

**United Educators of San Francisco
Executive Board**
Wednesday, June 6, 2007, 4:15 p.m.
Official Minutes

President Kelly welcomed newly-elected Executive Board members. The previous term ended June 1, and new term begins July 1, but Brother Kelly invited the new members to participate.

Nathan Allan of NEA described the letter-writing campaign, specifically targeted at Nancy Pelosi about NCLB reauthorization. She is the legislator with the most influence over Rep. George Miller, who is in charge of re-authorizing NCLB. Shout-out to Jose Ortega Elementary School, which is the first school to turn in letters from 100% of the staff.

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

M/S/C to accept the May 2, 2007 Executive Board meeting minutes as corrected.

Financial ReportElaine Merriweather

M/S/C to accept the May 31, 2007 Financial Report as presented. There was a question about the Affiliates-Staff Funding line item. UESF is receiving less from its affiliates because a repayment plan is in place for the dues UESF owes to its affiliates.

COPE Financial Report.....Ken Tray

M/S/C to accept the May 31, 2007 COPE Financial Report as presented.

Paraprofessional Ida Stanford, CTA's California ESP of the Year, was presented with her new award, which was unavailable at the ceremony in Sacramento. Sister Stanford addressed the Executive Board, describing her career and thanking UESF for the nomination.

Special Order of Business:

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

M/S/C to give blanket authorization to send an intent and a demand letter to move up to 32 Step 2 grievances to arbitration.

Over the summer, Grievance Committee Chair De Bella will review each grievance, write a synopsis of each, and discuss them with the committee members.

There was a discussion about the grievance process and the serious systemic problems with the SFUSD Labor Relations Department.

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

1. CARA Convention (Program). \$200.00
2. SF Chamber of Commerce (membership)..... \$715.00
3. AFT Communications Conference..... up to \$1,350.00
4. Vietnamese Academic Award Foundation (donation)..... \$200.00
5. CTA Hispanic Issues Conference (retroactive).....2@ \$200=up to \$400.00

M/S/C to add item #5 to the President's Recommendation for Expenditures.

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

1. UESF/COPE Donation to Ammiano for Assembly Campaign.....\$3,600.00
2. Building Trades, "Night in Vegas" (retro) \$350.00
3. Alice B. Toklas Democratic Club, June 24 (Pride Breakfast) \$250.00

4. SF Labor Council COPE Dinner, July 26 (5 seats + ad)..... \$2,500.00

M/S/C **COPE Report**..... Ken Tray

A tentative plan and calendar for summer COPE activities was discussed.

There were suggestions for additions to the questionnaires for mayoral and District Attorney candidates which were reviewed, including adding questions about sanctuary city status; dire financial situations in some city departments; and teacher housing question; broader housing question in terms of families leaving the city; city truancy prevention program, initiated at some high schools, which is now being eliminated.

Resolutions

1. M/S/CU Endorsement of Claire Merced for NEA, District 2.....Dennis Kelly

Sister Merced pointed out that since UESF’s merger in 1989, there has not been a UESF member as an NEA director. This is very important to UESF so its issues can be heard at the national level. Brother Tray requested donations at the meeting for her campaign. The election is on June 10. The Executive Board’s endorsement means that UESF can produce and fund her campaign literature.

2. Standing Rules Committee – By-Laws & Constitution..... Luisa Ezquerro

Bylaws, Article VIII. Committees, Section 1. Standing Committees

NEW: h. (former h. becomes i.) Rules Committee. The Rules Committee shall be composed of a minimum of three UESF members, appointed annually by the President, subject to the approval of the Executive Board. The committee shall assist in the process of amending the UESF Constitution and Bylaws.

NEW: Bylaws, Article X. Rules Committee (former X becomes XI, others renumbered accordingly)
Section 1.

- a) The Rules Committee shall ensure that the process of amending the UESF Constitution and Bylaws (see Bylaws, Article VIII, Section 1. h.) is open and clear to all members, that the rationale for and possible effects of rules changes are clearly explained and that all affected constituencies are involved in the process.
- b) Proposed amendments to the UESF Constitution and Bylaws may be initiated by the Executive Board, the Assembly, a UESF Division, a UESF committee or a minimum of five UESF members.
- c) The Rules Committee shall conduct an annual review of the UESF Constitution and Bylaws and operating rules and may propose changes based on that review.

Section 2.

a. Any proposed amendments shall be submitted in writing, signed by the proponents, to the Executive Board and referred directly to the Rules Committee. The proposal shall include a statement explaining the rationale for and possible effects of the proposed change. If UESF constituencies may be affected, members of those constituencies shall be appointed to the Rules Committee by the President, subject to the approval of the Executive Board, to serve during the time the changes are under consideration.

Section 3.

a. When considering proposed amendments to the Constitution and Bylaws, other than those from a Division regarding its own Bylaws, the committee shall hold a hearing and

seek participation of any affected group within UESF, as well as other concerned members.

b. After the committee reviews the proposed amendments referred by the Executive Board, the committee shall draft initial recommendations to be submitted simultaneously to the Executive Board and the Assembly for comment, which the committee will consider in drafting its final recommendations.

c. Proposed UESF Constitution and/or Bylaws amendments, along with the Rules Committee's recommendations shall be submitted to the Executive Board and to the Assembly and also shall be submitted to all UESF members at least a week prior to the first reading at the Assembly.

d. All proposed changes to the Operating Rules of the Executive Board or Assembly shall be referred to those bodies for review and adoption.

e. The committee shall review any proposed changes from a Division to its own Bylaws for consistency with other UESF rules and then forward the proposed changes directly to the Executive Board for approval (see Bylaws, Article III, Divisions. Section 1. c. and Section 2. c.).

UESF Constitutional Amendments Changing the Process of Amending the Constitution

Constitution, Article X. Amendments (additions are in *ITALICS*)

Section 1. This Constitution may be amended by a two-thirds (2/3) vote of the Assembly *as a special order of business* or by a two-thirds (2/3) vote of the membership.

~~a. Proposed amendments must be submitted to the Assembly, in writing and signed by their proponents, at the regular Assembly meeting immediately preceding the meeting at which the amendments are to be voted on as a special order of business.~~

NEW a. Proposed amendments must be submitted to the Executive Board, in writing and signed by their proponents, accompanied by a statement explaining the rationale for the amendment and possible effects of the amendments. Proposed amendments to the UESF Constitution may be initiated by the Executive Board, the Assembly, a UESF Division, a UESF committee or a minimum of five UESF members. (See UESF Bylaws, Article VIII. Section 1. h. and Article X, Rules Committee.)

~~b. The Executive will forward the text of the proposed amendments to each UESF member at least two weeks before the meeting at which the proposed amendments are to be voted on.~~

NEW b. At least one week prior to the first reading of the proposed amendments at the Assembly, the text of the proposed amendments, accompanied by the statement of rationale and possible effects, shall be submitted to all UESF members.

UESF Bylaws Amendments Changing the Process of Amending the Bylaws

The present language regarding amendments is the same in the Constitution (Article X) as in the Bylaws (Article XIV), except for **majority vote**, rather than **two-thirds (2/3)**, and reference to the **Bylaws**, rather than the **Constitution**. Therefore, the same language used in the Constitution (Article X) would also be used in the Bylaws (Article XIV).

The rationale for the above resolution was on page 10 of the meeting packet. This will be returned to the August Executive Board meeting as a reminder, and then will go to the September Assembly meeting for a first reading. Thanks to Larry Blake, Judith Christensen, Tom Edminster, Luisa Ezquerro and Gerry Meister. Sister Ezquerro gave extra thanks to Sister Meister for her work putting the document together.

3. M/S/C No Child Left Behind SFLC Resolution..... Dennis Kelly
Whereas UESF is in the midst of a letter-writing program to call on House Speaker Nancy Pelosi to take leadership in calling for serious rewriting of the ESEA/NCLB act currently up for reauthorization, and

Whereas the San Francisco Labor Council represents 150 unions and the working people who belong to them who are our natural allies in this undertaking,

Therefore Be It Resolved that the Executive Board of the United Educators of San Francisco call on the San Francisco Labor Council to endorse the resolution printed below.

Resolution to Erase, Rewrite and Reauthorize “No Child Left Behind” (The Elementary and Secondary Education Act)

Whereas the Federal education policy renamed by George W. Bush as "No Child Left Behind" (NCLB) needs to be reformed by erasing the portions of the law which are not working for students and are hurting our union brothers and sisters by threatening sanctions, school closures and charter school takeovers based on the results of ONE standardized test and

Whereas the American Federation of Teachers and the National Education Association support rewriting ³NCLB² to include multiple measures for student progress, a model that looks at growth for improvement and includes successful programs such as class-size reduction and quality teacher and paraprofessional training and

Whereas the Congress should reauthorize this law when it is rewritten and fully funded to focus more on targeting resources to help schools succeed rather than taking away resources from the schools which need the most help and

Whereas the rights of education employees to bargain collectively and to be evaluated fairly should not be compromised by the reauthorization of this act,

Be it therefore resolved that the San Francisco Labor Council will support the Erase, Rewrite, Reauthorize plan to reform NCLB and encourage Congressional Representative, Speaker Nancy Pelosi to adopt this plan as well.

M/S/C to change the order of the agenda so that the resolution #4 would be considered after the President's Report on negotiations.

Reports (These reports may be made in writing...not to exceed 5 minutes each)

1. President Dennis Kelly

- a. Brother Kelly pointed out the Election Report, the end-of-year report of the UESF Education Project, and the report on the NAACP 7th Biennial Daisy Bates Educational Summit, all of which were in the meeting packet. He also spoke about Mission Housing Development Corporation's report regarding teacher housing. The report included 12 sites owned by the district. However, since this is the only housing report that has been submitted to the district, it is premature to endorse it at this time. There is an RFP about housing. For use of the land, the proposals are about apartment buildings. Mission Housing looked at our medical plans, which helps them determine the size of the families.
- b. Committees
 - i. M/S/C that all standing and special committees be dissolved.
 - ii. Request for volunteers for standing committees:
 - I. Personnel Committee
 - II. Budget Committee
 - III. Grievance Committee

There was a request that descriptions of committee work be done.

- c. Negotiations: report about the UESF bargaining team, after hearing the district's compensation offer, sat long enough to hear one of the district's proposals about the paraprofessional contract, and then told the district bargaining representatives how insulting the compensation offer was. They acted very surprised. The State Mediation and Conciliation Service is not available until the end of June. Brother Kelly described the meeting which included himself, Sister Plack, Shannon O'Hara, school board members Sanchez, Mar (arrived late), and Maufas, and Myong Leigh of Policy and Operations. UESF pointed out that Prop. H money can be used for compensation when Leigh spoke of concerns of CDP "encroachments". Discussion about our bottom-line issues, such as protection for consolidated teachers, para retirement, setting aside money for next year's health benefits. Sister Plack and Brother Kelly will meet in closed session with the school board tonight to educate the members some more. The bargaining team will assemble on June 7 to hear the district's offer which should come out of tonight's meeting.

At 6:20, during the Negotiations Report, M/S/C to extend the meeting by up to 20 minutes.

Resolutions (cont.)

- 4. M/S/C to table, 17-5: Membership Meeting Tom Edminster
Whereas SFUSD has spent the last several months stalling at the negotiating table and then finally came forward with a miserable .25% wage increase, an offer so bad that it can only be considered a provocation, given UESF's public statements desiring a settlement prior to June 30th, 2007; and

Whereas the UESF General Assembly voted overwhelmingly to hold a membership meeting no later than Sept. 12, 2007. This vote expressed both the determination of our members to not allow our contract negotiations to drag out indefinitely as well as a growing impatience with SFUSD's stalling at the negotiating table;

Whereas, UESF leadership has warned the district that they must give us a "contract this year, or face confrontation next year", and SFUSD shows no sign of taking this position seriously; and

Whereas, UESF will need to take decisive action early in the school year (Fall 2007) in order to prepare members for the membership meeting in September and to put pressure on SFUSD for a timely and fair contract.

Therefore, be it resolved, that if UESF has not received a satisfactory contract proposal from SFUSD by August 15th, UESF reaffirms that a general membership meeting shall held no later than September 12th, 2007

Furthermore, be it resolved that, the Executive Board will recommend UESF members taking part in a united action on the opening day of school, Monday August 27, 2007.

Point of information: the next Executive Board meeting will be on August 22, 2007.

Adjournment: 6:46 p.m.

Respectfully submitted,
Susan Solomon, Secretary