

United Educators of San Francisco
Executive Board
Tuesday, August 21, 2007
Official Minutes

Meeting called to order at 12:28PM. Order of agenda changed due to candidate schedules for COPE meeting. Susan Kitchell substitute recorder for meeting.

1. Roll Call..... Roberto Michel, Sergeant at Arms
 2. MinutesSusan Solomon, Secretary
- M/S/C to accept the June 6, 2007 E-Board minutes as written (no corrections).

Financial ReportElaine Merriweather

Proposed revenues estimated at >4 million dollars, proposed budget below that amount. Main changes in budget included additional funding to conferences and trainings allocation. We are working within our budget. Proposed and monthly budgets will be included in the next packet of information (9/5/2007) – approval of budgets will be done at the September meeting.

Special Order of Business:

1. Installation of OfficersSupervisor Tom Ammiano

Supervisor Tom Ammiano welcomed to administer the oath of office to members of the Executive Board of UESF at 12:40PM.

2. Grievance committee: Arbitration Recommendations.....Stan DeBella

49 grievances for review today. 48 approved for arbitration, 1 not approved. M/S/C to accept recommendation on the single grievance not to move to arbitration. M/S/C to accept 48 grievances to move to arbitration (all are blatant contractual violations – including issues related to class size, evaluations, discipline without cause).

President's Recommendations for Expenditures Dennis Kelly

1. American Red Cross Heroes event\$100.00
2. Coleman Advocates program ad\$500.00

COPE Expenditures Dennis Kelly

(Retroactive)

1. Alameda County garbage workers lockout (ILWU).....\$1,000.00
2. SF Labor Council spring COPE event\$525.00
3. "Magic" (PD Jeff Adachi's distribution of school supplies).....\$250.00
4. Fund for Labor Culture and History scholarship event.....\$500.00

(Current)

1. Living Wage event (2 tickets).....\$50.00
2. SF Labor Council Pre-Labor Day Breakfast (sign-up).....\$675.00

First two expenditures are out of the regular budget; following six are from the COPE budget. "Magic" is a program run by PD Jeff Adachi to encourage positive footing at the start of school through the distribution of school supplies in the Bayview. M/S/C to accept expenditures as noted.

COPE Report and EndorsementsKen Tray

Brother Tray presented information related to the procedure and process of COPE endorsement. Questionnaires were received from candidates, questionnaires were screened by COPE Committee (Frankie Wong, Dr. James Calloway, Shelly Sutter, Cathy Sullivan, Kit Bell, Pat Crawford, Liz Conley, Hene Kelly, Luiza Ezquerro, Roni Howard, Anthony Luini, Ken Tray). Today's meeting is to interview the candidates and arrive at an endorsement. Kamala Harris is running unopposed for the DA's office. In the mayoral race, Chris Daly bowed out of the race, Tony Hall did not return his questionnaire, and none of the other three candidates for mayor are mounting a campaign. The one viable candidate is the incumbent, Gavin Newsom. Kamala Harris will not be here today because she was summoned to Sacramento. The Mayor will be here to give an opening statement and answer questions. We will then vote on whether or not we will endorse the Mayor for reelection. It takes a simple majority to endorse for the Mayor's office. The COPE authority is in the packet (page 10). Questions are prioritized related to educational relevance, although questions on other topics may also be entertained.

Following the presentation by Mayor Newsom, the Executive Board voted to officially endorse Mayor Newsom in the upcoming mayoral race. Kamala Harris is conditionally endorsed (subject to appearance by the candidate before the Executive Board). Mayor Newsom administered the oath of office to members of the Executive Board who were late to the meeting.

Resolutions

- 1. Iraq M/S/CAdrienne Johnstone

Whereas, according to the latest Gallup polls 70% of people oppose the continued presence of U.S. troops in Iraq; and

Whereas, nationally coordinated regional mass demonstrations have been called for October 27 under the slogan "End the War Now" by both UFPJ (United for Peace and Justice) and the October 27th coalition (in the Bay Area) to give public evidence of the depth and breadth of sentiment opposed to the war and occupation in Iraq and the waste of resources that should be used to meet human needs in this country and around the world; and

Whereas, UESF is affiliated with US Labor Against the War, which has endorsed and urges participation in the October 27 regional demonstrations; and

Whereas, more than 40 community, labor, student, faith-based and political organizations in the Bay Area have formed a unified coalition in the Bay Area to sponsor a massive antiwar demonstration in San Francisco on that day; and

Whereas, these actions offer an opportunity for organized labor to mobilize to express labor's demand that all U.S. troops and private contractors be brought immediately and safely home, all U.S. bases in Iraq be dismantled and abandoned, and that resources now spent on wars be invested in meeting human needs; therefore

Be it further resolved that United Educators San Francisco endorses and urges its members and their families to promote and participate in the October 27 antiwar demonstration in San Francisco; and

Be it further resolved that United Educators San Francisco will encourage members to march in the labor contingent by publicizing the demonstration through email and through flyer distribution; and

Be it finally resolved that United Educators will make a contribution in the amount of \$50 to the October 27 Bay Area Coalition to help defray the expenses of that demonstration.

2. Outreach M/S/C Stan DeBella

Whereas it has been a policy of this union to enlist the aid of community members in its endeavors and in turn aid those community members in turn. (i.e. We support The Chinese for Affirmative Action, Centro de La Raza, Coleman Advocates, etc. and they show their support for us), and

Whereas it has been an expressed desire of this union to increase said outreach to the community through various clubs, churches and fraternal organizations etc. and that this support be continuous and on-going whether we presently have an action or not.

Therefore Be it resolved that the United Educators of San Francisco create a Community Outreach Committee to coordinate our efforts to become a vital working member of the San Francisco community and that this committee be funded at a starting amount of \$500.00 per year and become permanent line item in the Union budget, and

Be it further resolved that the membership will be surveyed, via a one page survey, to determine what community organizations our members currently participate in so that we may facilitate outreach to those organizations.

3. Constitution and By Laws Amendments (procedural only) M/S/CDennis Kelly
Article IV, Section 3 (New)

Membership in UESF shall be open to non-administrative and non-supervisory charter school employees who work in San Francisco schools that have been organized by either UESF or one of its affiliates.

Resolutions will be forwarded to the assembly for debate and discussion with the Executive Board recommendation to approve.

Reports

1. President.....Dennis Kelly

President Kelly brought attention to the letters of thanks sent by the Central Labor Council of Alameda County and the Hayward Educational Association for our support.

a. Negotiations

On June 12th, Gwen Chan spent the entire day with the bargaining teams. At that time, the District had offered us ¼ of 1%. We asked for their real numbers – they did not respond. Through give and take, it appears as though their “real” number is 3%. Since then, we have entered into mediation as a result of the declaration of impasse. The state mediator is Paul Roos (same mediator that was involved in our last contract negotiations). The UESF bargaining team is looking for a compensation package that includes a percentage on the salary scale, a lump sum of some sort, recognition of the increase in health care costs with an increase the dollars contributed by the District to employee +1 or >, improvement in the amount the District

contributes to the paraprofessional retirement system, paid child bonding leave. The UESF bargaining team continues to work toward equity for paraprofessionals especially in the areas of leaves and health and safety. The bargaining team continues to work on issues related to Special Education including training for general education teachers to work with Special Education students, class size limits in pre-school (including SPED pre-schoolers). We will also need to work with parents and the state DOE to bring this issues forward as well as continuing to work through the bargaining team. The UESF bargaining team has been working diligently on issues related to substitutes. The District came to us in the beginning looking for a way to fill positions at hard-to-staff/hard-to-fill schools. We wanted the post-and-bid practice for open positions. The District refused adamantly (principals believe that all the "bad" teachers will come to their school and they won't have ability to choose). We continue to negotiate relative to the 4/5 prep and the paraprofessional calendar (both have "sunset" clauses written in the end contract that just expired).

The next mediation session will occur on Thursday, August 23rd, beginning at 8AM. We are looking for a venue for the Friday meeting to answer questions from the general membership.

b. Survey of Middle School Administrators

Jim Dierke's letters regarding the survey are included in packet. Middle school surveys returned from all middle schools with the exception of Vis Valley MS. UESF not intending to publicize findings in the way UTLA utilized information. Teachers were asked their opinions of administrators, not an evaluative process. The results have been tabulated and discussion regarding the dissemination of the results is ongoing.

2. Executive Vice-President Linda Plack

a. UESF Education Project, kick-off August 22/23

New UBC resource kits will be distributed during the Building Rep training this week at Francisco MS.

b. Summer Training

Many people attended many different trainings this summer. Kudos to all of them!

c. CTA Summer Institute, ER&D

We are hoping to improve professional development with additional members being trained at ER&D.

d. QuEST

President Kelly and Executive Vice President Plack attended QuEST. Important contacts were made with AFT national staff in different committees and we hope to bring them into our QEIA program (Quality Education Investment Act also know as SB1133) – SFUSD has 14 schools selected for the program (including Mission, Malcolm X, ISA, Lick, Miraloma, Paul Revere, Horace Mann). In each one of those schools, as they exit their planning phase and enter the operational phase, there will be a dollar amount per student awarded to the schools (there are restrictions on the money including lowered class size, decreased counselor:student ratios, etc.; beyond that, schools can decide how they are going to close the achievement gap). This is a seven year program.

e. ULI

f. UESF Leadership Conference, October 20

g. Personnel Committee

Four additional area reps hired this summer (program led by Matthew Hardy). UESF negotiated a contract with our own clerical employees (1/07-12/31/09) including money items (6.5% retro raise, effective 1/08, they will receive a 3% increase, 1/09 an additional 3%; pension improvements; health benefits improvements), some changes in holidays. M/S/C to accept OPEIU contract. Personnel Committee will meet briefly after this meeting.

3. Vice-President (Substitutes)Liz Conley

Working on creating contacts within the District as well as working to correct problems with the Sub Line and sub pay issues. The District has hired 100 new substitutes (800 subs already on the list).

4. Paraprofessional Issues.....Carolyn Samoa

Monthly meetings to begin again. Problems this summer with consolidations out of summer school (grievances being filed). Working on para recall lists (especially AO3/AO9) – if you know of paras being hired as AO3/AO9 paras please let VP Carolyn know at the union office (so that those on the recall list are given the preference they are supposed to get). AO3 are general ed paras, AO9 paras are computer paras.

5. Retired Division Gerry Meister

Retired Division has an upcoming executive board meeting, a membership meeting in September. Folks who had Health Net overwhelmingly elected Blue Shield coverage (now the second largest plan following Kaiser).

6. Committee Reports

a. Social Committee Pat Crawford

“Welcome Back” picnic scheduled for Sunday September 16th at Stern Grove (East Meadow). Get the word out to faculty and staff at all sites! 12 – 4PM, hot dogs, hamburgers provided, good time is always had by all! This is a good way for new people to get to know all about us in a friendly, relaxed atmosphere. Significant others and children invited!

b. Membership Education..... Mary Anne Ahtye

There is a series of workshops on the second Wednesday of the month on a variety of topics.

New Business

Please greet all the new teachers and paraprofessionals at your school sites tomorrow! Let them know they are vital to our success and that we look forward to their active participation. Please take calendars and datebooks for your sites.

Old Business

Good of the Order / Announcements

Pam Routh attended the National Substitute Teacher Alliance – for more information see Pam.

Please clean around you when leaving the Hoover library..

Adjournment in memory of Joan Coats and Joe Harris at 3:30PM.