

**United Educators of San Francisco
Executive Board**

Wednesday, May 2, 2007, 4:15 p.m.
Official Minutes

Agenda

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

M/S/C to accept the minutes of the February, March and April Executive Board meetings as presented.

Special Order of Business:

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

M/S/C to accept the recommendation of the Grievance Committee to take case 0607-50 to arbitration. Teacher must have sick leave days back because she was injured on the job.

M/S/C to accept the recommendation of the Grievance Committee to take case 0607-55 to arbitration. Special Education teacher has above the maximum number of students in his class, no matter which classification is used, ED or LD. (It is a mixed class.) Remedy: provide adequate support as needed.

M/S/C to accept the recommendation of the Grievance Committee to take case 0607-67 to arbitration. Teacher was given a written reprimand for allegedly violating a board policy by making a comment that was offensive to the principal.

Brother Kelly announced the events of May 7, 8 and 9. May 7: Substitute Recognition Day will be celebrated at Caffe Trieste from 4:00-8:00. May 8: Reception at North Light Court, honoring school district employees who have announced their retirement. May 9: Reception at the Mayor's Balcony, honoring the work of 6 outstanding teachers.

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

1. ER&D Conference..... 4@\$500.00=\$2,000.00
2. ULI Conference..... 2@\$589.00=\$1,178.00
3. QuEST, July 12-15 up to \$3000
4. AFT Western Regional Conference (airfare)..... \$377.00
5. NCUEA membership (retroactive)..... 1@\$300.00
6. LATA Dinner (Mission Language & Vocational Hall), May 11... 10@\$40.00=\$400.00
7. CAA.....4@ \$200=\$800
8. TACT Dinner (4 Seas Restaurant), June 1 10@\$40.00=\$400.00

Mark Murray encouraged members to apply for the ER&D training since it is still possible to apply. There was a suggestion to post the information about who enrolls for the conferences.

M/S/C **COPE Expenditures** Dennis Kelly

1. Hayward Teachers donation..... \$1,000.00
2. Donation to the Hayward Angry Tired Teachers Band (for CD's)..... \$300.00

Special Order of Business..... Dennis Kelly

1. Retirement Recognition Award: M/S/C to use the recommended wording that was in the meeting package on the certificates for retiring teachers and paraprofessionals.

COPE Report Ken Tray

Brother Tray spoke about the proposed COPE plan. On May 17, the COPE Subcommittee will work to revise UESF's candidate questionnaires for local candidates. These will be available at the June Executive Board meeting for review. The questionnaire will go to all announced candidates for the 3 positions, mayor, sheriff and district attorney. All members will receive COPE cards, announcing an August meeting for interviews. The Executive Board will make the endorsements at its August 22, 2007 meeting. Hard copies of the COPE plan were not available at the meeting, so it was decided to send the report out electronically.

Treasurer's Report: M/S/C to accept the April 30, 2007 Financial Report as presented.

Scholarship Committee: Sister Merriweather asked for volunteers to help with reading scholarship applications week after next.

A phone call came in from the district, informing UESF that a 14th school has been approved for receipt of QEIA money. Up until now, only 13 had been approved. The 14 schools are: ISA, Revere, Lick, Mission, Drew, Everett, Muir, Mann, Brown, Parks, Hillcrest, Sanchez, Miraloma, and Malcolm X Academy. There will be a training for staff at these schools. CTA will be providing information to members.

Resolutions

1. M/S/C to move to the Assembly with a recommendation to approve: Endorsing Professional Salaries for Substitute Teachers..... Tay McArthur

(Faxed copy in packet) Several members spoke to the importance of this resolution for all teachers.

2. M/S/C to refer the resolution back to the committee so that it can be further reviewed: Resolution to Create a Standing Rules CommitteeLuisa Ezquerro
Whereas the process of amending UESF's Constitution, Bylaws and other rules should be open to all members; and

Whereas the amendment process should be logical and transparent; and

Whereas all constituencies impacted by any proposed rules change should be involved in the amendment process;

Therefore be it resolved that UESF shall create a **"Rules Committee"** as a standing body regarding amendments to:

- the UESF Constitution,
- UESF Bylaws,
- Divisional bylaws, rules (Substitute, Retired Divisions),
- the Operating Rules of Assembly, and
- the Operating Rules of Executive Board;

And be it further resolved that

- The Rules Committee shall be appointed annually by the President,
- The Rules Committee shall have a minimum of 3 members.
- The Rules Committee shall be expanded on an ad hoc basis to include representation of any constituency impacted by any proposed changes to UESF rules.
- The Rules Committee could include the Parliamentarian if appointed.
- Proposed changes to any UESF rules may be initiated by:

- (a) The Executive Board or Assembly
- (b) Divisions of UESF
- (c) UESF Committees
- (d) A minimum of 5 UESF members.

And be it finally resolved that any proposed change in UESF rules shall be submitted in writing, signed by the proponents, to the Executive Board for direct referral to the Rules Committee.

- The proposal must include/be accompanied by
 - (a) rationales for the proposed changes and
 - (b) any possible impacts of said changes.
- In addition to reviewing any proposed changes submitted by others, the Rules Committee shall engage in an annual review of all UESF rules for possible appropriate amendments.
- When considering any proposed rules changes, other than those from a division regarding its Bylaws, the Rules Committee will call a hearing and will seek the participation of any affected group within UESF as well as other concerned UESF members.
- The Rules Committee shall review any proposed changes from a UESF division to its Bylaws for any inconsistencies with other UESF rules, and forward the proposed changes to the UESF Executive Board.
 - The Rules Committee will draft an initial recommendation, based on proposals submitted or annual review, to be sent for comments and suggestions to the Executive Board and the Assembly **before** the Rules Committee prepares and releases a final proposal.
 - The Rules Committee will then consider these comments and suggestions (from the Executive Board &/or Assembly) prior to drafting a final proposal.
 - Any final proposal from the Rules Committee of the UESF Constitution and/or ByLaws shall be submitted to all UESF members prior to the first reading.

Note: references: UESF Constitution, Article X Amendments; UESF ByLaws, Article IX Amendments. Both articles would be amended with the following language <in Section 1.b. of each article>: [insert] ***“prior to the first reading of the proposed amendments, any amendment to be considered shall be submitted to all UESF members prior to the first reading.”***

All final proposed changes to the Operating Rules shall be referred to the appropriate body for final review and adoption.

The Amendment Protocols Committee further recommends that all UESF rules be present and accessible when UESF bodies meet/convene.

Sister Ezquerro thanked the members of the committee for their work. There was a discussion and a motion about the committee further reviewing the resolution to determine which parts should be constitutional amendments.

3. M/S/C to move to the Assembly with a recommendation to pass: Endorsement of Candidate for Assembly..... Ken Tray
Whereas Supervisor Tom Ammiano was a long-time San Francisco public school classroom teacher and union member, and

Whereas UESF and teachers and paras have supported Tom Ammiano for School Board, Board of Supervisors, and in his run for Mayor, and

Whereas Supervisor Tom Ammiano is an announced candidate for State Assembly for the November 2008 election, and

Whereas Supervisor Tom Ammiano is a champion of public schools and the educators who do the work, and

Whereas Supervisor Tom Ammiano is a consistent supporter of the labor movement, and

Whereas, Supervisor Tom Ammiano never met a picket line he didn't join, and

Whereas Supervisor Tom Ammiano will fight for our interests in Sacramento, and

Whereas Supervisor Tom Ammiano will make universal health care for all Californians a top priority alongside his lifelong commitment to public schools and public school workers, and

Therefore Be it Resolved that the United Educators of San Francisco endorse Supervisor Tom Ammiano for State Assembly on the November 2008 ballot.

There was a question about whether the procedural process was correct, based on Bylaws Art. 9, Section 7 regarding COPE endorsement procedures. Brother Kelly ruled that this motion followed the procedure as outlined in Section 7. Sandra Mack challenged the chair and spoke to her concerns. M/S/C to sustain the chair's ruling.

Reports

- 1. President Dennis Kelly
 - a. Negotiations: The April 24 rally had a noticeable effect on the executive director of labor relations, who began the April 26 bargaining session with listing their rejection of all of our financial proposals. Later that day, the district rejected 7 more, as the UESF bargaining team asked for responses to all of our outstanding proposals. We informed them of the likelihood of impasse. The district based their rejections on an anticipated decrease in the COLA, but there has actually been an announced increase. At the April 24 school board meeting, the commissioners voted to postpone the vote on para layoffs until April 26. The layoff list was changed based on the information provided by UESF. Field Representative Eric Hall prepared an extensive information packet that seriously compromised the district's position. As a result, UESF's attorney will be filing a writ of mandate to stop the layoff process. There are many, many temporary paras who have been working for years. Suggestion to have a demonstration at the school board meeting on May 22. There was consensus that May 22 is the appropriate date for this.

M/S/F to extend meeting by 10 minutes.

Good of the Order / Announcements: Brother Michel pointed out that by failing to vote to extend this meeting and the last one has meant no report from the Paraprofessional Division for these two meetings.

Adjournment at 6:46 p.m. in memory of May Choi's mother and Helen Beresford, Gail Beresford's mother.

Respectfully submitted,
Susan Solomon, Secretary