

**United Educators of San Francisco
Executive Board**
Wednesday, May 5, 2004, 4:00 p.m.
Final Minutes

Order of Business

Agenda

1. Roll Call..... Roberto Michel, Sergeant at Arms
 2. Minutes.....Susan Solomon, Secretary
- Corrections: Under Financial Report, point A) should read: "... (See my notes on the printed agenda.)
- M/S/C to approve the minutes as corrected.

Special Order of Business

1. Surveys, Polls, Future Dennis Kelly
- As of today at 3:00, 2057 copies of the survey had been collected.
- They will give us a read on what members think of bargaining and what their high priorities are.

We have only had a bare reading on the external poll that has been done; just verbal comment. A curious percentage, 70 per cent, believe teachers should have say in what goes on. Correlates with vote on prop H.

2. Election Committee Report (written report)Mike Monley
- Although the voter turnout in the last election was low, it was the biggest turnout in many years. There was more publicity than ever before as well.

M/S top of page 3 through first sentence of second paragraph, without "In particular."

Sub motion: the election committee recommend that this report be presented to the ... See the written report for substitute motion. M/S/C sub motion. Larry Blake's motion turned bullets into a sentence (see paper). Brother Monley believes that further investigation of the last election is not needed. What is needed is an Ad Hoc committee or a new election committee.

Sister Plack's sub motion became the main motion.

Brother Monley: We currently do not have a functioning election committee. He is resigning as chair and thanked the committee members for their help, in particular Gerry and Pat. ESP ballots are in; election is being run by Los Angeles.

3. Layoffs and Consolidations.....Jocelyn Won
- ALJ who heard the appeal will be making his decision Friday. Board will vote tues on 114 layoffs. There are 140 consolidations, and only 40 openings posted. Sister Won would like to run a phone bank to encourage 286 teachers who received initial layoff letters to attend the Board meeting, but has to find a time, because sugg time is the same as contract meeting tomorrow.

Resolutions

1. M/S/C Resolution on Housing..... Luisa Ezquerro
- Background: over 3-4 years, issue of housing has come to UESF. Motivation is to keep unit members in the city where they work. What is needed is participation from City Hall. Teacher attrition rate is average of five years. We are unable to have a committee

that helps members get houses. Intention was never to use school sites, but D does own property.

Whereas the housing problems facing SFUSD employees are increasingly desperate as land values rise while wages fail to keep pace, and

Whereas, although housing choices are individual, personal, and not contractual yet they fall within the interest the union has in the welfare of the membership, and

Whereas the union and the district need to exert leadership in the area of housing for teachers and paraprofessionals,

Therefore Be It Resolved that the President and/or his designee are authorized to contact members of the Board of Education to develop and promote an Educator Housing Plan that includes the following elements, and

Be It Further Resolved that the Educator Housing Plan include mortgage support vehicles which can enable SFUSD educators to acquire the necessary capital to create a pool from which to draw for down payments and loan fees, and

Be It Further Resolved that the Educators Housing Plan include a survey of vacant SFUSD property that can be developed to include housing, especially for SFUSD educators, and

Be It Further Resolved that UESF survey its membership to obtain basic demographics for housing (renters, owners commuters, roommates) and

Be It Further Resolved that the Educator Housing Plan include a program for training and preparation for housing, including information on costs, fees, rights and protections for owners and renters, and

Be It Further Resolved that an advisory committee comprised of representatives of UESF and the SFUSD be formed to jointly carry forward the Educators Housing Plan and present regular reports to the School Board and UESF Executive Board, and

Be It Further Resolved that the Educator Housing Plan reach out to apartment owners' associations, realtors' association and the MOH (Mayor's Office of Housing), developers, and similar bodies to seek their cooperation in establishing reserved places in affordable San Francisco housing for San Francisco Educators, and

Be It Finally Resolved that the Educators Housing Plan also include the exploration of the formation of co-ops and other possibilities for ownership and rentals including working with groups such as the Housing Action Coalition (HAC) and the Community Trust (CLT) and SPUR (SF Planning and Urban Research.)

M/S/C to change "land values" to "housing costs."

M/S/C to add "other appropriate affordable housing advocates" following "developers" to list in last "further resolved."

2. COPE Early EndorsementKen Tray

M/S/C that UESF endorse Commissioner Eric Mar for re-election to the Board of Education. Many members spoke to his accessibility, principle and support throughout his term. The concern was raised about whether endorsements will be made for other Board members, mark sanchez, heather Hiles and Jill Wynns who are up for re-election.

3. M/S/C Resolution in Opposition to Reconstitution..... Karen Zapata

WHEREAS: Reconstitution is a drastic education reform initiative that, at its core, focuses blame for school failure on those who teach and aid in the teaching of students; and

WHEREAS: Reconstitution, as utilized in San Francisco Unified School District in the 1980's and 1990's usually resulted in the removal of the entirety or near entirety of school site staffs; and

WHEREAS: As school staff was removed, new staff (teachers, paraprofessionals, and administrators) were brought in as replacements (thus the apt usage of the term "reconstitution" for this reform effort); and

WHEREAS: Reconstitution was utilized in accordance with the 1983 court ordered consent decree which mandated integration efforts; and

WHEREAS: SFUSD reconstitution efforts fell under the strict oversight of the primary plaintiff party, the NAACP, as well as a court-appointed monitoring team; and

WHEREAS: In addition to standard school revenues, reconstituted schools were funded by consent decree dollars to institute schoolwide programs and to pay for additional staff development; these schools underwent systematic change aimed at providing cohesive, proven programs so that students would bridge the education opportunity gap; and

WHEREAS: The following SFUSD sites were reconstituted during the 1980's and 1990's: Carver, Drew, Malcolm X, MLK, Horace Mann, Burton, Lick, Visitacion Valley, Rosa Parks, Golden Gate, Thurgood Marshall, Edison, Bret Hart, John Muir, Mission; and

WHEREAS: Each of the above mentioned reconstituted schools are to this day struggling academically, with API standings and scores as follows:

THEREFORE BE IT RESOLVED: That UESF affirms that public education reform can not be predicated on the notion that those who work closest with students are responsible for school failure; and

FURTHER BE IT RESOLVED: That UESF, registers its strong disapproval of the implementation of education reform initiatives which result in the wholesale removal of school site staff.

(Strike "with API standings and scores as follows" in 8th resolved. Add Aptos, Wilson, Rapheal Weill (now Rosa Parks) and Balboa to 7th resolved.) Lita Blanc said that Ackerman is now talking to community members in the Mission District, and we need to look into who they are, as it appears that UESF is being excluded again.

4. M/S/C Time-out on Executions in California Tom Edminster

WHEREAS, more than 640 men and women currently await execution in the state of California, the most in the nation; AND at least five men convicted of capital murder in California since the death penalty was reinstated in 1977 were subsequently freed after

having been found to be wrongly convicted; AND since 1973, at least 113 people in 22 states have been released from death row with evidence of their innocence;

WHEREAS, the application of the death penalty across the United States and in California has been shown to be arbitrary, capricious and unfair; AND a June, 2000 Columbia University study entitled "A Broken System" determined that appellate review of death sentences nationwide had found reversible error in 68% of these cases; that in 82% of the cases retried after reversal, a death sentence was not issued; AND the Joint Legislative Budget Committee of the California Legislature has estimated that elimination of the death penalty would result in a net savings to state and local governments of at least tens of millions of dollars annually – money that could be used by governments to fund measures that deal with the root causes of crime and other social needs; AND a June, 2000 Field poll indicated that 73% of the California public favor an immediate halt to executions in the form of a moratorium while the reliability and fairness of the death penalty are studied;

WHEREAS, the American Bar Association has called for a moratorium on executions and the Republican Governor of Illinois, George Ryan, enacted a moratorium in 2000 after 13 condemned individuals were exonerated and released from death row.; AND one of the largest nationally organized victims' rights groups, Murder Victims Families for Reconciliation, whose membership is comprised of those whose loved ones have been lost to murder, has called for abolition of the death penalty as a way of breaking the cycle of violence; AND over 3,500 organizations, 100 local governments, and numerous state legislatures and California jurisdictions such as Santa Clara, Marin, Alameda, and San Francisco Counties, as well as the cities of Menlo Park, Palo Alto, Salinas, Sebastopol, Oakland, West Hollywood, Berkeley, Santa Cruz, Santa Monica, Portola Valley and East Palo Alto) have called for or have pending legislation calling for a moratorium on executions based on concerns about racial and economic discrimination, geographic disparities in sentencing, and the risk of executing innocent people and the mentally impaired.

BE IT THEREFORE RESOLVED that United Educators for San Francisco join the call for a moratorium on executions in California because I/we believe: 1) there is a risk of executing innocent persons; 2) there is discrimination on the basis of race, ethnicity, national origin, geography, or economic status, and 3) unfair and unreliable death sentences are caused by inadequate representation by defense counsel and/or improper and arbitrary conduct by the police and prosecution.

Now, therefore, United Educators of San Francisco resolves that copies of this resolution shall be forwarded to the Governor, our state representatives and members of our Congressional delegation.

Most overwhelming online response from committee than any other issue.

5. By-Laws Amendment (First Reading)Sandra Mack

Whereas, most substitute teachers are laid off by SFUSD for the summer recess and therefore do not pay dues for two months of summer recess, and

Whereas, most paraprofessionals are laid off by SFUSD for the summer recess and therefore do not pay dues for due months of summer recess, and

Therefore be it resolved that Article XII, Section of UESF By-laws be amended to read:

Section 7. Good Standing. Any member whose dues account is more than two months in arrears, not including summer recess, shall no longer be in good standing, and any member whose dues account is more than six months in arrears, not including summer recess, shall forfeit membership in UESF.

no action necessary.

6. M/S/C Resolution Honoring Retirees Susan Solomon

Whereas UESF unit members will be retiring this year after having devoted years of meritorious and faithful service to the students of the San Francisco public schools, Therefore be it resolved that said retirees will be honored at a dinner to be held at the United Irish Cultural Center on May 21, 2004, to pay tribute to them for their years of hard work and dedication to the students of the San Francisco public schools.

Financial Report.....Elaine Merriweather

1. CFT Reimbursement Issue

Note: Mortgage and Utilites line over budget because there were architect and ___ fees before we decided not to move forward with renovations.

Teillhet scholarships are kept

M/S/C to move into COPE. No activity. In answer to question about how many COPE members there are: approximately 40.

M/S/C to accept COPE report.

M/S/C to move back into financial report.

CFT reimbursement issue: All but two delegates have turned in expense report. Lily Gee Hickman will get prorated amount because of her late arrival.

President's Recommendations for Expenditures

1. SF Chamber of Commerce (membership).....\$650.00

2. Staff Training (Communications).....\$600.00

For classes for Communications Director.

3. UC Incentive Awards Program Dinner.....\$250.00

4. Harvey Milk LGBT Democratic Club Dinner.....\$400.00

Walter Johnson is being honored for his lifetime achievement.

First one pulled. M/S/C to accept remainder.

Explanation of #1. Membership under previous union administration. Weekly newsletters come, but there has been no interaction between the Chamber and UESF. M/S to drop membership. M/S/C Substitute motion: Hold the item for one month in order to get more information about value of membership.

M/S/C sub motion as main motion.

Reports

1. Executive Vice-President's Report

Take day of the teacher posters

a) Personnel Committee

Recommend Diane Hirasuna for her employment in office

Central Office is calling upon us to participate in interviews for admins, asst interviews, external interviews for Dream Schools. (Participated in internal interviews.) need volunteers for this process. U has right to participate, and it is

important, and it gives us a lot of information. Five internal interviews for middle school, and 10 for 21st century committee. Contact Sister Plack if interested.

District overlooked setting up interviews for Charles Drew CDP.

M/S/C to extend meeting by 15 minutes.

2. Vice-President (Paraprofessionals)Bradley Reeves

Board voted 4-3 to layoff 21.3? FTEs. Couldn't have demo inside because they limited how many were allowed in. funds can be used for next year's positions. Go back and resubmit budget by May 21.

Para meeting April 27. Committees formed. Will be meeting on regular basis.

Information on NCLB requirements. Currently only testing is allowed. U is asking for observation/evaluation to be a third method. District has so far refused to consider this option. July 2006 is deadline.

Next meeting: May 27. See flyer.

3. Substitutes.....Sandra Mack

Plack: Mary Anne Ahtye is on family leave. Husband is gravely ill. Recommendation to add David O and Bob B. to staff for remainder of year to help with middle schools.

Next personnel committee meeting: May 27.

4. Retired DivisionMarge Stern

5. Negotiations..... Susan Solomon

Letter from Kelly. Smaller size of

6. Counselors CommitteeAmy Loomis

still working on contract language. Surveying members on this. Elementary schools what?

Need to empower our ubcs and brs.

7. Special Education Jane Blanchard

8. Grievances.....Mitchell Oster

see report. M/S/C that case #1 be taken to arbitration. Request from pres that written reports be anonymous.

10. Academic Freedom Kit Bell

11. Divisional Committee Reports

a) Middle School..... Marilee Hearn

Not big turnout. Scripted learning; meltesen is saying there IS flexibility, and yet one principal was ridign teachers if they don't follow it exactly. RSP: Is each site doing what it wants to do, re: push-in or pull-out? In either case, are these students being taken care of?

Thanks to Kelly for online survey re: behavior; will be online soon. Section____: District's responsibility for students with special needs. Rights and responsibilities of teachers. Paras won't be contacted until end of May re: summer school employment. Ask that union tell district to notify paras by May 1. Retirement: UESF has not officially made statement about any golden handshake. Assumption that there will not be one.

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

1. Dream School is fiasco. CDP teachers only getting notification. Paras have not gotten any. About 25 staff at Drew affected. Only noticed today. Issue of summer school and elementary school. Questions regarding calendar for winter and spring recess. short survey regarding preference going out. Hours of CDP will all be 10.5 hours as of October. Contractual problem and for parents. Issues with model programs being implemented—space in classrooms.

c) High School.....Ken Tray

All year issues: safety, class size, ssc, academic freedom. Gave themselves assignment: look at those items in terms of contract. Next meeting will be working session and out of that should come recommendations for negotiations.

d) Elementary School..... Susan Solomon

12. Social Activities Committee Susan Solomon

Note:

13. Staff Report

a) APALA.....Jocelyn Won

b) Actually, it was organizing institute of AFL CIO. Gail Ow and Darcie attended. How to be union organizers. Intensive 3-day training. Darcie will be giving a presentation. APALA co-sponsors twice a year. Cost: \$250 each.

c) Arbitration.....Jocelyn Won

7 hour day grievance is tomorrow at 10:00 at 555 Franklin conference room. Expect to finish in one day.

New Business

Old Business

Good of the Order / Announcements

TE: in consultation with Lincoln UBC and _____, put together resolution that will be presented by Eric Mar. Alan fong student rep on Board, supports it. There's a plan for progressive reduction, but it is not being implemented.

Lat night, there was a celebration of nationally board certified teachers. Rick Girling was unable to attend. Dan Kelly spontaneously said group should present it in the hospital. It was plack, Kelly, ackerman, Kelly. Rick was in good spirits.

Adjournment