

United Educators of San Francisco
Executive Board
Wednesday, September 3, 2008, 4:15 p.m.
Minutes

Agenda

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

M/S/C to accept the minutes of the August 20, 2008 Executive Board meeting minutes as corrected.

Finance Report Elaine Merriweather, Treasurer

M/S/C to accept the proposed 2008-2009 budget as presented. UESF is beginning this fiscal year with more cushioning than usual.

M/S/C to accept the Financial Report ending on August 31, 2008, as presented.

COPE Financial Report.....Ken Tray

M/S/C to accept the August 31, 2008 COPE Financial Report as presented.

Brother Kelly introduced new CFT representative Ed Wang and CTA representative Shannon O'Hara, both of whom participated in bargaining with the UESF bargaining team today. Brother O'Hara also described the CTA activities on Friday, September 5 in response to the lack of a state budget, and gave us message stickers and fliers to distribute at schools on the morning of September 5. Allan Brill encouraged members to take materials to schools near them as well as to their own schools.

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

1. SFOP Contribution \$100.00
2. City Summit – SF Chamber 2 tickets @\$55.00 \$110.00
3. SPUR Membership Renewal \$150.00
4. USLAW Resolutions Contribution..... \$100.00
5. NCUEA Membership Renewal \$300.00
6. AFT PPC Registration & Travel Expenses..... up to \$1000.00
7. CFT CCE Conference: 8 Regist. & Travel Expenses for 4..... up to \$2500.00

M/S/C **COPE Expenditures** Ken Tray

1. Sandoval for Judge \$250.00
2. SFLC Labor & Neighbor Contribution..... \$1000.00
3. Re-Elect Fiona Ma 2 tickets @ \$100.00 \$200.00
4. Ammiano for Assembly 2 tickets @100.00 \$200.00
5. Leland Yee for Senate 3 tickets..... \$250.00

(4:45) **Special Order of Business**

1. Grievance Committee Report Stan De Bella

M/S/C to take grievance 0708-85 to arbitration

(AB) No reply Step 1 and 2

SPED para was trying to protect herself from flailing student while changing diaper on a student and made a remark about "slapping" them to keep them in line. Teacher reported para. Para says she "tapped" the student because he was kicking her. She had no restraint training.

Violates 19.1.1, 19.2,1.1, 19.1.2.1.1, 19.2.1.3, 19.2.1.5, 19.3, 19.3.1, 19.3.1.1, 19.3.1.2

Remedy: She be paid the 2 days of back pay that was docked and that she receive restraint training.

Field rep recommends for arbitration

President recommends for

Committee recommends for

M/S/C NOT to take grievance 0708-22 to arbitration

(SS) No response to step 2 (Bundled with 0708-21?Don't know yet.)

Grievant received a written reprimand for attempting to comply with principal's unwritten policy regarding students leaving classroom. (Must call the office to report students leaving the classroom)

Violates: 4.5, 30.1.2, 30.1.3.2, 30.1.3.5

Remedy: Remove reprimand from grievant's file

Weakness: Timelines, didn't file in March when the district response was due.

Field rep recommends for arbitration

President doesn't recommend

Committee is split

M/S/C to take grievance 0708-21 to arbitration.

(SS) No response to step 2

Grievant received written reprimand for being late from a workman's comp appointment. She had called ahead to make sure that there would be coverage for her class.

Violates 4.5, 30.1.4, and State Labor Code 162a (No repercussions from workman's comp appointments.)

Weakness same as last one

Field rep recommends for arbitration

President recommends for arbitration

Committee recommends

M/S/C to take grievance 0708-100 to arbitration.

(SS) No response step 1 or step 2

Grievant received her summary evaluation on May 30th 2008 when she should have received it by May 1st Very straight forward. Principal used a non-standard form to evaluate.

Violates 16.2.5.1

Remedy: Summary evaluation is null and void and be rescinded and removed from her file

Field rep recommends for arbitration

President recommends for arbitration

Committee recommends:

M/S/C NOT to take grievance 0708-99 to arbitration.

(SS) Step 2 scheduled 9/4

Grievant received a written reprimand for violating the practice 4450 #1 and 4480 #1c because the assistant principal said she had not completed program scheduling her counselees by the May 1st deadline

Violates 30.1.4, 30.1.4.1, 30.1.4.2

Remedy: Remove reprimand from her file

Field rep doesn't recommend for arbitration Grievant admits that she did not complete her task on time.

President doesn't recommend

Committee doesn't recommend

M/S/C to take grievance 0708-107 to arbitration.

(SS) step 2 response due 9/5

Grievant was a teacher returning from leave. A new hire was placed in a position for which the grievant was credentialed and qualified violating hiring rights. (Actually there were 2 new hires at two sites hired previous to this person) Clear violation of contract

Violates 15.1.5.2, 15.1.5.3, 15.1.5.4

Remedy: that the teacher be placed at either of the sites stated above.

Field rep recommends for arbitration

President recommends for arbitration

Committee:

M/S/C to take grievance 0708-103 to arbitration.

(SS)

Nine summer school security aides were hired out of seniority order

Violates 22.2 which specifically states that seniority rules apply in summer session

Remedy: Senior T-10's that would have been hired be paid for summer school.

Weakness: Similar occurrence last year, so the district may try "Prior Practice"

Field Rep recommends for arbitration
President recommends for arbitration
Committee:

M/S/C to take grievance 0708-70 to arbitration.

(SS) No response step 1 or step 2

A member of the school health programs was evaluated using a non-standard form that violates article 16

Remedy: Use of this form be immediately stopped. All evaluations using this form be rescinded and removed from files. The grievant be made whole.

Field rep recommends for arbitration
President recommends for arbitration
Committee:

M/S/C to take grievance 0708-83 to arbitration.

(SS) No response to step 2

Grievant accepts a substitute assignment at an elementary school. After working ½ the day is informed that the teacher has returned and is let go and paid only ½ day.

Violates 28.3.9

Remedy: pay the sub the other ½ day pay

Weakness: should have come before the executive board in May or June.

Field rep recommends fro arbitration.
President recommends for arbitration.
Committee recommends for arbitration.

M/S/C to take grievance 0708-69 to arbitration.

(SS) No response step 1 or step 2

Grievant in SFUSD health programs. Improperly evaluated using non-standard form

Violates 18.7

Remedy: No longer use said form. Remove any evaluations using that form and make grievant whole

Field rep recommends for arbitration
President recommends for arbitration
Committee:

M/S/C to take grievance 0708-42 to arbitration.

(SS) no response step 2

Parent hired by principal to substitute for a teacher for the entire day!
(10/26/07)

Violates 1.1, 6.8.1, 19.8.2.1, 19.8.2.2

Remedy: All affected teachers who would have received compensation be compensated and made whole

Field rep. recommends for arbitration.
President recommends for arbitration.
Committee recommends for arbitration.

M/S/C to take grievance 0708-87 to arbitration.

(EH) no response to step 1 or step 2

Grievant received several disciplinary letters related to his alleged inappropriate interaction with a female employee on site. Offending E-mails, to home not at school site, showing that he was trying to get a date with the female employee but that she was engaged in the banter back and forth. Can't discipline everyone who tries to put the make on someone consensually. Also the disciplinary letters were months after the fact.

Violates 30.1, 30.1.2, 30.1.3.3, 30.1.4.3, 4.1

Remedy: Remove disciplinary letters from his file.

Field rep recommends for arbitration
Committee recommends for arbitration.

Resolutions

1. M/S/C as amended Yes on U..... Lita Blanc & Tom Edminster
Whereas, in 2004, the voters of San Francisco declared it City policy to urge the United States government to withdraw all troops from Iraq and bring all military personnel in Iraq back to the United States;" and

Whereas, this war has also taken the lives of over 4,000 American soldiers, in addition to tens or even hundreds of thousands of Iraqis, and more than 30,000 Americans have been wounded; and

Whereas, the City of San Francisco has struggled to fund its schools, meet the health care needs of its citizens, and provide safety on its streets, while over \$600 billion has been appropriated for the war and occupation of Iraq, costing the state of California \$68 billion, and the city of San Francisco alone \$1.8 billion; and

Whereas, the invasion of Iraq was based upon groundless allegations of "weapons of mass destruction," initiated without United Nations authorization, and is illegal under international law; and

Whereas, UESF has continually opposed this war,

Therefore be it resolved that UESF endorses San Francisco Proposition U that declares

"It is the Policy of the people of the City and County of San Francisco that:

Its elected representatives in the United States Senate and House of Representatives should vote against any further funding for the deployment of United States Armed Forces in Iraq, with the exception of funds specifically earmarked to provide for their safe and orderly withdrawal;"

And be it finally resolved that, once Prop U is passed, UESF will work with organized labor to enforce the political expectation of Proposition U with our Congressional delegation.

M/S/C to amend the final resolved to eliminate "anti-Iraq War and other progressive forces".

2. Constitution and Bylaws Amendments..... Dennis Kelly et al
Brother Kelly explained the rationale for some of the proposed amendments. This issue will be revisited when there is a version in which the proposed changes are easier to track than the version that was available at the meeting today.

COPE Report..... Ken Tray

1. School Board Campaign. Posters and buttons are being ordered and will be ready soon. UESF will request \$50,000 from CTA. It is anticipated that CFT will contribute \$5000.

2. FPPC Reporting/Fund Management: In order to assure that UESF is certain not to violate any campaign laws and regulations, donations will be made to individual campaigns. This is for bookkeeping purposes, to make sure expenditures are clear. This Saturday there will be a Labor Neighbor precinct walk, 10:00 a.m., meeting at 350 Rhode Island. Members were reminded to wear their UESF tee shirts. Phonebanking activists at UESF Monday, Tuesday and Thursday. A sign-up list was circulated at the meeting. September 22 is the first phonebanking to all of our members. TGIF in October will be part of campaign.

M/S/C to open an additional COPE checking account to use for the campaigns for individual candidates.

3. Supervisorial Endorsements

- a) M/S/C to endorse for District 7: Sean Elsbernd is running unopposed and supported Prop A.
- b) District 11: UESF has already endorsed John Avalos. Ahsha Safai came to our last meeting and requested our support as a second-choice candidate. No motion.

Reports

1. President's ReportDennis Kelly

- a. PAR Concern: The discussion was about the language about the 7 elements within the CSTP and whether a teacher is deemed proficient. Although UESF notified the District of the inclusion, the District failed to include specific language linking the requirement for proficiency in these 7 elements to exit from PAR in the parcel tax document that is in the current contract.

- b. M/S/C to appoint Karen Clayman to the Union/District Contract Evaluation Committee, and to appoint Kit Bell, Pat Crawford, Earl Lene De Santiago, Hene Kelly, Susan Solomon and Janet Eberhardt to the Social Activities Committee.

2. Vice-President's Report..... Linda Plack

- a. Personnel Committee: not meeting today
- b. Educator Housing Project: UESF has had a long-standing interest in educator housing. Last summer, UESF reviewed requests for proposals from 6 different firms regarding using the district's surplus property for housing. We need to find out what members want. The District wants to use housing incentives to recruit teachers. We want it to be offered to teachers already employed by the district as well. We are working on a survey, both online and hard copy that should be out by October. Online is cheaper, but not everyone has access to computers. Members were asked to support the survey by getting the word out. This is for people who do not own a home, but need housing now. (It is not for people who bought their homes 30 years ago and wish to move.) An announcement about a city housing fair this weekend was distributed.
- c. Leadership Conference was done early to start the year off with a bang. It was a chance to go over many contract provisions, including the one that requires that the principal must review child abuse reporting procedures in the first 2 weeks of school. Reminder that sick leave bank donations are due by October 10. A member who donates to the bank becomes a member of the bank.

3. High School Committee ReportDerrlyn Tom

Brother Kelly asked Derrlyn Tom to step down as the High School Committee chair to encourage other leadership. (Marilee Hearn will be stepping down as Middle School Committee chair as she has retired, and Darcie Blackburn has been asked about whom else to bring in to help chair the Elementary School Committee.) The HSC meeting with Margaret Chiu included reports and answers from Facilities and Building and Grounds; Angie Sagastume of Staffing and Assignment regarding credential letters; Darlene Lim of EPC about east side/west side student placement; Briane Meyer Ford about technology issues; and Tom Ruiz of Labor Relations about the enforcement of certificated Contract Article 25.3.7.

Results from UESF survey were shared with superintendent and individual principals.

Suggestion: Share the results with the school board.

Brother Kelly apologized if Sister Tom's removal from chair was viewed as disrespectful. It was not meant to be, as it is a way of bringing in other leadership.

4. Child Development Committee.....Ms. Elaine Merriweather for Betty Robinson-Harris

CDP Site Managers and the Executive Director have left, so there are many changes. The Pilot Program has been launched at 3 more centers.

5. Paraprofessional IssuesCarolyn Samoa

The first meeting is September 24 at Civic Center Secondary School.

6. Retired Division..... Gerry Meister

The first meeting of year is coming up. Sister Meister's great concern with the Sean Elsbernd endorsement is because of his role at health services meeting. Brother Kelly suggested getting together so that he can learn more about these concerns.

Old Business: There are ongoing problems with parking at some schools. School Board member Hydra Mendoza said that she is working with Board of Supervisors on this issue.

Adjournment at 6:35 in memory of Ida Stanford's grandson, DeAndre Demissé.

Respectfully submitted,
Susan Solomon, Secretary