

**United Educators of San Francisco**  
**Executive Board**  
Wednesday, May 6, 2009, 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 1, 2009 Executive Board meeting minutes as presented.

**Special Order of Business really done in this order: 4,3,1,2**

1. EFCA Vigil.....Dennis Kelly

The flyer was in the meeting packet. UESF has been asked to participate in the vigil at 9:30 p.m. tonight.

2. SFUSD Emergency Preparedness..... Meyla Ruwin

Ms. Ruwin is the director of School Health Programs. Her department takes “nurse of the day” phone calls. School nurse Diane Goldman, also present at the meeting, is one of the nurses who provide that service. They received many calls about the swine (HI NI) flu, and directed their questions to Gentle Blythe, public relations. The city’s Department of Public Health oversees issues of general concern. She explained the information delivery process and provided an information flow chart for the HI NI FLU virus. Some members at the meeting informed Ms. Ruwin that the information that was to have been disseminated at sites has not been yet. Also, students who have coughed just once have been sent home from school, which is not necessary. John Bitoff, executive director of Maintenance and Operations, was also present at the meeting and reported that he and others have nearly completed work on a living, dynamic document that will be on the web about emergency preparedness in the District. He described some of the preparedness plan.

Susan Kitchell pointed out that there is a website, [doityoursleeve.com](http://doityoursleeve.com), about personal hygiene for preventing the spread of infectious diseases. She also suggested that the flow chart include sites and staff. Brother Kelly suggested including UESF.

3. Grievance Committee Report ..... Stan De Bella

M/S/C to accept the Committee’s recommendation to take case 0809-39 to arbitration.

M/S/C to accept the Committee’s recommendation to take case 0809-46 to arbitration.

M/S/C to accept the Committee’s recommendation to take case 0809-34 to arbitration.

(Written Report Attached)

In addition to the problem with the situation with AP preps that generated case 0809-46, UESF has recently learned that at one site, teachers agreed to forego APs preps and receive a stipend instead.

4. 2010-2011 Academic Calendar .....Kenyatta Scott

Brother Scott has been involved in the Calendar Committee. In his absence, Brother Kelly presented the calendar options. Executive Board members were asked to choose one of the two calendars for the 2010-2011 school year presented. The selected calendar will put out to the membership for a survey. The two drafts were examined and compared. Both drafts unbalance the semesters. Standardized testing and AP testing come in the second semester, and school would be out shortly after that.

M/S/C with 4 abstentions to accept Draft A for purposes of surveying our membership.

M/S/F amendment to put out Draft A as well as the earlier Draft C, which is the traditional, current calendar.

Brother Kelly explained that he wants to simplify the process by making it a yes or no on one calendar. If the result of the survey is 'no,' it means that UESF would tell the district that it is not acceptable.

Three principles: 1. End the first semester before winter break. 2. Regularize when spring break is. 3. End school before Memorial Day.

It was noted that ending before Memorial Day could have the effect of taking a paid holiday away from paraprofessionals. UESF will not agree to such a plan unless there is an agreement to preserve the holiday for paras.

**Finance Report** ..... Elaine Merriweather, Treasurer

M/S/C to accept the April 30, 2009 Financial Report as presented.

Sister Merriweather announced that UESF scholarship applications have gone out to school sites and are in the WAD. Applications are due by May 15. Volunteers were sought for reading the applications.

**COPE Financial Report**.....Ken Tray, COPE Director

M/S/C to accept the April 30, 2009 COPE Financial Report as presented.

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

- 1. NEA RA July 1 – 6 (San Diego) ..... 15@up to \$1500.00=\$22,500.00
- 2. AFT Healthcare Conference (June 11-14) Washington DC ..... up to \$1,800.00
- 3. Parents for Public Schools ..... \$250.00
- 4. LATA (May 15) ..... 10@\$45.00=\$450.00
- 5. APALA (May 29) ..... 10@\$100.00=\$200.00
- 6. NCUEA ..... up to\$1500.00
- 7. Labor Project for Working Families..... \$250.00

M/S/C **COPE Recommendations for Expenditures**.....Dennis Kelly

- 1. SFLC Event for Dennis Herrera, May 12th ..... 2@\$100.00=\$200.00

**Resolutions**

Brother Kelly suggested that members review resolutions 1 and 2 since they are similar.

- 1. M/S/CU w/1 abstention May 19<sup>th</sup> Ballot Issues.....Dennis Kelly  
Whereas the opposing positions taken by CFT and CTA on the propositions on the May 19<sup>th</sup> ballot have confused some of the membership, and  
Whereas UESF has not taken a position on any ballot propositions in deference to the affiliate bodies, and  
Whereas segments of the membership have actively supported Proposition 1B because it directs money to schools, and  
Whereas Child Development workers have unified to oppose Proposition 1D that will take money from First Five funds, and  
Whereas Proposition 1F unfairly blames all legislators for the behavior of any few, and

Whereas Proposition 1C calls on the state to gamble on lottery futures for state funding, and  
 Whereas Proposition 1E borrows money allocated to mental health programs, and  
 Whereas Proposition 1A is the subject of disputation and controversy which has split both labor and teacher organizations, and  
 Whereas at its worst Proposition 1A will lead to myriad problems for the state, and at its best it will engender no more than a two year solution to the current problems, and  
 Whereas polling indicates that no matter what this union may do, the likelihood of anything but Proposition 1F passing is increasingly slim,  
 Therefore be it resolved that UESF endorses Proposition 1B and opposes Propositions 1A, 1C, 1D, 1E, and 1F, and  
 Be it finally resolved that UESF communicate this position to the membership and the affiliates.

This is an emergency action as the election is one day after the Assembly meeting, so this resolution will not go to the Assembly.

2. Resolution withdrawn No on Prop. 1-A ..... Tom Edminster  
 Whereas Proposition 1A, the alleged statewide “rainy day fund” initiative is misleading and dangerous for all those who depend on public revenue, including that Prop 1A permanently authorizes any California governor to unilaterally engage in mid-year spending cuts; and

Whereas Prop 1A was specifically designed to play off education workers and students against others dependent on state-wide public expenditures; and

Whereas Proposition 1A is a guarantee to institutionalize austerity, in the name of “compromise;” and

Whereas, it is important that UESF and others in the education community and among education worker/teacher unions, take a leading role in the campaign to defeat Proposition 1A;

Therefore be it resolved that UESF declares its opposition to Prop 1A; and

Be it further resolved that UESF attempt to organize and coalesce our local resources (perhaps including: robocall, email blast, etc.) to inform our members and give voice to UESF’s stand against Proposition 1A; and

Be it further resolved that UESF shall communicate this organization’s opposition to Prop 1A to: the CTA, the CFT, the California Labor Federation, the San Francisco Labor Council (esp. its Public Employee Committee), the San Francisco PTA and other parent organizations, ACORN, SFOP, BAOC---and other relevant community organizations with ties and alliances at the state-level; and

Be it finally resolved that UESF’s opposition to Prop 1A be communicated in writing to the San Francisco legislative delegation to the California Legislature.

3. M/S/CU to vote no when taken to the Assembly: Prop. A Supplemental Funding for Substitutes ..... Tay McArthur

WHEREAS this Executive Board has endorsed (December 3, 2008) the "Professional Salaries for Substitute Teachers" Resolution from the Substitute Division, and forwarded it to the UESF Assembly with a positive recommendation; and

WHEREAS the UESF Assembly during consideration "Tabled the Motion." as the Representatives, "needed more time to consider the item;" and

WHEREAS the item was "Taken off the Table" (Assembly meeting Feb. 18, 2009), for additional consideration, whereupon it was postponed until the time "preparatory to the negotiations for our next three year contract," rather than during the more restricted annual contract reopeners; and

WHEREAS unanticipated additional Proposition A funding (\$2.1M) has been provided to the District; and

WHEREAS two items: Para Salaries and Reducing Health Care Co-Pays were approved, by the Assembly at their March 18, 2009 meeting, to be the focus of the supplemental Prop A funding negotiations; and

WHEREAS the UESF President. in his April 15, 2009 report to he Assembly, stated that, "The only agreement, thus far, related to the new funding was, that the District had agreed that Prop A negotiations would be handled separately from the 'reopeners';" and

WHEREAS a unique opportunity has been presented, "with substantial dollars "on the table," available for UESF salary negotiations - outside the framework of "reopeners," and

THEREFORE BE IT RESOLVED that an additional item: "Professional Salaries for Substitutes" be included in UESF supplemental Prop A funding negotiations.

M/S/F substitute resolution:

Whereas substitutes were not included in the Prop A salary increases

Therefore be it resolved that UESF seek raises for all substitutes when bargaining for the supplemental Prop A funding negotiations.

There was a question as to whether a new issue can be raised in Prop A negotiations since the district has already been noticed on UESF's priorities for Prop A bargaining.

**Reports**

1. President's Report .....Dennis Kelly
  - a) Consolidations: The process is as problematic as it has been in the past. The overarching problem with what the district is doing is that they are violating the contract in many ways. Teachers returning from leave (RFLs) are being processed concurrently with voluntary transfers when they should be placed before. Many issues, including teachers not being notified in a timely way or at all of their consolidation status; teachers being told they must choose from jobs available during consolidation, in violation of Article 15.5.3. There is a new online process

for voluntary transfers. Jobs are again being hidden during voluntary consolidation time. The district switched the dates of the elementary and middle/high school consolidated teachers' fairs just a few days before the fairs. Mark Murray went to middle school fair: There were 7 consolidated teachers present. Three schools were supposed to be represented, but there was only one principal with one open job.

- b) Prop A implementation: the district has named 25 hard-to-staff schools. They were announced at the meeting and will be publicized soon.
- c) The deadline for applying for a master teacher position has been extended to May 8.

2. Elementary School Report .....Darcie Chan Blackburn  
(Written report attached)

3. High School Committee Report ..... Kathy Melvin  
School Loop is up, but there are issues and concerns with it.  
The budget shenanigans were explained, but not satisfactorily. SSCs have recently been deemed 'advisory' rather than decision-making by some district and site administrators. The social studies graduation requirements have been left alone for now. The district has been disrespecting/lying or late on the whole consolidation and non re-election lists.

4. CDP Committee Report ..... Elaine Merriweather

Three more sites are going to be included in the pilot program: Raphael Weill, Excelsior at Guadalupe, and Bret Harte.

5. Paraprofessional Issues .....Carolyn Samoa

Summer school job assignments are going out this week. Call Sister Samoa if there are any problems or questions.

If members know of any paras who are retiring, please refer them to the Sister Samoa or the Retired Division.

6. Retired Division ..... Gerry Meister

Ballots for HSS Board are out. Members were urged to vote for UESF's endorsed candidate, Sharon Ferrigno.

7. PJHR Committee Report..... Lita Blanc

Roberto Michel spoke at the May 1 Immigrants Rights rally, representing UESF well. The turnout was small; there were rain and fears about the flu.

**Good of the Order / Announcements:** CFT Committees met last Saturday, including the Civil, Human and Women's Rights Committee. One school was closed for a week due to the H1N1 virus, but teachers were kept working and therefore did not lose pay.

It appears there are going to be many changes in upper level management in SFUSD.

Screening and Assessment is moving to Special Education by July 1.

**Adjournment:** 6:59 p.m.

Respectfully submitted,  
Susan Solomon, Secretary