

**United Educators of San Francisco**  
**Executive Board**  
Wednesday, October 4, 2006, 4:15 p.m.  
**Official Minutes**

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

M/S/C to accept the minutes of the June 7, 2006 Executive Board meeting as corrected.

M/S/C to accept the minutes of the September 6, 2006 Executive Board meeting as presented.

CORO fellow Brian was introduced. He was responsible for tracking the funding sources for various School Health Program after-school programs, and for working on the SHP UBC elections.

**Financial Report**..... Elaine Merriweather

M/S/C to table the vote on the 2006-2007 proposed budget as presented. The AFT auditor Julie Hoffstein will be in the office all week, checking the UESF books.

**Special Order of Business:**

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

M/S/C to support the Grievance Committee's recommendation to take case 0506-43 to arbitration. This case involves a verbal disagreement between a teacher and a principal, with the teacher charged with A Board policy violation. The case was heard at step 2, and the district did not respond within the timeline.

M/S/C to support the Grievance Committee's recommendation to take case 0506-62 to arbitration. This case involves a teacher being paid incorrectly.

M/S/C to support the Grievance Committee's recommendation to take case 0505-53 to arbitration. The case involves a music teacher who offered to do 5 night concerts rather than 2 because there are not enough musical instruments for all 5 bands, and that it would be too difficult to supervise the students who were not performing. The district based their refusal on "equitable distribution" of work, but there are not other music teachers. The job description specifies only q requirement for performing at graduation.

M/S/C with 2 abstentions to support the Grievance Committee's recommendation not to take case 0506-51 to arbitration. The substitute had been on a restricted-call list. His name was removed from restrictions, but he believes he is still getting blocked. It is possible that he is still being blocked, but there is very little evidence to support the claim. There was a recommendation for an inquiry into the situation.

M/S/C to support the Grievance Committee's recommendation to take 0506-58 to arbitration. Class action on behalf of all consolidated teachers. Consolidated teachers were denied employment at the new Dianne Feinstein Elementary School, as the school was staffed "out of cycle" --before teachers were consolidated. The union spoke against this out-of-cycle hiring late at night at a school board meeting. The principal was interviewed on television news, saying that the staff was "handpicked."

M/S/C to support the Grievance Committee's recommendation to take case 0506-52 to arbitration: Parent liaisons (R20s): the first of the "desirable" qualifications listed in the job description was being bilingual. The district is refusing to add the language suffix to their classifications and to pay the differential. All 11 of the paras represented in the case are doing translations on the job.

2. COPE Report.....Ken Tray

a) Bay Guardian’s recommendations: Twomey, Maufas, Jane Kim. There were positive things written about Mendoza, but the concerns were about her closeness with the mayor. Concerns about Mendoza’s work with the mayor will be addressed through legislation if there is a conflict of interest.

b) Brother Tray encouraged members to take and distribute car and window signs for our endorsed school board candidates.

Suggestions: Order more signs. Bring back tee shirt Friday, and add the campaign pin. Take pictures of members wearing these.

Ask for permission to talk about our endorsed candidates at PTA and staff meetings.

UESF will be receiving more flyers about Angelides, Mendoza, Maufas and Twomey. 300,000 mail pieces will go out.

Suggestion: develop an e-mail message that members can use to send to people they know. Many people rely on our recommendations about the school board race.

Brother Tray explained why the campaign slogan includes “Teachers say”. Polling indicates that voters respond positively to candidates endorsed by teachers.

There was a reminder that the Executive Board has a special responsibility for getting the campaign work done. Members were encouraged to phone bank and to sign up their schools for a night or nights of phonebanking.

Last week or so, the alliance that defeated Schwarzenegger’s initiatives announced that it will be putting \$25 million toward campaigning for Angelides. It is very important for Angelides to carry San Francisco.

Proposition A, the school bonds issue, is also critical. If it does not pass, the cost of the mandated Lopez case repairs will have to come out of general funds and there will not be matching state funds.

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

- 1. Labor Law and Labor Arbitration Institute..... up to \$1,000.00
- 2. CCUEA Membership..... \$100.00
- 3. African American Historical & Cultural Society Dinner, 10/27.. (for 10)\$1500.00
- 4. Western Workers Labor Heritage Festival (contribution) ..... \$250.00
- 5. NCUEA Conference..... up to \$1,000.00
- 6. CORO Foundation ..... \$500.00

CCUEA is the California Council of Urban Education Association. NCUEA is the National Council of Urban Education Association.

M/S/C to move into COPE.

M/S/C **COPE Expenditures**

- 1. California Labor Federation.....\$1,000.00  
(Special Election Assessment)
- 2. Gene Mullin for State Assembly (contribution) ..... \$500.00
- 3. John Garamendi, Lt. Governor (contribution)..... \$500.00
- 4. SF Democratic Party (Slate Card and 10/27 Dinner)..... \$2,500.00
- 5. Prop. F ..... \$250.00

The passage of expenditure #5 was contingent upon the passing of the first resolution below.

**Resolutions**

- 1. M/S/C Support for Proposition F .....Ken Tray

Whereas over 116, 000 working San Franciscans cannot take a sick day to care for themselves or for their family's health; and

Whereas they send sick kids to school and cannot afford preventative health care; and

Whereas under Prop F every worker in San Francisco will earn one hour of paid sick leave for every thirty hours worked; and

Whereas under Prop F workers may use their paid sick leave to care for themselves, their families and their partners; and

Whereas Big Business will provide up to nine days or 72 hours while small business will provide up to five days or 40 hours;

Therefore, Be it Resolved that UESF endorses Prop F on the November 7th election.

Information regarding Proposition F was distributed at the meeting.

**Reports**

- 1. President.....Dennis Kelly

- a. Contract Committees
i. Academic Freedom
ii. Substitutes
iii. Evaluation
iv. National Boards
v. CDP
vi. Restructuring
vii. USP Apprenticeship
viii. USP Retirement
ix. Sick Leave Bank
x. Parcel Tax
xi. Labor-Management - School Health

Members of the bargaining team have been asked to convene these committees. They will be advertised in the next Educator. Members who are interested in any of the committees should contact Dennis Kelly.

- 2. Executive Vice-President ..... Linda Plack

- a) The Parcel Tax Committee has been meeting regularly. UESF continues to point out that any compensation generated by a parcel tax must include all district employees, such as paraprofessionals, and not just teachers.
b) The Calendar Committee will be convening on October 17.
c) UESF was represented at the Proposition H Oversight Committee, raising serious concerns about hiring practices, especially in the School Health Programs. Certificated people are not being hired.
d) Orla O'Keeffe met with Kelly and Plack at the UESF office. Her main reasons were to hear our concerns about the Human Resources. The case we just approved for arbitration regarding denial of correct pay will be sent to her. Other concerns: job postings on the district website and Edjoin not matching, as well as a great need for more transparency. She indicated that the district may return to the bidding process for consolidated teachers, successfully used last year. It is no secret that the district is planning to close more schools this year. Attempts will be made to improve the process.

- e) Small schools by redesign task force: UESF is interested in the concept, but we are concerned about hiring, about the 7-hour work day, and other contractual issues. There is room for improvement to schools. The union does not want to be seen as an obstacle to reform efforts.
- f) There are UESF tee shirts, hats and hooded sweatshirts for sale.

Suggestion: Talk with the district about summer school hiring. An earlier summer school calendar is needed too.

There are paras who have not worked for several years who still get reassignment letters in August each year. Then the district says it has enough paras.

Problems with the new substitute system were also discussed with input from Sandra Mack.

There was a report on the 10 consolidations at Burton High School.

3. Vice-President(Substitutes) .....Sandra Mack

Sister Mack and two substitutes went to the training about the new substitute management system. There are serious issues, outlined in The SubWay, included in the meeting packet. The system as it is currently programmed would violate contractual rights of paras. Brother Kelly has sent a letter saying that the system cannot be implemented, which is supposed to happen over the weekend, because of the numerous violations. Sister Mack gave several examples of problems. UESF is not opposed to an online system, but the problems must be addressed. Substitute and regular teachers and Becky Lowe and Francina Crenshaw were not even consulted. UESF is insisting that there be a paper trail recording assignments. Teachers' training consists of being handed a packet; there is not a one-hour training in every case, though there is supposed to be. CDP has not been included in the implementation. Thanks to Sister Mack for getting information back to UESF in time for the meeting with O'Keefe.

4. Paraprofessional Issues .....Carolyn Samoa

The first para meeting was held on September 27. Monthly meetings will be held on the 4<sup>th</sup> Wednesday of each month. Sister Samoa urged members to remind paras to turn in their surveys.

There was criticism of the design of the survey.

5. Retired Division ..... Gerry Meister

The division has a well-attended meeting was on September 28. Their executive board will be returning to the Assembly with suggested amendments to the proposed bylaw and constitution amendments.

6. Committee Reports (As Needed)

a. Communications Committee.....Robin Brasso

Reminder to send letters to the editor—not just to large newspapers, but neighborhood papers as well, especially about the state elections.

7. Divisional Committee Reports

a. High School..... Tom Edminster and Stan DeBella

The committee met and also met with Margaret Chiu. Two major items: class size and the mandated change in the bell schedule that was done without consultation.

b. Elementary School ..... Susan Solomon

4/5 grade preparation time in the 12 selected schools has not been implemented yet. There have been the same beginning-of-year problems with much mandated testing (CELDT, Brigance) without adequate staffing. A new committee chair is needed, as Sister Solomon

will now be attending high school committee meetings as the high school field representative. There continue to be ongoing issues with Reading First. Lisa Gutierrez Guzman reported that a new test, Aprenda, was sprung on teachers. Not all ELL students were tested. It is a test given before the scheduled standardized tests.

**New Business**

M/S/C Resolution on City Parking Permits.....Mark Murray

Whereas many school sites in San Francisco Unified School District do not provide adequate on-campus parking space, and

Whereas many San Francisco neighborhoods near commercial areas have gone to area parking permits for residential parking, and

Whereas current city policy allows for only a small number of these permits to be issued to school personnel, despite their work location in said residential areas, and

Whereas these permits are only issued to teacher and not other school staff, and

Whereas the above-mentioned city policy creates a hardship on school staff who often have to spend large chunks of their own time either looking for parking or walking to work from a parking location far away from campus,

Be it Therefore Resolved that UESF leadership use their political influence to secure a change in city policy to allow school staff to apply for residential parking permits in areas where they are required.

**Old Business** Kenyatta Scott, convening chair of the Calendar Committee, can meet only Saturdays and after 6:00.

**Good of the Order / Announcements:** Betty Robinson-Harris will appear before the Board of Supervisors as a nominee for the First Five Commission. Members were asked to call supervisors Ammiano, Mirkarimi and Elsbernd to urge them to support her appointment.

There was a flyer in the meeting packet about a meeting about the ongoing struggle of teachers and other workers in Oaxaca.

**Adjournment:** The meeting was adjourned at 6:35 in memory of Paul Mann, an officer of NEA's Peace and Justice Committee .

Respectfully submitted,  
Susan Solomon