

United Educators of San Francisco
Executive Board
Wednesday, October 5, 2005, 4:15 p.m.
Minutes

Order of Business

Agenda

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

M/S/C to accept the minutes of the September 7, 2005 Executive Board meeting as presented.

Financial Report..... Elaine Merriweather

M/S/C to accept the September 30, 2005 UESF financial report as presented. Our installments to SFUSD for release time will begin in October , which is why that line item is zero for the three months ending on September 30. M/S/C to move into COPE. M/S/C to accept the COPE financial report as presented. M/S/C to move out of COPE.

Special Order of Business

1. M/S/C to send to the Assembly with a recommendation to support: Substitute Division Bylaws Revisions Sandra Mack

Article I. Name of Division

Section A. The name of this Division shall be the Substitute Division of the United Educators of San Francisco, AFT/CFT AFL/CIO – NEA/CTA, hereafter referred to as the “Division”.

Section B. Hereafter, the United Educators of San Francisco, AFT/CFT AFL/CIO – NEA/CTA, shall be referred to as “UESF”.

Article II. Objectives

The objectives of this organization shall be:

- A. to promote educator unionism
- B. to promote the welfare of members of the Division
- C. to promote the interests of education
- D. to defend the interests of the citizens in a system of free public education and to promote its further development
- E. to foster social, cultural, educational, and civic pursuits.

Article III. Membership

Section 1. All substitute members of UESF , including day-to-day and long term, shall be eligible to be members of the Substitute Division.

Section 2. Any dues-paying member of UESF, who is a member of the Division, is eligible to vote and hold office in the Division.

Article IV. Officers

Section 1. The officers of the Division shall consist of a Chairperson, a Vice Chairperson, and a Secretary.

Section 2. Any officer or committee member who resigns, other than an Executive Board member of UESF, may be replaced at the next regular membership meeting by a majority vote of those members present and in good standing. Any Executive Board member of UESF who resigns may be replaced according to the Constitution and/or Bylaws of UESF.

Article V. Standing Committee

Section 1. There shall be a standing committee of the Division, consisting of the Vice-President for Substitutes, all substitute representatives to the Executive Board of UESF and all substitute representatives to the UESF Assembly.

Article VI. Elections and Terms of Office

Section 1. Election of officers of the Division and of substitute members of the UESF Executive Board and of substitute representatives to the UESF Assembly shall be in accordance with the Bylaws of UESF.

Section 2. All members of the Division in good standing shall be eligible to vote for Officers of the Division and for Representatives to the Assembly.

Section 3. Election for officers of the Division and for Substitute Representatives to the Assembly shall be by mail ballot as soon as practicable after the start of the school year.

Section 4. . An election committee, composed on non-candidates, shall be appointed by the President. It shall determine rules for conducting elections, which shall determine format of ballots, format of candidates statements, when and where ballots shall be counted and be in accord with UESF bylaws etc.

Section 5. A plurality of votes cast shall be sufficient number of votes sufficient to elect for officers or representatives to the Assembly.

Section 6. All duly elected officers shall be eligible to run for reelection.

Section 5. Terms of office for officers of the Division, substitute members of the UESF Executive Board and substitute representatives to the Assembly shall be in accordance with the Bylaws of UESF.

Section 6. The recall of any officer of the Division shall be consistent with those procedures set forth in the Constitution and/or Bylaws of UESF.

Article VII. Chairperson

Section 1. The Vice- President, Substitutes , of UESF shall serve as the Chairperson of the Division.

Section 2. It shall be the duty of the Chairperson to preside at all meetings and to perform such other duties as shall be assigned from time to time by the membership.

Section 3. It shall be the duty of the Chairperson to appoint *pro-tempore* officers in case of the absence or disability of the duly elected officers.

Section 4. It shall be the duty of the Chairperson to appoint such committees as are from time to time called for and to be an *ex officio* member of all committees within the Division.

Article VIII. Vice-Chairperson

Section 1. All substitute members of UESF, including Substitute Representatives to the Executive Board of UESF are eligible to run for the position of Vice-Chairperson of the Division.

Section 2. It shall be the duty of the Vice- Chairperson to perform all the duties of the Chairperson in case of his or her absence or disability.

Article VIII. Secretary

Section 1. All substitute members of UESF, including Substitute Representatives to the Executive Board of UESF are eligible to run for the position of the Secretary of the Division.

Section 1. It shall be the duty of the Secretary to take and preserve the minutes of each meeting and to perform such other duties as are customary under parliamentary procedure.

Article X. Meetings

Section 1. The Standing Committee shall meet at least five times per year.

Section 2. The Division shall hold regular general membership meetings no less than two times per year.

Section 3. Each member shall be given due notice of a general membership meeting by mail or by Union publication no less than two weeks prior to the date of the meeting.

Section 4. A quorum for a general membership meeting shall be established by the presence of 10 percent of the total membership.

Section 5. Special meetings may be called by the Chairperson.

Section 6. Special meetings shall be limited to one specific subject.

Section 7. Each member shall be given notice of a special meeting by mail, when practicable, but in the event of an emergency, members may be notified of the time and place of the meeting by telephone, or by e-mail.

Section 8. Each member shall be given notice of the special meeting no less than three (3) days prior to the meeting.

Section 9. Any motion to be considered at a special meeting must have the consent of two-thirds of the members present and in good standing for its introduction and must be passed by a two-thirds vote of the members present.

Section 10. A quorum for a special membership meeting shall be established by the presence of 25 per cent of the total membership.

Section 11. No formal motion is in order at any meeting of the membership unless a quorum is present and is eligible to vote.

Article XII. Official Spokesperson for the Division

Section 1. The only official spokesperson for the Division shall be, first, the President of UESF, then the Chairperson of the Division, then a person or persons that the President or the Chairperson or the membership shall designate.

Article XIII. Parliamentary Authority

Parliamentary authority shall be in accordance with the Bylaws of UESF.

Article XIV. Amendments

Section 1. The procedures for amending the Division Bylaws shall be consistent with those procedures set forth in the Constitution and/or Bylaws of UESF.

Article XIV. Adoption

Section 1. These Bylaws were adopted by the Substitute Teachers’ Division of the United Educators of San Francisco, approved by the Executive Board of the United Educators of San Francisco, and became effective May 1, 1992. These Bylaws were amended on **DATE**.

M/S/C President’s Recommendations for Expenditures	Dennis Kelly
1. Ticket for TACT 9/30/05 Kickoff Celebration (Retro).....	\$100.00
2. Expense Reimbursement NEA-RA (Retro)	\$310.39
3. SF School Volunteers “Back to School” 10/6/05 (Retro)	2@150.00=\$300.00
4. CFT Conference for Paraprofessionals.....	up to \$3500.00
5. Staff Training –Communications Director	\$130.00
6. SPUR Luncheon (Nov. 11)	2@\$125.00=\$250.00
7. Instituto Laboral (February 10, 2006.).....	2@\$200.00=\$400.00

#4 is for 8 individuals. Bradley Reeves’ fee is covered by the CFT.

#6 is San Francisco Planning and Urban Renewal.

M/S/C to move into COPE.

M/S/C **COPE Expenditures**

1. Tickets to SEIU #790’s 9/30/05 COPE Fundraiser (Retro)2@\$10.00 =\$200.00
2. California Labor Federation (No on 74, 75, 76).....\$5000.00
3. California Federation of Teachers (No on 74, 75, 76)
4. Phone Banking (No on 74, 75, 76)
5. Carole Migden fundraiser dinner, 1 ticket at \$100.....\$100

- 6. Short-term union release for anti-Proposition 75 campaign with AFT..... up to\$2000

There was a discussion about the high expenditures for the No on Propositions 74, 75, 76 campaigns and why they are so important.

M/S/C to move out of COPE.

Resolutions

- 1. M/S/C to send to the Assembly with a recommendation to pass: Election Committee Resolution Gerry Meister
Whereas the Election Committee Report on the 2005 Internal Election was presented to the Executive Board and disseminated to Assembly members in September 2005, and

Whereas that report calls for establishing an Assembly Task Force on UESF Internal Elections as soon as possible and for the task force to produce a report by the end of this calendar year, so some of its recommendations can be tested in the spring 2006 elections,

Therefore be it resolved that an Elections Task Force of volunteer Assembly members be established at the October Assembly meeting for the purpose of examining the proposals made by the Election Committee and considering other ways of increasing voter participation in UESF elections, and

Be it finally resolved that the Elections Task Force produce a report to be presented to the Executive Board and to the Assembly no later than January 2006.

Reports

- 1. PresidentDennis Kelly

Report on Modena’s letter about UESF’s back-to-school-night flyer, and one school’s extreme response, as well as milder responses.

- a. Negotiations, including SEIU

Last week, the negotiations team worked at the UESF office on what we needed for each proposal and counterproposal. The district is doing the same. This means that we are moving to possible impasse. Next negotiations session: October 12.

SEIU-SFUSD negotiations have reached impasse, and it appears that the district called off mediation, though SEIU is not commenting. At their press conference, SEIU requested that the mayor get involved. SFUSD has refused to allow that. The mayor has some ideas about health benefits, and has been involved in 36 city bargaining sessions. It was asked that the superintendent be involved, but that is not done because it is the board’s responsibility. However, she calls the shots at the bargaining table; the board does not.

- b. Joint Actions: There will be an October 11 rally with SEIU in front of 555

Franklin. Flyers were distributed at the meeting and will be sent to members’ home and to schools. All of us need to publicize. At the October 25 school board meeting, there will possibly be another action, such as perhaps taking over the board room. October 31, if action is still needed, there will be Halloween visits to particular board members’ homes and neighborhoods; participants will be appropriately dressed. In terms of honoring SEIU’s picket line, members should not call in sick or for personal leave, because then the moral

burden is put on a substitute as to whether to cross the line. There was a sentiment expressed and repeated that our members do not know what our key issues are, and that they need to know. There is a possibility that SEIU and UESF could go out on strike together. We need to inform members about what to do if SEIU goes out. There was a lengthy discussion about what it means to go on strike and to support SEIU in their efforts. There were comments and suggestions about the FAQ that has been mailed.

What are UESF's 3 main talking points? #1 is wages. #2 is working conditions, which covers a whole host of things, including health and safety, sabbaticals, respect for subs, special education, CDP, the way the UBC is treated, to name a few. There was a suggestion to have informational meetings for members and the public. These have been discussed but not scheduled yet. Rick Reynolds from Parents for Public Schools has been working on developing a forum, and he and Kelly have written a statement together. There was a very lengthy discussion about concerns about what our issues are and what it means to strike.

Larry Blake suggested that a few members of the bargaining team put together a few talking points as requested. No motion necessary. Kelly suggested that it be done during the meeting.

If SEIU is successful now, we may not have to strike later. The negotiating team will be going into the next negotiations wearing SEIU's tee shirts.

Connecting Ackerman to Bush's and Schwarzenegger's plan to worsen conditions for workers is an important part of our message.

2. COPE.....Ken Tray

Brother Tray reported on how the phone bank is going and why it is so important to continue doing it. He talked about the flyer on message training on Wednesday, October 12 from the Alliance for a Better California on how to communicate to the media.

3. Executive Vice-President..... Linda Plack

- a. Personnel Committee: The new agenda and packer format for meetings was the staff's idea. Agenda items should be in the office by Tuesday noon.
 - i. Staff Rep Contract Re-Openers (Executive Session.) UESF has been negotiating with the staff's union on reopeners, and agreed to a 2.5% raise as of July 1, 2005 and July 1, 2006. They have not had a raise in a year, except for one staff person who was hired at \$62,000 and raised to equal the others. There are five salary steps. We also contribute to pension, medical, dental and mileage. The raise has been budgeted for. There was a proposal to reopen reopeners when our members get a raise, which was rejected. M/S/C to accept the contract reopeners.
- b. Fall Membership Conference: 75 attendees. There were many workshops on finances, education and negotiations updates.
- c. Building Rep Meetings by Areas: There will be an invitation extended to all building reps so that the message about where we are in negotiations can be shared with everyone.

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

Mary Lavalais reported as Brother Reeves is ill. The issues were mainly the same as always: job postings, transfers, and reduction in hours.

5. Committee Reports (As Needed)

- a. Grievance Committee..... Stan DeBella

Case 1: R40 elementary advisor who was called in to stop a young student who was kicking and hitting. When she wouldn't stop, he slapped her. He was fired. He has no past incidents in his record. The student's past behavioral history was not taken into account,

and he was called in for police duty, basically, without any training. The Committee recommends arbitration, which is non-binding for paras in cases of discipline. If the arbitrator rules in UESF's favor, and the district chooses to act otherwise, we have the right to ask for a writ of mandate. M/S/C to take this case to arbitration.

Case 2: A member was accused of sexual harassment for an incident that happened at the member's video store. The high school student was working at the video store as a work placement through the district. The member was fired, accused of sexually harassing the student. The committee recommends arbitration until this case is settled in criminal court. Arbitration would keep his job open until there is a verdict. M/S/C to take this case to arbitration.

Case 3: Two paraprofessionals were laid off because their seniority in the language-suffix classification is not being recognized. They both have pay stubs that prove that they were formerly C10s; the district says they have no record of this. M/S/C to take this case to arbitration.

Case 4: Since 2001, the UESF contract says that substitutes are to have one paid professional development day per year, and it has not happened yet. M/S/C to take this to arbitration.

Case 5: A worker filed for worker's compensation as a result of an on-the-job injury, and he got it. The new school year started, and he was still going for therapy, for which he was not granted leave. Past practice has allowed for this. TriStar, the company that handles worker's comp, claims that he has to use his own sick time to go to therapy appointments. M/S/C to take this case to arbitration.

Brother Blake reported out on main talking points for negotiations information:

1. Money issues, with details
2. UESF refuses to allow takeaways, with examples.
3. Payment for all work performed: CDP augmented hours, and extra hours at Dream Schools, for example.

11. Divisional Committee Reports

- a) High School Derrlyn Tom

The committee met with Dr. Tom on Sept. 26 and will meet with him in October. The biggest issue is safety for students and staff. Comprehensive high schools are getting students but have inadequate information about them. Brother Kelly recommended that the committee write a resolution regarding safety.

If any educator is assaulted on school grounds, they should fill out an incident report, and the union needs to know about it. We all must designate who our provider is if injured on the job. Recommendation: Put the form on the website.

- b) Elementary School..... Susan Solomon

Attendance was the lowest it has been in years. Issues discussed: Extra work we do without pay (the committee will develop a resolution); Reading First and possible implementation John Muir School; negotiations update; Preschool for All.

New Business President Kelly thanked Tom Edminster for filling in for field representative Jocelyn Won while she was on extended FMLA leave.

Eric Hall reported that the next Contract Organizing Team was mistakenly scheduled on Yom Kippur. It will be rescheduled, though those who can meet that day still will. The work will concentrate on what members are willing to do and what is the most effective way to reach members. The workshop at the membership conference was great due to the work of Darcie Blackburn and Adrienne Johnstone.

Roberto Michel spoke because he still does not have a job with the school district. What can be done when he has to leave the jobs he has picked up in the meantime to do state and local meetings? He was compensated when he was a school employee, but is not now. This should be referred to the Personnel Committee.

Adjournment at 7:00.

Respectfully submitted,
Susan Solomon, Secretary