

**United Educators of San Francisco**  
**Executive Board**  
Wednesday, April 7, 2010, 4:00 p.m.  
**Official Minutes**

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**Order of Business**

**Agenda**

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

MSC to accept the minutes of the March 3, 2010 Executive Board meeting minutes as presented.

**Finance Report** .....Elaine Merriweather, Treasurer  
MSC to accept the March 31, 2010 Finance Report as presented.

**COPE Finance Report**.....Ken Tray, COPE Director  
MSC to accept the March 31, 2010 COPE Finance Report as presented.

**Special Orders of Business**

1. Grievance Committee Report.....Stan De Bella  
MSC to accept the recommendation to take case 0910-47 to arbitration.  
(EH) No response to step 2  
Grievant was disciplined without just cause and in violation of progressive discipline requirements. Received a suspension without pay. Was reprimanded for using the curriculum that principal recommended for school. (Tribes and Caring School Communities)  
Violates 30.1.2, 30.1.4, 30.1.4.3, 30.1.10, 4.5, 6.2.2  
Remedy: Discipline be rescinded and grievant made whole  
Field rep and committee recommend arbitration.  
MSC to accept the recommendation to take case 0910-48 to arbitration.  
(EH) No response to step 2  
Grievant was placed into a hard to fill position for 2008-2009 and SFUSD did not pay the hard to fill bonus.  
Violates the MOU on Prop A Salary schedule B1a  
Remedy: Make grievant whole and pay the hard to fill bonus that is due.  
Field rep and committee recommend arbitration.  
MSC to accept the recommendation to take 0910-14 to arbitration.  
(SS) No response to Step 2  
Grievant received a written reprimand for allegedly violating board policies 4430 and 4460 and displaying disparate treatment to African American students. Grievant was not given an opportunity to discuss the allegations with the principal nor was the investigation fair and objective.  
Violates 30.1.2, 30.1.3.1, 30.1.3.3, 30.1.4.1, 30.1.4.2  
Remedy: Written reprimand be rescinded and grievant be made whole.  
Field rep and committee recommends arbitration.

MSC to accept the recommendation to take case 0910-51 to arbitration. .... (SS)  
 Grievant was a centrally assigned S10 paraprofessional and was notified in Feb.  
 that they would be reassigned to another school, even though less senior centrally  
 assigned paras were present at the school site. No reason given for the transfer.

Violates 12.4.1, 12.4.2, 12.4.3, 12.4.5

Remedy: Grievant be returned to their original work site and be made whole in all  
 respects

Field rep and committee recommends arbitration.

2. Election Committee Report.....Gerry Meister

**CTA State Council/NEA-RA Elections Results Official Tally Sheet  
 United Educators of San Francisco  
 March 26, 2010**

**NEA – National Education Association Representative Assembly.**

<b>Dennis Kelly 318</b>	<b>Mark Murray 187</b>	
<b>Linda Festa Plack 306</b>	<b>Lisa Gutierrez Guzman 184</b>	
<b>Susan Solomon 270</b>	<b>Earl Lene De Santiago 179</b>	
<b>Ken Tray 269</b>	<b>Karen Clayman 170</b>	
<b>Elaine Merriweather 240</b>	<b>Darlene M Anaya 164</b>	
<b>Carolyn Samoa 222</b>	<b>Karen M Quinn 156</b> <b>Alternate</b>	
<b>Janet Eberhardt 210</b>	<b>Francis C Robinson 156</b> <b>Alternate</b>	
<b>Roberto Michel 205</b>	<b>Darcie Chan Blackburn 155</b> <b>Alternate</b>	
<b>Betty Robinson-Harris 195</b>	<b>Patricia F Golumb 154</b> <b>Alternate</b>	
<b>Claire J Merced 190</b>	<b>Jeremiah Jeffries 150</b> <b>Alternate</b>	

**CTA – California Teachers Association State Council Representative**

<b>Dennis Kelly 225</b>	
<b>Linda Festa Plack 214</b>	
<b>Susan Solomon 201</b>	
<b>Ken Tray 193</b>	
<b>Run Off Election (Majority needed for election = 189 votes)</b>	
<b>Elaine Merriweather 158</b>	
<b>Claire J Merced 141</b>	
<b>Betty Robinson-Harris 125</b>	
<b>Mark Murray 110</b>	
<b>Darlene M Anaya 85</b>	

**CTA – California Teachers Association State Council Representative  
 ALTERNATE**

<b>Lisa Gutierrez Guzman 138</b>
<b>Earl Lene De Santiago 136</b>
<b>Karen M Quinn 123</b>

**CTA – California Teachers Association State Council Paraprofessional**

72	<b>Carolyn Samoa</b>	65	<b>Janet Eberhardt</b>
59	<b>Roberto Michel</b>		

**CTA – California Teachers Association State Council Paraprofessional  
ALTERNATE**

53	<b>Alice Bidwell</b>
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**Total Valid Votes:**

**Teachers: 377**

**Paras: 111**

**Total: 488**

**Unsigned Ballots: Teachers: 10      Paras: 4**

**Other tallies:**

**NEA – National Education Association Representative Assembly.**

<b>Jay Kozak</b>	<b>92</b>
<b>Van Cedric Williams</b>	<b>142</b>
<b>Nicole Abreu Shepard</b>	<b>146</b>
<b>Madeline Cabading</b>	<b>142</b>
<b>Alice Bidwell</b>	<b>95</b>
<b>Dana Rivers</b>	<b>112</b>
<b>K. E. Hones</b>	<b>94</b>

**CTA – California Teachers Association State Council Representative**

<b>Grace Chiu</b>	<b>70</b>
<b>Karen Clayman</b>	<b>59</b>
<b>Dana Rivers</b>	<b>30</b>
<b>Frances C Robinson</b>	<b>45</b>
<b>K.E. Hones</b>	<b>54</b>

**CTA – California Teachers Association State Council Representative  
ALTERNATE**

<b>Tay Wm. McArthur</b>	<b>71</b>
<b>K.E. Hones</b>	<b>75</b>

**CTA – California Teachers Association State Council Representative  
Paraprofessional**

<b>Alice Bidwell</b>	<b>30</b>
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**Certified by the Election Committee March 26, 2010**

Michelle K. Irwin, Chair  
 Charles Hibbard  
 Patricia Holleran  
 Gerry Meister  
 Charles Turner

There was an explanation about why all UESF and affiliate elections cannot be combined. It has to do with the fact that CFT and CTA have different deadlines and timelines. It costs approximately \$6000 for each election mailing.

- MSC **President's Recommendations for Expenditures** .....Dennis Kelly
1. CFT Convention – additional expenses ..... up to \$1500.00
  2. CTA African American Conference Registrations ..... 2@\$250.00=\$500.00
  3. AFT Executive Council ..... up to \$500.00
  4. LaborFest Ad..... \$300.00
  5. From Roses to Rivets..... \$100.00
  6. APRI Dinner ( Friday, April 23, SF Marriott) ..... 5@\$150.00=\$750.00

MSC to move Building Trades Fundraiser to COPE expenditures.

MSC **COPE Report**

1. “Students First” Campaign..... \$25,000.00
2. March for California’s Future ..... \$2,000.00
3. Ammiano Fundraiser (host)..... \$1,000.00
4. Building Trades Fundraiser.....\$500.00

AFT responded to UESF’s request for assistance with our organizing campaign by giving UESF \$153,000 for a media campaign. The \$25,000 expense in number 1, above, is UESF’s contribution to the campaign. (If UESF gets a favorable contract settlement with the district soon, the funding can be used toward a campaign around state funding.)

The COPE Committee’s current meeting schedule is right after the division meetings.

**Resolutions**

1. MSC Bargaining Package ..... Dennis Kelly

Whereas the SFUSD negotiators are seeking to deny UESF members non-monetary contractual improvements in these difficult times, and

Whereas the SFUSD negotiators have sought to achieve a piecemeal settlement to outstanding elements of the contract, thereby weakening the ability of the union to achieve a fair overall settlement,

Therefore Be It Resolved that the bargaining team is directed to settle the current contract negotiations with a package proposal that addresses the various outstanding elements of the issues on the table.

Brother Kelly reviewed what some of the items are in UESF’s package proposal. The district proposed that UESF agree to 4 days of furloughs in exchange for preventing class size increases, but none of our proposals were included, which is unacceptable.

He also explained how we have proposed that the District find, move or suspend funding for various projects and consultantcies.

Kelly and Plack have been meeting with individual school board members to inform them of UESF perspectives on bargaining.

2. MSC Jobs with Justice ..... Susan Solomon, Ken Tray

Whereas, Jobs with Justice is a nation-wide coalition promoting unity between community organizations and labor; and

Whereas, UESF helped initiate the current planning process for a San Francisco JWJ; and

Whereas, UESF needs the support of community allies as we fight for our contract, struggle to change the state budget and revenue raising process and build our campaigns for school board.

Therefore be it resolved that UESF becomes a dues-paying member (\$250 per year) organization of San Francisco Jobs with Justice.

An FAQ document about Jobs with Justice was included in the meeting packet. Brother Tray described the recent history of the organization and the fact that JwJ only moves forward with a project for which there is consensus among all member organizations.

3. MSC Lead Organizer Position..... Dennis Kelly

Whereas the Personnel Committee met during the holiday to interview 15 candidates for the position of Lead Organizer, and

Whereas the Personnel Committee selected one candidate from the 28 who had applied,

Therefore Be It Resolved that UESF offer the position of Lead Organizer to Pilar Barton, and

Be It Finally Resolved that Pilar Barton will be a member of the collective bargaining unit with other members of the staff and shall have the benefits and salary indicated in that contract.

In response to a question, Brother Kelly explained the rights that our charter school members have under our amended bylaws and constitution. Staff reps Susan Solomon and Allan Brill gave reports on negotiations and activities with Creative Arts Charter School and Five Keys Charter School.

4. MSC Candidates for State-wide Office ..... Kit Bell, Ken Tray

Whereas, Jerry Brown is endorsed by CTA and CFT for Governor in the June Democratic Party primary; and

Whereas, Gavin Newsom is endorsed by CTA for Lt. Governor in the June Democratic Primary; and

Whereas, both candidates represent the best hope we have of defeating in November the right-wing corporate anti-public school and anti-labor agenda of the most likely Republican candidates.

There for Be it Resolved that UESF endorse Jerry Brown for Governor and Gavin Newsom for Lt. Governor in the June Democratic Party primary election.

5. MSC Rental of Buses for April 21st Fighting for California's Future ..... Dennis Kelly  
Whereas the CFT's March for California's Future will end with a rally in Sacramento on April 21st, and

Whereas UESF should be well represented in the crowd at the rally on the afternoon of the 21st,

Therefore Be It Resolved that UESF shall rent at least two buses for the 21st, and

Be It Further Resolved that UESF shall encourage members to join the rally by either taking the buses or going on their own, and

Be It Finally Resolved that UESF shall ask the UESF Retired Division to make an effort to fill-in for members who are working and in class that day.

### ***Special Order of Business***

Myong Leigh, Deputy Superintendent of Policy and Operations, David Goldin, Chief Facilities Officer, and Sherman Elementary School parent Michelle Parker addressed the Executive Board regarding the campaign to renew the Mello-Roos Parcel Tax, Proposition A on the June ballot. Written information was distributed, explaining what has been funded and what could be funded with this parcel tax. (See attached.) Mr. Goldin spoke about how continuation of this funding source would affect school buildings. In response to a question, there is no oversight committee for Prop A improvements, nor is one required. The Project Labor Agreement does not cover all projects, as the district has chosen to carve out projects for minority- and woman-owned non-union contractors. Prevailing wage laws must be followed in SF. Some of the work is done by 20 SFUSD Buildings and Grounds employees, who are union members.

The district is involved in a low-budget campaign. There is not much in the way of financial resources available, and there is a great reliance on volunteers. There is concern about going to the ballot twice in a row, first in June for Mello Roos, and then again in November for a new parcel tax that is being discussed. Ms. Parker acknowledged the difficult times UESF is going through with negotiations and expressed appreciation for the work our members do. They are mobilizing volunteers district by district. Leigh acknowledged that UESF has not been brought into the dialogue early enough.

Return to **Resolutions**

6. MSC Resolution in Support of the AD12 and 13 Progressive Slate of Candidates for Democratic Party County Central Committee on the June Primary Ballot.....Ken Tray  
Support for AD12 & 13 Progressive Slate of Candidates for the DCCC -June

Primary Ballot .....Ken Tray

Whereas, the DCCC Progressive Slate candidates are endorsed by Tom Ammiano, the Bay Guardian and numerous labor unions; and

Whereas, Progressive Slate candidates support public schools and the people who do the work; and

Whereas, Progressive Slate candidates either come from labor or understand and support labors issues and will be sure allies in the challenges ahead; and

Whereas, UESF needs to help maintain a strong pro-educator, pro-labor voice on the DCCC; and

Whereas, the primary election is this coming June; and

Whereas, in order to impact the June election we must make our voices heard now.

Therefore be it resolved the United Educators of San Francisco endorse the progressive candidate slate listed below for the AD 12 and 13 Democratic County Central Committee.

D12

John Avalos

Michael Bornstein

Sandra Fewer

Chris Gembinski

Hene Kelly

Eric Mar

Milton Marks

Jake McGoldrick

Jane Morrison

Melanie Nutter

Connie O'Connor

Larry Yee

D13

David Campos

David Chiu

Michael Goldstein

Gabriel (Robert) Haaland

Joe Julian

Rafael Mandleman

Kim-Shree Maufus

Carole Migden  
Aaron Peskin  
Eric Quezada  
Alix Rosenthal  
Debra Walker

7. MSC Support of Mello Roos Parcel Tax.....Linda Plack

Whereas the Mello Roos Parcel Tax passed in 1990 will expire

Whereas the funds from this parcel tax are used to help with seismic strengthening fire and life-safety in our schools

Therefore be it resolved that the UESF Executive Board recommend support of June's Proposition A to the Assembly if contract negotiations between UESF and SFUSD are completed or moving in an acceptable direction.

**Reports** (These reports may be made in writing...not to exceed 5 minutes each)

1. President's Report ..... Dennis Kelly

After a really unpleasant bargaining session during spring break, Kelly and Plack had their monthly meeting with Garcia. Among other items, they discussed the missives being sent out by UESF and Garcia about negotiations. UESF made some but not sufficient movement in today's negotiations. There will be negotiations again on April 9.

The district seems to think that they have five years to develop an improvement plan in the 10 persistently underachieving schools. Sister Plack gave a brief report on the QEIA update that happened at CTA State Council. CTA has hired an independent auditor to analyze what is happening at QEIA schools.

Matthew Hardy reported on UESF's internal organizing drive. There are three things to do this week: petition, pledge cards, and turnout for the April 13 school board meeting. In addition, teachers who have received layoff notices have been writing letters to the school board, which will be delivered on April 13.

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

a. Personnel Actions

MSC to authorize the Executive Board to hire a half-time area rep as soon as possible.

b. CFT Convention Report:

Communication Awards: 9 awards (5 first place, 3 second place and 1 third place)

Pride of the Union Awards: Kit Bell, Dedicated Unionist; Carrie Slaughter, Educational Issues; Cathy Sullivan, Emerging Union Leadership; and Janet Eberhardt, Dedicated Unionist.

CFT's March for California's Future is from Bakersfield to Sacramento, March 5-April 21. UESF is sponsoring a participant for part of the march, substitute teacher Amanda Smith. At CTA State Council, there was a vote to support this CFT event, and the CTA leadership agreed to move immediately to support.

c. Nov 2010 initiatives: The Lakoff initiative will not be able to go forward for the November ballot, as there were not enough signatures. The campaign used solely volunteer signature-gatherers. The Burton initiative and the Close the Loophole initiative will be on the ballot.

d. Layoff hearings have been going on for the past three days. The district is doing something new this year: they are using a competency criterion.

Competency is defined as having taught in the credential area for one year in the last five.

3. Elementary School Committee Report.....Kit Bell

The committee discussed organizing with parents to stop the layoffs.

4. Middle School Committee Report.....Rebecca Hensler

The committee plans to reach out to UBCs that are not sending representatives to Middle School meetings. There was discussion about site-based organizing, including getting SSCs involved. There is an ongoing issue with staff not being informed of students' behavior history.

5. Paraprofessional Issues..... Carolyn Samoa

Angie Sagastume of Human Resources Staffing Department, told Sister Samoa that she will give her a list next week of paras being laid off. The Paraprofessional Division meeting this month will be taking place on Tuesday, April 20. There will be Prop A Professional Development days on Saturday, April 24, and May 22 with a great variety of workshops. This is being done in recognition of the fact that the district has been remiss in PD for paras and because a ULP charge was filed due to the district's mishandling of PD on January 29. Paras can also get PD through meeting with the teachers with whom they work, or by attending special education meetings. Stephanie Irvin is doing a wonderful job with PD planning. Update with para pension: The district has done nothing for a month. UESF hopes to complete the process of getting paras out of PAR by the end of this year.

6. Retired Division..... Gerry Meister

The only aspect about health reform that should affect anyone at this time is if you have a 26-year-old son or daughter whom you want to keep on your coverage. Everything else will come up next year.

For teachers and paras who are retiring: it looks like there will be special work done with SFUSD employees by HSS.

The ballots for HSS board election go out on May 4. UESF endorsed Willie Lim. Members were reminded to vote for him and send in their ballots.

**Good of the Order / Announcements:** The Cesar Chavez march and festival are Saturday, April 10. UESF and CTA will have a booth. Please contact Lisa Gutierrez Guzman if you can volunteer at the booth.

**Adjournment:** at 7:22 p.m. in memory of Sister Gale Ow's father.

Respectfully submitted,  
Susan Solomon, Secretary