

United Educators of San Francisco
Executive Board
Wednesday, September 7, 2005, 4:15 p.m.
Minutes

Agenda

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

M/S/C to accept the minutes of the August 24 Executive Board meeting as corrected.

Financial Report..... Elaine Merriweather

The budget was approved at the August Executive Board meeting. There were proposed amendments that came from the August 25 Budget Committee report. There are also changes due to updated information about the computer program used. M/S/C to accept the budget as presented.

The Budget Committee presented a resolution as a first reading of a proposed amendment to the UESF Bylaws:

It was Moved, Seconded, and Passed that the Budget Committee (8/25/05) r recommend to the Executive Board (9/0/05) that it temporarily suspend the rules dissolving the Budget Committee (as provided for in article 8, Section 1c), in order to allow the Budget Committee to continue to advise the UESF Treasurer for the year 2005-2006, or until such time as the Bylaws are revised.

Since the motion called for a temporary suspension of the bylaws and is not a bylaws change, it is not considered a bylaws change. M/S/C to send to the Assembly with a recommendation to support.

M/S/C Resolution Regarding COPE Budget Report.....Budget Committee

The Budget Committee Move/Seconded and Passed the recommendation to the Executive Board and the UESF President that:

- a) the COPE director be responsible for presenting and reporting the COPE Budget;
- b) the COPE Budget Report is separated from the regular UESF Financial Report: and
- c) that this be a step toward creating a COPE Committee responsible for COPE expenditures and Activities.

M/S/C to move into COPE. M/S/C to accept the COPE budget report. M/S/C to move out of COPE.

UESF's dues went up because our state affiliate dues went up due to the cost of the campaign against Governor Schwarzenegger special election propositions. A report of the increases was distributed. UESF is not paying the full amount because of arrangements made with our affiliates so that we can pay the school district what we owe for release time.

Special Order of Business

1. Substitute Division Bylaws Revisions.....Sandra Mack

Sister Mack announced that this is a first reading, and that it will come back to the body in October for a final vote.

2. Election Committee ReportCharles Hibbard

(See written report.) The Committee felt it was a very clean election. The only problem is that there currently is not a practical way of keeping tabs on possible violations. Campaign guidelines are given only to candidates; the committee recommended they should be given to all members. The Election Committee feels it is important to increase voter participation.

There is a list of suggestions in the report for increasing participation. A Task Force was recommended.

A change in bylaws would enable the union to engage more fully in publicity. Currently, the 50-word limit statement is all that candidates are supposed to be allowed to do. In response to a question: To have names on a ballot would entail a major change in ballot format.

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

- 1. Katrina Relief Funds (NEA and AFT)\$2000.00
- 2. Release of up to 5 members interested in volunteer relief work..... up to \$4500

This will support the work of 5 members with Red Cross or some other organization for two weeks. It will pay for release time, though not for airfare and expenses.

- 3. Computer updates
 - a. Hardware..... up to \$800.00
 - b. Software Development up to \$15,000
 - c. (retroactive) For Updated database software\$3048.52
 - d. Firewall Hardware\$1038.95

a. is for a computer that broke last week. The software (b) is to upgrade the 4D program.

- 4. New College Minority Student Scholarship Reception.....2@\$50=\$100.00
- 5. Negotiation Training up to 3@\$40.00=\$120.00

This training is led by Bodine, of an attorney firm UESF has used, and Mickey Callahan, state mediator.

- 6. NCUEA Dues.....\$300.00

M/S/C to move into COPE.

COPE Expenditures

- 1. M/S/C SF Democratic Party Fundraiser (Friday, Oct. 7].....2@\$125.00=\$250.00

M/S/C to move out of COPE.

Resolution

- 1. M/S/C to send it to the Assembly with a recommendation to support: Black Caucus Jeremiah Jeffries

Whereas, our partner union AFT has an established Black caucus as well as numerous locals of various teacher unions also have a Black caucus that contributes to the voice of Black teachers in their districts and nationally, and

Whereas, UESF recognizes the necessity to support and retain quality Black educators at all levels of staffing within the district, and

Whereas, over the last five years SFUSD has lost at least 32% of its Black teachers and 32% of its Black classified staff,

Therefore Be it resolved that today UESF establishes a permanent Black Caucus Committee (BCC) until such time that the committee itself feels that it is no longer needed, and

Be it Further Resolved that UESF's Black Caucus Committee shall work to:

- Foster leadership development and empower Blacks to become active participants and leaders in UESF and in the larger education community;

- To assist Black school workers who have discrimination complaints;
- To promote, support and assist the organizing of Blacks within UESF;
- To encourage Blacks to be greater activists in community and political affairs, and

Be it Further Resolved that the BCC serve as a support and networking opportunity for black educators, and to provide education and training for its members, and

Be it Further resolved that the membership of the BCC shall be open to any dedicated UESF men and women, classified and certificated who self-identify as Black who will work within UESF to forge changes that will benefit Blacks and the entire UESF membership, and

Be it Further Resolved that the BCC will determine any additional goals, structures and leadership for the caucus, and

Be it Further Resolved that staff will be given time to do work for the BCC as long as such work does not interfere with staff ability to carry out their duties in a timely fashion, and

Be it Further Resolved that a minimum of 4 organizing release days, for two designees of the caucus (one classified and one certificated) to fulfill record keeping, organizing and administrative duties for the BCC, will be provided, and

Be it finally resolved that UESF will establish a separate voice & written mail box for the BCC and establish a linked page for the BCC on the front page of the UESF website, to be monitored and maintained by a designee of the BCC.

Brother Jeffries motivated the resolution. With the attrition rate of black educators and with the emphasis on the academic achievement of black and Latino students, there are educators who feel isolated. The best place for dealing with this is the union, and many newly-credentialed members do not have prior experience with unions.

Motion: to move it to the Assembly with a recommendation for a yes vote.

M/S/F Substitute motion: move it to the Assembly with no recommendation.

It was suggested that the caucus be open to all members, not just those who self-identify as Black.

M/S/F to amend by replacing “Black” with “Minority”, and that it should be a caucus committee and function as other committees, and that it could come to the union for resources. (Clarification: where it says “black”, “Black Caucus Committee”.)

“Ethnic Minority Affairs Committee” (EMAC) was suggested in place of “Minority” in the substitute amendment and was accepted by the maker of the motion. EMAC is a committee of CTA.

2. M/S/C with two abstentions to send it to the Assembly with a recommendation to support: Resolution of September 24 Anti-War Demonstration.....Tom Edminster
Whereas UESF has stood firmly and clearly in opposition to the invasion of Iraq, reflected in our early and continuing membership in United States Labor Against the War [USLAW] and in our support for mobilizations since before the US invasion and occupation; and

Whereas UESF has also consistently attempted to keep young people from becoming cannon fodder in this endeavor—including support of the “opt out” provision for local students and the College Not Combat local ballot initiative; and

Whereas national mobilizations against the Iraq occupation will occur on September 24th, and there will be a local mobilization here in San Francisco;

Therefore be it resolved that UESF endorse and support the Sept 24th anti-Iraq occupation mobilization; and

Be it finally resolved that UESF seek to mobilize its members to participate in the local labor or “College Not Combat” contingents of the San Francisco demonstration.

- 3. M/S/C to send it to the Assembly with a recommendation to support: Endorsement of Local Appearance by George Galloway, MP Tom Edminster
Whereas UESF has opposed the invasion of Iraq and its continued occupation since before its occurrence; and

Whereas UESF recognizes that the international character of anti occupation sentiment and mobilization has been part of its strength; and

Whereas George Galloway, Member of (British Parliament), has been a consistent voice against the Iraq war and occupation, including his appearance May 17 at a US Senate hearing, when he turned the proceedings into a condemnation of the war in Iraq; and

Whereas, George Galloway, MP, will be in San Francisco on Wednesday, September 21st, at Mission High School;

Therefore be it resolved that UESF endorse and publicize the appearance of George Galloway, MP, as an important contribution to anti-Iraq war/occupation sentiment.

Mr. Galloway is on a book tour currently.

- 4. M/S/C to send to the Assembly with a recommendation to support :Resolution for Support for SB701 Elaine Merriweather

Whereas we know that research has proven that preschool is a valuable experience for young children, and

Whereas Senator Carole Migden has introduced a bill SB 701 (San Francisco Childcare subsidy Pilot Plan) that would enable more families of San Francisco to be eligible for the Child Development Programs and maximize the use of available contracted dollars, and

Whereas with the existing child care income eligibility cut-off, a person who makes over 75% of the average local income is not eligible, this adds an unreasonable burden on working families in high cost counties; and has created a hardship for many families in the Bay Area who reach the 75% income limit, and

Whereas quality Title V CDD contracted child development programs are being reimbursed at half the cost of care in these highest cost counties and are at risk of closing;

Therefore Be it Resolved that United Educators of San Francisco support SB 701 and the effort to preserve the Childcare for our neediest children.

Reports

- 1. PresidentDennis Kelly
 - a. Negotiations: UESF dealt primarily with paraprofessional issues and made very little progress, as usual. Kelly and Plack sat in on a session of SEIU 790’s

negotiations with the district, which was difficult for Tom Ruiz. Luanna Preston of SEIU did not back down, and said they were there as observers. The issue was charter schools, the point being that 790 members are doing work at charter school and should continue to do so. The district had to admit that this currently happens where charter schools and regular programs are housed together. 790 asked UESF to join them in their next rally in front of 555 Franklin.

- b. Dream Schools and Reconstitution See written information that was distributed. There are teachers working at the Dream Schools who do not have credentials. The district admitted that they placed teachers with emergency credentials because they could not find credentialed teachers who wanted the jobs. Test scores of Dream Schools and other lower-performing schools were compared.

The district claims that all laid-off teachers were offered jobs. Field representative Eric Hall has different information and is investigating. It appears that all consolidated teachers from Dream Schools found jobs. There is not transparency about the consolidation process.

A concern was raised concerns about our involvement in reform efforts at Malcolm X Elementary School and our ability to change things, since not all of our conditions were met, per the resolution we passed about school reform.

Plack, Kelly and Shannon O’Hara of CTA have been meeting with district personnel about Malcolm X; it is a difficult process and a constant struggle. It will not be called a Dream School. The faculty should decide what the reform effort should be called. This is the planning year, not the implementation year. The faculty is eager to work and hopeful that resources will be put in place. Our biggest demand is that the teachers, paras, etc., be allowed to decide on the reform efforts, and that it not come from the administration. The students are not learning at the level they should be, and there are many reasons for this. UESF is talking about need for early childhood education and adult education—meeting the needs of entire community. Joan Devlin will be meeting with the staff. We have to be the movers and shakers in school reform, and show that we know what needs to be done.

Mark Murray pointed out that one Malcolm X teacher went to ER and D, and another to QuEST. Burbank Middle School made attempts at school reform with training through ER and D, and it was among the most-improved schools.

There was a desire expressed to make sure that our statement on reform is in the hands of Malcolm X teachers.

In answer to a question: SEUI will do a strike authorization vote between Sept. 21 and 23.

c. Administrative Vacancy

Brother Kelly read aloud the statement UESF will be releasing about Ackerman’s resignation. Unless the Board of Education or some other entity does something, we will be in the horrible situation in bargaining of having someone in power who is a lame duck.

2. COPE Ken Tray

Brother Tray described the seriousness of the attack on educators in California. Proposition 74 is the “punish new teachers act” and the weakening of due process for permanent teachers. Proposition 75 is the paycheck deception act. This will impact all public sector unions. Prop 76 will undermine Proposition 98 and will slash public funding for services.

UESF is part of the Alliance for a Better California and the San Francisco Labor Council’s efforts. Every school needs to recruit volunteers. There were sign-up sheets available at the meeting.

Lita Blanc suggested linking the work of the Contract Organizing Team with the state campaign.

3. Executive Vice-President Linda Plack

a) Personnel Committee: The Executive Board approved the hiring of Dennis Gray as an area representative. He decided he wants to be retired. M/S/C the committee's recommendation to hire retiree Roni Howard as an area rep.

Jocelyn Won needs to extend her FMLA leave until September 23. M/S/C the committee's recommendation to hire Tom Edminster to fill in as substitute field staff.

b)October 1 Fall Membership Conference: Jose Cisneros, SFLC-endorsed candidate, will be talking about Earned Income Credit federal tax rebates with those who will earn less than \$36,000 less this year. There will be information at the conference about the work Bob Fessler has been doing with the Credit Union to start a check-cashing service. Sister Plack described all the workshops. All were asked to encourage members to attend.

a. September 8 Area One Building Representative Meeting. In an attempt to increase capacity and participation and UBC involvement, the Area meetings are starting in September.

b. UESF Picnic, September 10: Susan Solomon invited all members to attend the picnic in Golden Gate Park as a way to socialize and to increase membership involvement. Flyers were distributed.

4. Vice-President (Paraprofessionals)..Bradley Reeves

There is an ongoing problem of paras losing hours. The district refuses to acknowledge that when a para loses hours, it is a partial layoff, making affected paras eligible for unemployment insurance.

5. Staff Reports

a. Contract Organizing TeamEric Hall/Lita Blanc

The leaflet about Superintendent Ackerman's resignation, the current state of negotiations and the special election will not be ready for elementary schools' back-to-school nights next week, but it will be available for middle and high schools. The leaflets can go to elementary schools in other ways, such as through PTAs. Sister Blanc recommended a Q and A leaflet about negotiations for use at the sites, as well as a Q and A session at the membership conference.

6. Divisional Committee Reports

a) Child Development Program Betty Robinson-Harris

CDP: between January and June, the district was discussing drastic budget cuts. They are working on enhancing revenue. Out-of-classification work is being demanded. Per diem pay for summertime substitutes is still an issue. The district tends to apply K-12 calendar rules to the CDP calendar. One of the goals of the committee is to have emergency staffing plan at each site.

Adjournment was at 6:32 in memory of Jocelyn Won's father. The memorial service will be on September 18.

Respectfully submitted,
Susan Solomon, Secretary