

**United Educators of San Francisco
Executive Board**
Wednesday, November 7, 2007, 4:15 p.m.
Minutes

Order of Business

Agenda

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

M/S/C to accept the minutes of the October 3, 2007 Executive Board meeting as presented.

Financial Report Earl Lene DeSantiago

M/SC to accept the October 31, 2007 four-month Financial Report as presented.

Special Order of Business:

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

M/S/C to accept the Grievance Committee's recommendation to take case 0708-09 to arbitration. UESF already won this same grievance once at step 2. Principal ignored it and did not hire this bargaining unit member but hired an outside non-bargaining unit person for coaching. The union is also pursuing the possibility of a lawsuit on behalf of the grievant. The remedy is for the grievant to be paid for the coaching he was not allowed to do this year and to be placed in the coaching position next year.

M/S/C to accept the Grievance Committee's recommendation to take 0607-177 to arbitration. Grievant was placed at the incorrect salary level and was only given credit for ten years of prior service when it should have been twelve by her submitted paper work. Violates Article 11.8.7.1.

M/S/C to accept the Grievance Committee's recommendation to take 0607-169 to arbitration. 160-day substitute teacher was not covered by medical coverage when he should have been. By precedent he should be paid the money that would have been spent on the premiums had he been covered. Have done this with the district several times already. We were concerned that we might set a bad precedent here and the district would be let off the hook if an uncovered employee had a serious medical problem because they might assert that they could just pay the premium not the medical expenses. But we already set the precedence and we could successfully argue that this was a different situation.

2. M/S/C to accept Hoover Election Report..... Pat Crawford

The report was included in the meeting packet. The main concern raised was about the opportunity for paraprofessionals' full involvement in the UBC election process. The report was accepted, with the condition that UESF reach out to paras to make sure they know of their rights to be involved.

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

1. SPUR Membership \$150.00
2. AFT/ERD (3 participants) \$1500.00
3. AFT Disaster Relief in California \$1,000.00
4. CTA Disaster Relief (Southern California fires)..... \$1,000.00

- 5. NAACP Gala Table & Ad (Dec. 8, 2007)..... \$1,700.00
- 6. CFT EC/K-12 Conference, 12/7-8, Manhattan Beach (up to 3)..... \$1,500.00
- 7. Housing Action Coalition..... \$500.00
- 8. OPEIU Holiday Event up to \$50.00
- 9. New Substitute Teacher Orientation \$100.00
- 10. CTA Indoor Air Quality (retro) up to \$100.00
- 11. Labor Law & Arbitration: Staff Training..... 2@\$275.00=\$550.00
- 12. CCSF Labor in Education Conference.....4@ \$25.00= \$100.00

UESF may be reimbursed for this amount, but this was not certain at the time of the meeting.

M/S/C to add expenditure #12 to the list of President's recommendations.

COPE Expenditures..... Ken Tray

- 1. Fiona MA for Assembly (retro)..... \$500.00

M/S/C to accept the October 31, 2007 COPE Financial Report as presented. COPE income is approximately \$8000/month.

COPE Report..... Ken Tray

UESF testified at the hearing for the Municipal ID Program at a subcommittee meeting today, an initiative sponsored by Tom Ammiano and supported by the Assembly and Executive Board last month.

There will be four seats open on the school board for the next election. Brother Tray invited members to make recommendations for candidacy. UESF has informal discussions prior to formal endorsement proceedings.

The parcel tax is moving forward. The COPE Working Committee is meeting tomorrow to discuss how to activate UESF members to get involved in the campaign.

Bevan Dufty is sponsoring a retire-the-debt fundraiser at Medjool's on November 16 for Hydra Mendoza, Kim-Shree Maufas and Jane Kim. UESF probably has donated all it can under campaign finance laws for their campaigns, so individual members are encouraged to attend and make contributions.

Two of UESF's endorsed candidates, Kamala Harris and Gavin Newsom, have won.

Resolutions

- 1. M/S/C Resolution Regarding Salary Increase Dennis Kelly
 WHEREAS, the contract settlement calls for a 3% salary schedule increase, and
 WHEREAS, the contract settlement calls for the payment of the 3% to begin at midyear, making the 2007-2008 increase 1.5%, and
 WHEREAS, the different pay schedules make "mid year" arrive at different times, in some cases as late as March '08; and
 WHEREAS, the following schedule will allow for members to receive an increase on the December paycheck, along with retroactive pay where appropriate:
 Certificated – 1.5% for 07-08 payable beginning with the December 3rd paycheck including retroactive payment to July 1, 2007 for 12 pay and August 21, 2007 for 10 plus pay.

USP – 1.5% added to schedule effective July 1, 2007 for a net 3% increase over the 2006-2007 salary schedule for both units.

3% increase on substitute schedule effective pay period beginning January 21, 2008 going forward.

3% increase on rates on schedule B-12 effective July 1, 2008 except for summer school which is effective first day of summer school.

THEREFORE BE IT RESOLVED that the Executive Board of UESF accepts this payout plan and directs the president to notify the school district so that the December paychecks can be adjusted in time.

A question was raised about how this affects employees who returned to work earlier in August.

The date of the retroactive payment for paras was inadvertently omitted. It is in December.

This should be considered an emergency resolution so that the district can be instructed to move forward with the payments.

2. M/S/C as amended: Resolution in Support of Black Caucus Committee.....Jeremiah Jeffries

Whereas in Sept. of 2005 UESF voted to establish a Black Caucus Committee;

Whereas the Black Caucus Committee has been meeting and successfully developed a Back to School Institute for the parents and caregivers of African American Students,

Whereas the Black Caucus Committee has worked to build a network of Black educators to provide community and begin to collectively address the needs of Black educators and students,

Be it therefore resolved that UESF continues to support the work and activities of the Black Caucus Committee to fulfill and carry out their mission as set forth in the founding resolution passed by the assembly in 2005.

Brother Jeffries was not present at the meeting.

M/S to recommend the following amendments to the Assembly:

Strike "permanent" from first line; strike "until such time the Black Caucus Committee felt it was no longer needed" from second line; strike "has been meeting and successfully" and substitute "worked with a community group"; strike "providing the resources, the infrastructure"; add the word "committee" after Black Caucus.

M/S/C substitute amendment to leave second whereas with its original wording.

M/S/C to accept the other amendments.

M/S/C with one abstention to move the resolution as amended.

The point was made that the resolution should be for the purpose of reauthorizing the committee.

M/S/C to extend meeting until all resolutions have been discussed and a vote has been taken.

Request to table until Brother Jeffries can be present is out of order.

3. M/S/C Resolution Regarding Proposition 92 Dennis Kelly

WHEREAS the CFT is sponsoring Proposition 92 (the Community College Governance, Funding Stability, and Student fee Reduction Act) and CTA is opposing it;

THEREFORE be it resolved, that the president be directed to establish a forum at the November 14th Assembly Meeting for the purpose of hearing from speakers from both affiliate bodies before debating a UESF position on the Proposition.

(The CFT's requested support resolution is attached for information.)

4. M/S/C Resolution in Support of Iraq Moratorium Ken Tray

Whereas, the Iraq Moratorium is a community and labor based campaign to organize public displays of opposition to the war in Iraq on the third Friday of each month; and

Whereas, its goals are: "ending US occupation in Iraq, bringing the troops home now and funding human needs here at home; and

Whereas, UESF members know that human needs at home unmet and human lives in Iraq lost are an obscene price to pay for this unjust and immoral war; and

Whereas, the value of all the oil reserves in Mesopotamia are not worth the life of a single Iraqi student;

Therefore Be it Resolved that the United Educators of San Francisco endorse the Iraqi Moratorium Campaign; and

Be it Finally Resolved that the United Educators of San Francisco urge our members to attend local Moratorium Vigils on November 16 and every third Friday for the duration of this tragic conflict.

Reports

1. President Dennis Kelly

a. Parcel Tax (Recruit/Retain Educators)

UESF has been meeting consistently and frequently with members of the school board, and has been urging them to get their representatives to move forward.

2. Executive Vice-President's ReportLinda Plack

a. Building Corporation

UESF is in a partnership with NALC and has finally convinced it that we are not interested in remodeling the building, and that it is in everyone's interest to dispose of the building. NALC's building committee met and agreed that it is time to look for alternatives.

b. Teacher Housing

The mayor has a "teacher next door" loan program; brochures were available at the meeting. One has to be a first-time homebuyer. Over \$1 million are available for \$20,000 loans that are forgivable after 10 years. Housing has to be within the city. Brother Kelly and Sister Plack have been attending many housing meetings at the district. The district has identified 10 pieces of property to be used in some fashion for teacher and para housing. A consulting firm has been selected to look at this property and come up with a study for best use of property. UESF has consistently said that paras have to be included in those programs.

3. Paraprofessional Issues Carolyn Samoa

At the last para meeting, Mary Anne Ahyte did an excellent workshop about the importance of paras' involvement in UBCs.

4. Substitutes Division.....Dennis Kelly for Elizabeth Conley

The division has been establishing a formal group of substitutes to represent the division to SFUSD. Sister Conley and Debra Eslava-Burton have been working together on the new substitutes' training to be held on November 17. UESF has been establishing a list of 330 day/5 year priority subs so that the district substitute call system can accurately reflect the contract language on priority subs, as well as clarifying the new contract language with regard to retroactive pay for 71+ day subs.

4. Retired Division.....Gerry Meister

There was an unanticipated hearing yesterday, held by a committee headed by John Kerry, on Social Security offset. People can send their stories in writing to the committee in next two weeks. Sister Meister contacted many of their members and will give information to Communications Director Matthew Hardy for an e-mail blast.

NCLB postcards were delivered to Pelosi's office on the same day that Edward Kennedy said it will not move forward. Brother Hardy made sure that there was media coverage at Moscone Elementary, filming Lita Blanc gathering postcards. 18 teachers showed up at lunch to sign. There was good coverage on channels 7 and 2.

5. Divisional Committee Reports

a. Middle School Report.....Marilee Hearn

Allan Brill, Sister Hearn and the Denman Building Representative met with Assistant Superintendent Joan Hepperly, who had invited Associate Superintendent Jeannie Pon to the meeting. I.T. was completely dismantled at the district, so counselors had to redo all of the scheduling. It was a mess. Marina picked up an extra 88 students, so substitutes with emergency 30-day permits have to be rotated; they can't teach more than 29 days without an interruption. It is 13 weeks into the school year and there still are not permanent teachers in 2 of the Marina classrooms. The committee requested a meeting about construction which is going on this year and will continue next year. The meeting will happen with David Goldin on November 29 at 555 Franklin. The district is considering a pilot project to go to a 7-period day, not including lunch, but with shorter periods. Students who now cannot take an elective because they are taking support (remedial) classes would be able to do so. Committee pointed out that it cannot negotiate a change in working conditions. Mark Murray said that his site went to this schedule and it meant that the students who were in reading support classes were then put in math support and still did not get electives.

Good of the Order / Announcements

Question about whether CTA would help with QEIA training. The problem is that Shannon O'Hara is on leave and no one has replaced him on this work. UESF has continued to ask for assistance.

Adjournment at 6:41 p.m.

Respectfully submitted,
Susan Solomon, Secretary