

United Educators of San Francisco
Executive Board
Wednesday, June 7, 2006, 4:15 p.m.
Official Minutes

Agenda

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

M/S/C with 2 abstentions to accept the minutes of the May 3, 2006 Executive Board meeting as presented.

Financial Report Elaine Merriweather

M/S/C to accept the financial report ending May 31, 2006 as presented. M/S/C to move into COPE. M/S/C to accept the COPE reporting ending May 31, 2006 as presented. M/S/C to move out of COPE.

Special Order of Business

1. Housing Action Coalition..... Tom Colen

Mr. Colen was at the meeting to ask UESF to join the Housing Action Coalition. Three of the coalition's main goals: i) housing built over retail space; ii) housing for university students; and iii) housing for teachers, as well as public safety employees. The coalition also endorses and advocates for housing projects, in part by helping to expedite the process. Example: advocating for SFUSD to build housing on land owned by SFUSD. He is interested in increasing labor involvement; several building trades unions are members. Website: www.sfhac.org. Literature was provided at the meeting. Mr. Colen answered several questions from members.

President's Recommendations for Expenditures Dennis Kelly

1. Chinese for Affirmative Action (4 tickets) \$800.00
2. CTA Summer Institute..... up to \$3,500.00
3. Housing Action Coalition..... \$500.00

Pulled for discussion.

4. Para to Teacher Program (retroactive) \$200.00
5. LaborFest 2006 (1/2 page Ad -retroactive)..... \$300.00
6. 35th Anniversary Open House for Consumer Action 2@\$40.00=\$80.00

Sandra Fewer will be honored at the Chinese for Affirmative Action dinner.

M/S/C to approve expenditures 1, 2, 4, 5, and 6.

M/S/C to table item #3 until the fall.

M/S/C **COPE Expenditures**

1. No on Prop. D \$500.00
2. San Francisco Labor Council (Health Care Legislation) up to \$1,000.00

Pulled for discussion because it is linked to the first resolution below.

3. SF Labor Council: Paulson/Theriault for DCCC \$1,000.00

Resolutions

1. M/S/C SFLC Universal Healthcare for San Francisco..... Dennis Kelly
Whereas, the San Francisco Labor Council is working to guarantee passage of supervisor Tom Ammiano's Universal Healthcare Legislation, and

Whereas the Labor Council has asked for a financial contribution to determine the best avenues for success of the legislation, and

Whereas the SFLC has requested \$1,000.00 from each affiliate,

Therefore be it resolved that the president of UESF be authorized to contribute up to \$1,000 from UESF for this purpose.

Luisa Ezquerro provided some background information. Ken Tray will be attending an emergency SFLC meeting to discuss how to move this item along.

- 2. UESF-Retired Division Exec.-Board Meeting w/ UESF Constitution and Bylaws Committee Gerry Meister
The UESF-Retired Division asks that the UESF Executive Board direct the UESF Constitution and Bylaws Committee to meet with the Retired Division Executive Board before June 30, 2006, so that the Retired Division Executive Board can participate in the process of reviewing and possibly revising those proposed amendments to the UESF constitution and bylaws that relate to the Retired Division and were introduced at the Assembly for first reading on May 17, 2006.

The Constitution and Bylaws Committee was an ad hoc committee, so it no longer exists, rendering the resolution moot. President Kelly will meet with the executive board of the UESF Retired Division on June 22.

- 3. M/S/C as amended (*Amendment is in italics*): Resolution on Election Committee Recommendations.....Charles Hibbard

Whereas a common complaint of UESF voters has been a lack of familiarity with candidates who are running for the various offices; and

Whereas the injunction against devoting UESF resources to election publicity except for "a single pre-election statement of all candidates" seems unnecessarily restrictive and makes no allowance for the rapid changes in communication technology currently taking place; and

Whereas members' increasing familiarity with the Internet has opened up the prospect that future elections may eventually be conducted electronically, with consequent savings in labor and expense and possible improvements in voter turnout;

Therefore, it is resolved that the UESF be permitted to devote resources, both financial and in staff labor, beyond the single pre-election statement currently allowed, for the purpose of publicizing elections and familiarizing the membership with the candidates, subject to reasonable regulations to insure equal publicity for all candidates. Such measures could include candidate biographies, photos, and personal statements in pre-election issues of the Educator, on the UESF website, and in pre-election mailings, along with creation of materials publicizing the elections to be distributed to work sites.

It is further resolved that the implementation of the actions of the first resolved be referred to the Election Committee.

It is further resolved to provide help with the technology for those candidates who need it.

It is further resolved that a committee be appointed to explore in detail the probable advantages and disadvantages of conducting UESF elections electronically and to report its findings to the Executive Board and Assembly.

The implementation of these recommendations would necessitate changes in the UESF bylaws. There was a discussion about the details of the resolution.

M/S/C to provide help with the technology for those candidates who need it. M/S/C add second resolved: It is further resolved that the implementation of the actions of the first resolved be referred to the Election Committee.

Reports and Discussion

- 1. President.....Dennis Kelly
 - a. CTA, Paras and Membership: President Kelly described the difficult situation of the Hilton Hotel workers who are trying to organize at the LAX Hilton, where CTA State Council is held quarterly. CTA will find another venue for State Council as long as the labor dispute continues. UESF paraprofessionals have been NEA, but not CTA, members for many years. For the third time in 17 years, a vote was taken to allow classified members to be full members of CTA. This time, the resolution passed resoundingly, and for the first time in 17 years, UESF delegates sat in the voting delegates section.
 - b. 2006-2007: President Kelly described a proposed process and timelines, including member surveys, for negotiations for next year, as the newly-ratified contract will expire on June 30, 2007. There will be building representative trainings on August 23 and 24.

- 2. Executive Vice-President Linda Plack
 - a. Region 1 Leadership Conference 2006, Minority Leadership Incentive Grants: Information and an application were included in the meeting packet. The grants are for first-time attendees.
 - b. Sister Plack pointed out that Adrienne Johnstone’s Labor Notes conference report was included in the meeting packet.
 - c. She thanked Eric Hall for the great food at today’s meeting, and for bringing food to all of our meetings.
 - d. Members should make sure that the 2% raise was included in their paychecks.
 - e. M/S/C with 3 abstentions that members of the Personnel Committee act in place of the Executive Board in the summer to hire applicants for the two field rep positions.

- 3. COPEKen Tray

Leland Yee and Fiona Ma won their elections, thanks to our help. We phonebanked every UESF registered voter 3 times.

- 4. Grievance Committee Stan DeBella

M/S/C to send grievance 0506-49, re: hiring practices at the new Diane Feinstein Elementary School, to arbitration. Teachers were hired out of cycle, and selections were made before consolidated teachers were placed. Two probationary teachers and 3 temporary teachers were hired. Out of 11 teachers currently at a school that is being closed, 7 applied and only 1 was hired at Feinstein.

M/S/C to send grievance 0506-37 to arbitration. Teachers who have been working in evening school for many years were not hired this year. They have not been evaluated, nor were they given an opportunity to apply for the positions.

M/S/F with 5 abstentions to send grievance 0506-41 to arbitration. The case involves a teacher whose keys were apparently taken by a student. The principal was made aware of the situation and did not file a police report. Over the 3-day Labor Day weekend, the teacher made many phone calls to the home of the student accused of taking the keys. Initially, the teacher was given a 5-day suspension, which was subsequently reduced by the district to 2 days, which is supposed to be served next week.

M/S/C to take grievance 0506-58 to arbitration. This case is similar to the other Feinstein grievance. 45 students from this teacher's closed school will be going to Feinstein, but the teacher was not selected to work there. This is a contract and education code violation. This case may be joined to 0506-49 in arbitration.

M/S/C with 2 abstentions to take grievance 0506-73 to arbitration if denied at step 2. Violation of section 10.2.4.2. A teacher returning from maternity has been denied return to her position. This may be joined to 0506-81.

M/S/C with 1 abstention to take grievance 0506-74 to arbitration. This is another case of moving a speech pathologist to another school because of the unsubstantiated claim that the school demographics have changed and a Chinese-speaking or a Spanish-speaking pathologist is needed. There was no meet-and-confer regarding this change in requirements.

M/S/C to take grievance 0506-81 to arbitration if it is denied at step 2. A dean was on maternity leave. She was told on June 2 that she was consolidated and had to fill out a preference form by June 5. When she looked at job listings, she saw that the only job listed was hers, with the added requirement that the dean's position requires a Chinese or Spanish-language speaking person.

Additionally, there is a claim that speech pathologists who speak Spanish and Chinese are needed, and the district claims the right to assign speech pathologists "centrally." There is no contract language about "centrally assigned" positions.

M/S/C to take 0506-62 to arbitration if it is denied at step 2. A teacher has been paid during the 2005-2006 school year on the BA + 30 units pay scale, when the correct placement is BA + 60. The district is claiming that her transcripts were not filed to establish her salary scale placement in a timely manner, but she could not have earned her required credential, which the district recognizes, without the additional units.

5. Divisional Committee Reports

c. Middle SchoolMerilee Hearn

1. Testing schedule: question to Jeannie Pon: why is standardized testing not done in May? The April testing requires that teachers have to do a lot of cramming in April. Pon's reply: the testing schedule is driven by the AP high school testing schedule.

2. High Point classes: Students who have to take these classes are not able to take electives. Pon agreed that if students do not test out after third semester, they will be allowed to take electives.

3. Issue for contract negotiations: middle school department chairs do not get paid a differential.

4. Pon claimed that more substitute teachers have been hired, and there should not be a shortage next year.

5. Special Education students of different needs are being grouped together. The classes are staffed often by teachers who are not fully credentialed. The committee asked Pon what is being done to recruit Special Education teachers. Her response: job fairs! There were many ideas and suggestions given and discussed.

Adjournment at 6:38 p.m.

Respectfully submitted,

Susan Solomon, Secretary