

**United Educators of San Francisco  
Executive Board  
Wednesday, November 2, 2005, 4:15 p.m.  
Minutes**

---

Approval of Minutes ..... Susan Solomon

M/S/C to accept the minutes of the October 5, 2005, Executive Board meeting as presented.

**Special Order of Business**

1. M/S/C Substitute Division Bylaws Revisions.....Sandra Mack
2. M/S/C Appointment of Constitution and Bylaws Committee.....Dennis Kelly
3. M/S/C to recommend to the Assembly an Endorsement of SF Human Rights Ordinance.....Tom Edminster and the PJHR Committee

The proposal is 10 pages long, and a copy was available at the meeting; the meeting packet included the letter from Esperanza Macias.

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

1. 10/26 SF Labor Council Public Employees Breakfast.....2@\$20.00= \$40.00
2. 1/12-1/16/06 Winter ER&D Institute, Washington D.C. ....5@\$500= \$2500
3. 11/18 GG-RRC School Board Member Dinner, Millbrae.....10@\$20 = \$200
4. 12/2 CFT-EC K-12 Conference, Manhattan Beach.....3@ \$400= \$1200
5. 11/30-12/3 NCUEA Fall Conference, Louisville, KY.....up to \$1500
6. 11/18 -11/20 AFT Facilitating for School Redesign Institute.....2@ \$150= \$300  
This is for ongoing support for reform planning at Malcolm X Elementary School.
7. 12/13 SF Ed Fund Luncheon (supporter).....\$500

M/S/C to move into COPE.

**COPE Expenditures**

1. 10/25 Defeat 73 and 75, SF Democratic Party Breakfast (Retro)...2@\$40= \$80.00
2. Ting for Assessor..... \$500.00
3. Cisneros for Treasurer.....\$500.00
4. 11/4 Lt Governor Bustamante.....2@\$50=\$100.00

A question was raised about whether we should delay COPE expenditures until after the November 8 election, to see whether Proposition 75 passes. President Kelly responded that \$1000 will not make a significant difference because the problem, if Prop. 75 fails, will be monumental.

M/S/C to accept the COPE Financial Report as presented. Note: CTA is paying half of the phone bank expenses. M/S/C to move out of COPE.

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

M/S/C to accept the Financial Report ending October 31, 2005, as presented.

**Resolutions**

M/S/C to substitute the resolution endorsed by the PJHRC with the resolution submitted by Lisa Gutierrez Guzmán. As this resolution is going to be presented to the Assembly only 3 days before the next Assembly meeting, the question was asked whether there is a student or teacher in mind so that such a person can be ready to go. There was no response recorded.

1. M/S/C Students and Educators Stop the War Conference.....Lisa Gutierrez Guzmán  
WHEREAS, the Iraqi war and occupation has taken thousands of Iraqi and U.S. soldiers lives, and there does not seem to be an end in sight;

WHEREAS, there are no weapons of mass destruction in Iraq and this current war is one for oil;

WHEREAS, educators are feeling the direct effects of this war on our current and former students and their families and indirectly in the lack of money available to us in education because of the tremendous amount spent on the war/occupation (nearly \$7 billion/month);

WHEREAS, 800 educators and students attended a successful and inspirational conference against the war in New York in the spring; and

WHEREAS, the NEA and CTA Peace and Justice Caucuses, our sister union (United Teachers of Los Angeles), other unions and U.S. Labor against the War have endorsed a similar conference to be held in Los Angeles on November 19, 2005 entitled, "Students and Educators to Stop the War Conference;" and

WHEREAS, U.E.S.F. has gone on record in supporting prior anti-war mobilizations, including the recent September 24th demonstration in San Francisco;

THEREFORE BE IT RESOLVED THAT U.E.S.F. become an official supporter of said conference and that it encourage the participation of its members via its newsletter and e-mail blasts; and

BE IT FURTHER RESOLVED THAT U.E.S.F. subsidize at least one S.F.U.S.D. student and/or one educator who might wish to attend the conference. This subsidy (or subsidies) will cover up to \$300 of the participants' expenses (including transportation, meals and registration) which will be reimbursed at the earliest time possible after the conference.

2. Personnel Committee Recommendations.....Linda Plack  
Dennis Gray was approved as an area rep, but resigned. M/S by the Personnel Committee to hire Roni Howard; Carried by the Executive Board.

M/S by the Personnel Committee and Carried by the Executive Board to promote staff member Diane Hirasuna from Classification 4 to Classification 5 due to her exemplary performance.

**Reports and Discussion**

1. Grievance Committee.....Stan DeBella  
M/S/C to authorize UESF to take case 0405-38 class action suit to arbitration because the district is not providing a professional development day for paraprofessionals. Since 2003, it has been in the contract that there will be one professional development day for paras each school year. The district has said that that it will be scheduled, but it has never happened.

The grievance hearing officer has been transferred to another department, and the position has not been filled. The district has put all grievances in abeyance, and timelines are suspended. M/S/C the Grievance Committee's recommendation that UESF push all Step 2 grievances to arbitration, and file a ULP with PERB because of the unilateral change in conditions. There was a recommendation that the district be asked to pay for all arbitration costs as long as there is no hearing officer in place.

2. Where We Are.....President and Officers

a) Report on October 25 action at the Board meeting: 15 people occupied the Board members' and staff's seats, following a rally outside of 555 Franklin. Those occupying the seats were members of UESF and SEIU 790, a parent, LeRoy King (labor/community representative), and Tim Paulson, executive director of SF Labor Council. The boardroom was at standing-room-only. The school board chose to stay in closed session while in the boardroom, there

was a question and answer session and statements made by the sisters and brothers sitting in. When the board closed their meeting, our meeting also ended, as the building was closed at that point.

- b) About 35 UESF and SEIU 790 members, supporters and children went trick or treating on Halloween at the homes of board members Jill Wynns, Norman Yee and Dan Kelly. Children who were in attendance said, "Candy and a contract" at the board members' doors. There was chanting as well.
- c) On Nov. 1, SEIU finished fact-finding. The final report has not been submitted, but the district's final proposal was unacceptable. SEIU has said they will strike. UESF is not legally a party to what was proposed. More than likely, a cap on the dependent health care coverage is the part that is unacceptable.
- d) There was a meeting today including Dennis Kelly, Linda Plack, Matthew Hardy, Shannon O'Hara, another CTA representative, and Josie Mooney and Luwanna Preston of SEIU 790. The negotiations team will have a special meeting tomorrow about the comparability issue for the 2 unions for health benefits.

M/S/C (all yes with two abstentions) Resolution #1: General Membership meeting on November 10

Whereas the pace of contract negotiations and the stance of the administration has made it clear that concerted actions may be necessary in the foreseeable future, and

Whereas the UESF Constitution and Bylaws defines a process by which strike considerations must be handled, and

Whereas the process involves a two-meeting sequence,

Therefore Be It Resolved that

The Executive Board of the United Educators of San Francisco hereby calls a general membership meeting on Thursday, November 10, at Lincoln High School for a discussion of strike issues including the successful preparation for winning a contract with dollars and dignity.

If there is no quorum, no official action can be taken. At the first meeting, there has to be a quorum in order to call for a strike vote meeting. A quorum is 810 members, 15% of 5400 active members.

This resolution does not commit UESF to a specific date. SEIU knows our timeline and feels that they cannot wait to move. They have momentum, and they face the district's last, best and final offer, as they are finished with fact-finding. Our possible timeline was discussed.

Suggestion: Make the end time for November 10 meeting later than 7:00, so that CDP members will not feel like the meeting will be nearly over when they arrive.

Contract Organizing Team School Visits.....Susan Solomon  
Susan Solomon and COT members Avery Allen, Alita Blanc, Kit Bell, Andrew Libson, Adrienne Johnstone, Derrlyn Tom, and Darcie Blackburn, as well as officers and staff, have been visiting schools before and after school and during lunch to bring information about UESF negotiations and SEIU activities to members and to answer questions. This is proving to be a very useful way to inform and involve members.

M/S/C (all yes with one abstention) Resolution #2: UESF To Honor Any Sanctioned SEIU Picket Line

Whereas SEIU 790 and the SFUSD have ended negotiations, mediation, and fact-finding without a settlement of their contract, and

Whereas SEIU 790 is actively planning some kind of concerted labor action, and

Whereas UESF has researched the legality of supporting a sister union’s labor activities and affirms that such support is both legal and morally proper

Therefore Be It Resolved that

UESF will communicate with the membership regarding this issue using all means at our disposal.

UESF initiated a SFLC meeting with all school district unions. The building trades, the bus drivers union, and Local 21 (engineers and accountants) all pledged support if SEIU strikes.

A protected activity is any activity that union members engage in that is an organized or directed union activity. Ex: speaking up a faculty meeting on behalf of members, being a union officer, honoring another union’s picket line. Legally, with the passing of this resolution, the district cannot do anything, but they might try anything. The resolution includes all members, including probationary and temporary teachers. [UESF may have to take cases to court.] If it is obvious that a member is active in the union, that is protection. The purpose of this resolution is to make honoring SEIU 790’s picket line a protected activity.

We have building reps at all but 10 schools, and all but 10 CDPs, some of which are very small. The weakest are the Dream Schools, as their activists left those schools in large numbers.

3. COPE Committee Report..... Ken Tray

There will be phone banking at UESF on Saturday and Sunday, as well as Monday and Tuesday. We have no other chances to win the election after Tuesday. We have 41 poll-watchers, where there are polls at schools.

4. Social Activities Committee.....Susan Solomon  
New UESF tee shirts have been ordered, including women’s tee shirts.

4. Paraprofessional Division.....Bradley Reeves  
Brother Reeves submitted a written report.

**Good of the Order**

Claire Merced reported that at Thurgood Marshall High School, 2 students and 1 staff member have died in the last 1½ weeks.

**Adjournment**

Adjourned at 6:29 p.m. in memory of the three Marshall High School students and staff who have died.

Respectfully submitted,  
Susan Solomon, Secretary