

**United Educators of San Francisco  
Executive Board**  
Wednesday, October 3, 2007, 4:15 p.m.  
**Minutes**

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**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 5, 2007 Executive Board meeting were accepted as corrected (Bergan, not Bergen).

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

M/S/C to accept the September 30, 2007 Financial Report as presented. There was a question about the difference between the year-to-date revenues and year-to-date expenses. Sister Merriweather will check the figures and make corrections if necessary.

**COPE Financial Report**.....Ken Tray

M/S/C to accept the September 30, 2007 COPE Financial Report as presented.

**Special Order of Business:**

1. Grievance Committee Report..... Stan DeBella

M/S/C to take case 0607-179 to arbitration. Based on Tustin decision. No substitute sent while member was on maternity leave, but sub dock pay was deducted.

M/S/C to take case 0607-172 to arbitration. Tustin. Medical leave.

M/S/C to take case 0607-174 to arbitration. No response to step 2. Member was on unpaid administrative leave pending a Skelly hearing. Remedy: back pay for time member was on unpaid administrative leave.

M/S/C to move case 0607-169 to INTENT to arbitrate. The case will be discussed further and voted on at the November Executive Board meeting.

2. Site Elections Investigations .....Pat Crawford

See the letter from Sister Crawford in the meeting packet. There was a correction to the second paragraph, which should read: "After reviewing the results of concerned Lafayette staff members, this ad hoc committee agrees that the results of the first election (in which the Building Rep and 10 UBC members were elected) should stand..." with the remainder of the letter remaining the same.

M/S/C to accept the committee's amended report. Sister Crawford will report to the Lafayette staff that the Affirmation Election can move forward.

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

1. Farewell Dinner for David Campos 9-28-07 (Retroactive)..... \$50.00
2. SF Volunteers Back to School Lunch 10-3-07 (Retroactive) ..... \$300.00
3. CFT EC/K-12 Conference (12/7-12/8) Manhattan Beach ..... \$500.00
4. NCUEA Fall Conference (Charlotte, NC, Nov. 28- Dec. 2)..... up to \$2,300.00
5. AFT Policy Council (Oct. 4-5, Washington DC) ..... up to \$1,100.00

- 6. California CUEA (dues) ..... \$100.00
- 7. SPUR Luncheon (Nov. 5) ..... 2@\$150.00=\$300.00
- 8. CORO Foundation (Intern) ..... \$1500.00
- 9. Evening Honoring Mary Bergan (Nov. 17).....5 seats @ \$60= \$300

For the Bergan dinner, the expense is for five additional seats, for a total of ten. (Last month, the Executive Board approved the expenditure for five tickets.)

While speaking about the CFT EC/K-12 Conference, Brother Kelly announced that Linda Plack was elected as a vice president for the EC/K-12 division on September 28.

AFT endorsed Clinton for president, and is probably the first union to do so.

Brother Kelly pointed out the importance of continuing the sponsorship of CORO interns, so that they will continue to have experience with unions and not just with businesses.

**COPE Report** ..... Ken Tray

The COPE Working Committee met yesterday. The parcel tax will be on the June 2008 ballot, so the committee discussed what will make the campaign successful. The committee is looking for 50 sites to have COPE activists. Members are needed to campaign from their school sites.

UESF has endorsed Kamala Harris and Gavin Newsom for the November election. It is anticipated that both candidates will support the parcel tax ballot initiative.

UESF volunteers will phonebank for Newsom on October 11 at the Carpenters Hall and on October 18 for the October 27 anti-war march. Signup lists were circulated at the meeting.

M/S/C to change the order of the agenda so that Sister Plack could give her report about the Parcel Tax Committee.

**Vice President's Report on Parcel Tax:** On Saturday, the committee met with school district representatives. The UESF members are hopeful that 75% of the funds from the parcel tax will go to para and teacher salaries. The district does not support the goal of parity with city workers. Other school employees will also want a portion. Support from parents is critical. Polling will be important to determine how much voters would be willing to pay into a parcel tax. Four more meetings have been scheduled. After that, there will be a great effort undertaken in community outreach.

In response to a question, there are currently onerous suggestions from the business community on the table, such as merit pay and pay based on test scores.

The campaign will need the support of donors who can give a lot of money.

**Resolutions**

- 1. M/S/C Legal Services Referrals for Members ..... Dennis Kelly  
Whereas there are non-members who occasionally need legal services through UESF, and

Whereas those non-members must be UESF dues-paying members in order to receive legal services, and

Whereas some non-members join just for the services and then revert to agency fee status,

Therefore, be it resolved that:

In order for UESF to refer a member for a legal consultation, the individual must have been a member in good standing for at least the previous three pay periods, and must

sign a Maintenance of Membership Agreement to remain a member for the next two years.

In response to questions:

1. This only applies to members who remain employees of the district.
2. If a member has been an employee for less than three months, this would be waived.
3. UESF's attorney will be consulted before putting this resolution into effect.

**Reports**

1. President ..... Dennis Kelly

a. Contract Ratification: 82% ratification. A number of ballots arrived at the office late. Apparently, the post office held them. Some ballots came in late (after Sept. 20) even though they should have arrived on time. The school board will vote on ratification at its October 9 meeting.

b. Educators' Housing

There have been ongoing discussions about using district-owned property for housing. Meetings continue to be scheduled.

c. S.F. ID Legislation: Information on pages 12-13 of the meeting packet. Brother Kelly and Sister Plack met with Tom Ammiano and Pilar Schiavo to learn details about their plans for a resolution about San Francisco identification cards. Addresses would be verified in some way, but not run through immigration, and the identification would not have an address on it.

M/S/C with one abstention: to endorse the concept of a San Francisco Municipal ID.

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

a. UESF Leadership Conference: fliers were available at the meeting and have been mailed to members' homes. Fred Pecker, ILWU Local 6, will be the keynote speaker, talking about the Waste Management lockout. There will be an AFT speaker on AFT's English Language Learners curriculum, Colarin Colorado; a lawyer to update on Williams Complaints; and a workshop on home ownership for educators. The mayor is expected, and the superintendent has expressed an interest in being invited.

Matthew Hardy spoke about the Baseball Hall of Fame component of the conference. Topics will include: women in baseball, civil rights, the science and physics of baseball. Hall of Famer Harman Killebrew (sp?) of St. Louis and the Washington Senators will be there. When members RSVP, they should specify whether they want to participate in the baseball strand, because space will be limited.

b. Parcel Tax (See above.)

Kelly and Plack were summoned to 555 Franklin today to talk about a Williams Complaint arising out of Galileo. Galileo is a decile 1, 2, or 3 school, and a significant number of teachers do not have their CLAD certification. According to SFUSD, there are 1200 SFUSD teachers who are without their CLADs. Kelly and Linda Wells are discussing with SF State the possibility of having CLAD classes there. UESF was told that everyone has been notified, but Plack and Kelly have not been, so perhaps others have not. It is particularly serious for teachers in decile 1, 2, and 3 schools because then it is a Williams complaint.

3. Paraprofessional Issues ..... Carolyn Samoa

The division had a great first meeting of the year. Paras said they are very happy with the TA, and thanked the bargaining team. Next meeting will be a UBC training with Mary Anne Ahtye.

4. Retired Division.....Gerry Meister

There was a gathering for newly-retired members today.

5. Committee Reports (As Needed)

- a. Social Committee .....Susan Solomon

A fun time was had by all at the September 16 picnic.

6. Divisional Committee Reports

- a. High School Report .....Derrlyn Tom

Meeting tomorrow with Margaret Chiu. The big issue is underenrollment and overenrollment. Newcomer High School enrollment was projected at 400, has 120. However, the Newcomer budget was not cut. Mission HS has many newcomer students. Other big issue is Prop A construction.

Eric Hall on consolidations: Angie Sagastume said there are 3 teacher consolidations district-wide, all elementary.

- b. Elementary School .....Darcie Chan Blackburn

Next meeting is at Civic Center Secondary School. Issues discussed by the committee included:

1. The number of required faculty meetings per month.
2. Positions at sites are being kept empty upon the district's request due to anticipated consolidated teachers that will need to be placed.
3. Need to know the consequences of a school's not following through with a SSC decision.
4. More and more inclusion students being placed in general ed. classrooms. At this point there is no limit stated in the contract.
5. Teachers being told that a child is "too young developmentally" to be assessed for a disability. Staff rep Eric Hall will look into what IDEA actually says about this issue.
6. Special Ed. classes over class size limit – UBC reps need to report to UESF if this is the case at their sites.
7. K-3 classrooms with 21 or 22 students need to file a Williams complaint if not enough furniture, books, etc. are supplied (Science Foss Kit supplies included).
8. Placement Center is placing students of parents who request a bilingual classroom into ELD classrooms at a site where the bilingual classrooms are already full.
9. Would like to develop an administrator evaluation for elementary sites.
10. CELDT – this year SFUSD provided a teacher to do the one-to-one assessments for each site. Teachers are still being asked to do all other CELDT assessments and are finding that it has greatly encroached on academic teaching time. CELDT scores are not provided to sites until January, when they are not useful (especially for NCLB lower decile schools). Seems to be better or worse depending on how the site administers the test.
11. Principal Expectations – if it is new that you are being required to turn in lesson plans every week, this is a change in work conditions and should be handled as such.
12. The district is no longer using the STARSS teacher evaluation since it was a pilot; the new current evaluation is still California Standards based.
13. Teachers who were evaluated last year but are being evaluated again because principal didn't file paperwork, need to find copies of evaluations to contest.

14. 4<sup>th</sup>/5<sup>th</sup> Prep. Time Pilot is continuing this year. Need to form a committee to research forms of program and funding for the future.
15. We need postcards announcing the upcoming Elementary Committee meetings to be sent at least 1 week before the meeting with emails being sent out the week of the meeting.

***Good of the Order / Announcements:*** President Bush vetoed S-CHIP, the legislation for health care for children. AFT immediately signed on the attack on this veto.

NCLB: AFT will not support reauthorization as long as objectionable language is in it. NEA/CTA is opposing it and has sent people to lobby Assemblyman George Miller. Elaine Merriweather and Mary Bergan, in D.C. to lobby against the reauthorization language, were seen by George Miller in DC; he thought they support pay for performance. Miller has been saying that teachers want it. Those districts that have implemented pay for performance got federal money to do so through Miller's Teach Program. At this point, Pelosi is not going to embarrass him. Hillary Clinton has been saying what many unions have been saying about not having merit pay.

Reminder: The Teachers 4 Social Justice Conference is on Saturday, October 13. Lita Blanc reminded members that assistance is needed for the UESF table.

***Adjournment:*** at 6:21 p.m.

Respectfully submitted,  
Susan Solomon, Secretary