing the May 15 deadline.

This date should not be later than June 13.

- d. Layoffs: There is an informational meeting at the Plumbers Hall on April 3, 4:00-6:00 for laid-off teachers where they can meet with senior staff rep Eric M. Hall and attorney Stewart Weinberg. Hearings will be April 8-10, 4:00-9:00 p.m. at Everett Middle School. UESF pointed out that 11 CDP teachers were on the layoff list in error, so their names have been removed.

4. Paraprofessional Issues ..... Carolyn Samoa

Para layoffs will go before the school board on April 22. The district has projected that there will be 80 paras laid off. The district said that a letter will be sent to paras who will receive layoff notices, telling them that they can apply for special ed and CDP positions. Security aides (T10s) are not funded by WSF, so it is not known how many T10s layoffs there will be.

5. Retired Division..... Gerry Meister

- A. the STRS workshop on income management is pretty much full—80 people.
- B. People who have a dependent or dependents under Plan A (?) will see a jump in premiums because the subsidy has shrunk. The city has been trying to take money from the trust fund to use for other purposes.

***Good of the Order / Announcements The Runner Initiative is a proposed piece of legislation that would put an additional \$20 billion of general funds into the prison system. Signatures are still being collected. UTLA and OEA have passed resolutions opposing this. CTA State Council may be taking this up this weekend. UESF State Council members can endorse this as individuals.***

***Personnel committee meets tomorrow at 4:15.***

***April 28—spec meeting with district on April 28.***

***Reminder: cell phones off at meetings.***

***Adjournment – 7:00***

***Respectfully submitted,  
Susan Solomon, Secretary***