

**United Educators of San Francisco**  
**Executive Board**  
Wednesday, May 3, 2006, 4:15 p.m.  
**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 April 5, 2006 Executive Board meeting as presented.

**Financial Report.** ..... Elaine Merriweather  
M/S/C to accept the financial report ending April 30, 2006 as presented. M/S/C to move into COPE. M/S/C/ to accept the COPE financial report ending April 30, 2006 as presented. M/S/C to move out of COPE.

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

1. Milk Club LGBT Annual Dinner ..... \$250.00
2. Angelides Fundraiser ..... \$200.00
3. Protect Our Benefits Committee ..... \$100.00

M/S/C to amend the previous motion by including the expenditure of up to \$200 for an additional table at the CTA Legislative Breakfast on May 20. (UESF already has one table.) Members were encouraged to sign up to attend.

**Resolutions**

1. M/S/C: Reso to Support SFLC 12th & 13<sup>th</sup> AD DCCC Candidacies ..... Ken Tray  
Whereas, San Francisco Labor Council Executive Director Tim Paulson is a candidate for Democratic Central Committee (DCC) (12th A. D.); and  
Whereas, Building Trades Council Secretary- Treasurer Mike Theriault is a candidate for DCC (13th A.D.); and  
Whereas, the San Francisco Labor Council is supporting both candidates, and  
Whereas, Tim Paulson and Mike Theriault will represent the interests of San Francisco's working men and women on their respective Democratic Central Committee's, and  
Whereas, San Francisco labor, under their leadership, stood by UESF in our fight for a fair contract,  
Therefore, Be it Resolved, that the United Educators of San Francisco endorse the candidacy of Tim Paulson for 12th A. D. DCC and the candidacy of Mike Theriault for 13th A.D. DCC.

**Report on Contract Ratification:** The contract was ratified by the membership with a 95% yes vote. Of the 2580 members who voted, 2460 voted to ratify.

**Special Order of Business**

1. Amendments to the Constitution and By-Laws ..... Tom Edminster
- Copies of the proposed amendments were included in the meeting packet. Brother Edminster explained proposed changes to various articles. The same kind of presentation will be given at the May Assembly meeting, and then the vote on the amendments will be

taken at the first Assembly meeting in September 2006. There were questions asked and answered.

**Report and Discussion**

2. President.....Dennis Kelly

a. Report on District's Appeal of Mendoza Arbitration Decision: In the paraprofessional contract, UESF has advisory arbitration up to final decision on employment. The Mendoza case went to advisory arbitration, UESF won, the district fired him anyway, and UESF won in court. The district has informed UESF that they are appealing the court decision. UESF has filed many grievances in the past year or so, and this may be a reaction. This is going to be a very expensive process. Brother Kelly brought this up so that the Executive Board would be aware of both the expense and the importance.

3. Executive Vice-President ..... Linda Plack

a. Retirement Benefits Report: The WAD notice about the changes to the certificated retiree benefits qualification was included in the meeting packet. This is the change that was ratified as part of the Tentative Agreement of June 2004. There are several problems with the WAD document (see hard copy), so Sister Plack will be informing Stephanie Cain. The document was not sent to UESF for review before it was published in the WAD. There were several questions and clarifications.

b. Executive Session/Personnel Committee Report: M/S/C to reimburse loss of pay to Jeremiah Jeffries (9 days @ 240.08/day) and Susan Solomon (3 days @ 276.48/day) for work to defeat the Schwarzenegger measures during the November election.

c. Personnel Committee: Committee considered tabled motion returned by the Executive Board regarding the stipend for UESF Secretary to consider a greater stipend.

M/S for Susan Solomon to uphold stipend for Secretary of UESF at \$440/month.

M/S for Susan Solomon to receive a one time stipend for duties as Secretary of the Bargaining Team for one year and a half one time stipend for \$880.

Substitute Motion/S/C: Sister Solomon's stipend for UESF Secretary shall be at her per diem hourly rate x 20 (\$39 per hour) per month. Substitute Motion/S/C to grant a one time unprecedented stipend for outstanding duties as Secretary of Bargaining Team be increased from \$880 to \$1,500.

M/S/C to grant each classroom member of the Bargaining Team one day of release time.

M/S/C to hire Susan Solomon for the remainder of this school year to replace Jocelyn Won in the position of field representative.

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

Mary Ann Ahtye will retire as field rep. M/S/C to offer Sister Ahtye a 40-day consultancy at \$200/day, which is the rate commensurate with SFUSD consultants.

M/S/C to recognize clerical and professional staff by giving a one time, two percent bonus for their extraordinary efforts during contract campaign.

[Minutes of the Executive Session were taken by Cynthia Lasden.]

4. COPE .....Ken Tray

Brother Tray showed the award that UESF received from the SFLC at the COPE dinner for our efforts during the November elections.

UESF needs to have a strong showing at the upcoming Angelides event on Sunday at CTA headquarters in Burlingame.

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

a) Last Tuesday, the district voted to lay off over 70 paraprofessionals, and over 90 members were consolidated; usually, this results in their hours being cut. This must be done by seniority. At the most recent school board meeting, Brothers Kelly and Reeves spoke against the layoffs. Gail Ow and Brother Reeves researched some site plans and found that there are schools which have high supplies budgets while removing paras' hours. The next para meeting will focus on retirees. There are 70 paras left who have not been deemed highly qualified.

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

Sister Mack referred members to the new substitute salary schedule, which was in the meeting packet, and explained the way the salary increases will be distributed. She also described the shrinking of the salary scale from 4 levels to two levels.

6. Committee Reports (As Needed)

a. Social Committee.....Susan Solomon

The retirement dinner will be held on Friday, May 12 at the United Irish Cultural Center. Members were encouraged to attend.

7. Divisional Committee Reports

a. Elementary School .....Susan Solomon

The committee is developing a survey for schools in order to make recommendations to the district about which schools should participate in the 4/5 grade relief time pilot program. The committee discussed making plans to help develop a para staffing ratio for next year, as well as a way to monitor school budget planning.

**New Business:** There are now signs on buses that say "Thank a teacher," as the SF Ed Fund is working on ways to recognize the work teachers do.

The first Teacher of the Month ceremony will be at Sheridan Elementary School on May 9. There can be nominations from parents and colleagues, and self-nominations. There will be a screening committee. This is in line with the state and national Teacher of the Year. There will be a monetary prize and responsibilities as ambassador for schools. At the event at Sheridan, there will also be a presentation about Donors Choose, as well as a mayor's press conference there, so members were encouraged to let others know about it.

**Old Business**

**Good of the Order / Announcements:** Herbert Hoover Middle School is celebrating its 50<sup>th</sup> anniversary on May 12.

**Adjournment** at 6:45 p.m. in memory of Robin Brasso's father and mother-in-law and Earl Lene DeSantiago's mother.

Respectfully submitted,  
Susan Solomon, Secretary