

**United Educators of San Francisco**  
**Executive Board**  
Wednesday, November 1, 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 meeting of the October 4, 2006 Executive Board meeting as presented.

**Special Order of Business:**

1. COPE Report.....Ken Tray

Brother Tray explained that we need members to distribute palm cards about our endorsed school board candidates outside of polling places on Election Day. Lists of all San Francisco precincts were passed around during the meeting so that members could commit to work at particular precincts. UESF is working closely with ACORN on the campaign in a continuing alliance with this community-organizing group. Brother Tray showed CTA's Angelides mailer, the Proposition A mailer, the CTA voter guide, which includes our school board candidates, and the Democratic Party mailer. Brothers Kelly and Tray made a robo-call to UESF and CTA members. UESF has had ads running in the *Bay Guardian*, the *San Francisco Examiner* and the online *Fog City*. With our efforts, the UESF-endorsed candidates are likely to sweep the election and defeat Dan Kelly.

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

M/S/C to accept the Grievance Committee's recommendation NOT to take case 0506-87 to arbitration: duty-free lunch at Lincoln High School.

M/S/C to accept the Grievance Committee's recommendation to take case 0506-66 to arbitration: Reading First as a basis for evaluation.

M/S/C to accept the Grievance Committee's recommendation to take case 0506-65 to arbitration: Read 180 as a basis for evaluation.

M/S/C to accept the Grievance Committee's recommendation to take case 0506-64 to arbitration: 28-year para was laid off. She worked as bilingual para, with both Cantonese and Mandarin. She was laid off because she failed the oral test in Cantonese, yet her evaluations were outstanding.

M/S/C to accept the Grievance Committee's recommendation NOT to take case 0506-91 to arbitration: A teacher was 20 minutes late to a teacher meeting and was reprimanded. She had stopped on her way to school due to being a witness of a car accident. Although this is a valid explanation, she had been late to many prior teacher meetings.

M/S/C to accept the Grievance Committee's recommendation to take case 0506-82 to arbitration: Two teachers had job-shared at the same site for two years. They were given a written reprimand for insubordination because, according to the principal, they never received permission to job-share. When they were told to stop, they complied.

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

1. Counselor Committee Trip.....\$90.21
2. NCUEA Conference.....\$1000.00
3. 2006 SPUR Awards Luncheon..... 2@\$150.00=\$300.00
4. SF Chamber of Commerce Directory Listing .....\$335.00

There was a discussion about whether to maintain UESF's membership in the Chamber of Commerce. M/S/F to remove item #4 from the list of recommended expenditures.

Our participation in NCUEA is important because of the information we can bring regarding merged locals. As an outgrowth of this movement, Large Urban Local Unions (LULU) was formed by Sister Plack, Sister Solomon and others during the NEA/RA.

**Reports (These reports may be made in writing...not to exceed 5 minutes each)**

1. President.....Dennis Kelly
  - a. Appointment of Committee Members: The list of members of the contract committees was in the meeting packet. Several committees still need members. Mark Murray spoke about the formation of a committee on Professional Development, which was already in the contract; it needs more UESF members. M/S/C to confirm the names presented during the meeting, and to enable the President to fill the vacant positions as volunteers step forward. Corrections and additions: #6 should be "Evaluation"; Larry *Blake*, not Black in #3, Cynthia Lasden's name added to #2, Mary Lavalais' to #7, and Tom Edminster's to #10.
  - b. M/S/C as amended: Appointment of Bargaining Team  
Susan Solomon  
Betty Robinson-Harris  
Larry Blake  
Bradley Reeves  
Janet Eberhardt  
Claire Merced  
Linda Plack  
Jane Blanchard  
Sandra Mack  
Daniel Markarian  
Susan Kitchell

M/S/C amendment: that there be an alternate paraprofessional appointed to the bargaining team in case Bradley Reeves becomes unavailable.

In response to a question, there is no hard and fast rule about the number of members on the bargaining team. Brother Kelly looked first to the Executive Board, and then to assure that there is representation from each division. The district will pay for release time for up to five members of the bargaining team. Linda Plack and Susan Solomon are already on release time, so there is no added expense related to their participation.

M/S/C amendment: to enable the President and Executive Board to allow for the appointment of activists to be alternates to be trained in bargaining.

- c. Survey Results: The results were in the meeting packet. The top priorities were pointed out and discussed, as were a few other issues.

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

The bargaining team will have its first meeting on Thursday, November 2, 2006.

UESF members will receive a mailing that includes: a palm card, a copy of the portions of the UESF constitution and bylaws that would be affected by the proposed amendments, and three sets of amendments. The amendments will be put on the UESF website; the constitution and bylaws are already online. For mailing to 5500 members: \$3853 for the 17" x 11" two-sided folded mailers, which cost less than 8" x 12" and 16-page document, \$5313 and \$5732 respectively. The mailing went to a total of 6420 members.

UESF is participating in a local parcel tax committee, but we are urging voters to vote no on the statewide parcel tax initiative (\$50 a year for individual property owners, as well as corporations, and the funds would not be for public schools). The details of the local parcel tax, intended to raise funds for San Francisco's public schools, still must be decided. Members of the union's parcel tax committee: Ken Tray, Carolyn Samoa, Linda Plack, Dennis Kelly, and Armon Sedrakian. UESF has consistently been raising the issue of

paraprofessional pay. Paras need more days per year and more hours per day of work. It should not be viewed as a part time job. When the district says "teachers", they mean teachers and administrators. When UESF says "teachers", we mean teachers and paras, those who provide direct instruction. UESF has raised the issue that teachers are underpaid, and that it takes too long to get to the top of the salary schedule. The district is interested in retaining teachers, which means there can be common ground. The discussion then moves to shortage areas, and the district raises the possibility of bonuses and stipends. Then: hard-to-staff schools. The discussions have been very interesting. It will now be time to get to the details: how much money is needed, how to raise it, how to formulate the parcel tax. There was a lengthy discussion with several questions, suggestions and comments.

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

The 2 most recent issues of the SubWay were not sent to Building Representatives, but will be.

4. Paraprofessional Issues .....Carolyn Samoa

A written report was submitted.

5. Retired Division ..... Gerry Meister

This is the 20<sup>th</sup> anniversary of the division. There will be a party to celebrate.

6. Divisional Committee Reports

a. Middle School Committee ..... Marilee Hearn

The committee met with middle schools assistant superintendent Joan Hepperly. There were several items on the agenda, but she and the division were most interested in discipline in the schools as it relates to Special Education. It is a safety issue for students, paraprofessionals and teachers, and it is a crisis situation. Linda Plack answered the question of what the district is doing to recruit Special Education teachers: They sent letters to all retired special education teachers, offering them top pay and the ability to keep their full STRS. They have hired 77 new teachers who are interns who have emergency, temporary, and waiver credentials. The district is forming a task force to address the problem.

Another issue was scheduling: teachers return to work for a new school year and find out that they are teaching different courses. Also, student assignment is an issue because parent appeals can take a very long time.

It is very clear that working in Special Educations is enormously challenging for many reasons.

**Good of the Order / Announcements**

Correction: The High School Committee will meet at Burton High School, Room 324.

The Personnel Committee meets November 9, at 4:00.

On November 11, the Labor Chorus will be performing at City College in honor of and as a fundraiser for the Highlander School.

CTA GGSC: Individual invitations are going out to members to attend the Ethnic Minority Committee. meeting.

Elementary school committee: November 29, Fairmount Elementary School.

Special Education meeting: November 13.

**Adjournment** at 6: 42 p.m.

Respectfully submitted,

Susan Solomon, Secretary