

**United Educators of San Francisco**  
**Executive Board**  
Wednesday, December 7, 2005, 4:15 p.m.  
**Minutes**

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

M/S/C to approve the minutes of the November 2, 2005, Executive Board meeting as corrected.

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

M/S/C to accept the financial report ending November 2005 as presented. There were several questions including one about whether UESF can pay for members who participate in the Bilingual Community Council. Since these members are not elected or appointed specifically to represent UESF, the expenses cannot come out of UESF's budget.

M/S/C to move into COPE. M/S/C to accept the November 30, 2005, COPE financial report as presented. M/S/C to move out of COPE.

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

1. UHW "Victory" - "Adopt a Striking Family" ..... \$500.00
2. Early Education Conference (January 27) ..... up to \$300.00
3. Safe Schools for LGBT Youth ..... \$50.00

**Resolutions**

1. M/S/C to move to the Assembly with a recommendation to pass: Resolution on SFUSD Proposal to Withdraw Employees from HSS ..... Gerri Meister

Whereas, according to a letter from Attorney Jonathan Holtzman on behalf of the SFUSD and Community College District and the presentation he made to the HSS Rules Committee on October 25, 2005, the SFUSD is considering withdrawing active employees from the HSS and placing them in a undetermined separate health plan, while leaving retired SFUSD employees in the HSS system, and

Whereas the HSS, backed by the provisions of the Charter of the City and County of San Francisco, continues to provide excellent and affordable health care for both retired and active SFUSD employees, and

Whereas removing active SFUSD employees from the HSS would drastically alter the HSS health care pool and dramatically increase rates for remaining HSS members, including active City and County and Community College District employees, as well as all retirees,

Therefore be it resolved that UESF reject any such proposal now or in the future because of its negative effects on retired, as well as active, UESF members.

Sister Meister provided some background information. Copies of the letter from Jonathan Holtzman, referenced in the resolution, were available at the meeting. The research that UESF did uncovered no evidence that the District is attempting to leave HSS, and it could not be determined on whose behalf Mr. Holtzman wrote.

2. M/S/C to move to the Assembly with a recommendation to pass: Resolution to Establish School Improvement Committee ..... Mark Murray  
WHEREAS UESF has adopted a position paper on school reform, and

WHEREAS UESF, has already begun to sponsor union led professional development through the Educational Research and Dissemination program, and

WHEREAS a previous committee has already developed a position on teacher input on matters of curriculum development, and

WHEREAS, despite the questionable future of "Dream Schools," school reform will continue to be an issue in the district, and

WHEREAS future leadership in the district may be more amenable to union input on school reform,

THEREFORE BE IT RESOLVED that UESF establish a standing committee on school improvement. The committee shall be comprised of volunteers and/or members selected by the President. The responsibility of the committee will be to look at reform models and curriculum and serve as a resource to advise parties involved in reform efforts. The committee could also be a vehicle for coordinating and promoting union based, teacher-led P.D. through the E.R. and D. model.

3. M/S/C to table until the January Executive meeting until further clarification can be attained: Resolution to Establish New Orleans Public Schools Fund.....Marc Christensen

Whereas, public school children, and public school employees of the New Orleans Public School System have been displaced due to Hurricane Katrina and its aftermath; and

Whereas, many schools in the New Orleans area have been either destroyed or rendered uninhabitable; and

Whereas, it will take countless millions of dollars to rebuild the school in the New Orleans area; and

Whereas, it will take additional millions of dollars to provide textbooks, equipment and supplies that were destroyed by the Hurricane and its aftermath; and

Whereas, current relief efforts will fall short of the goal of returning the New Orleans area schools to their pre-hurricane level of service,

Therefore be it resolved, that the United Educators of San Francisco (CFT-AFT, CTA-NEA) embark on a fund raising effort to support our fellow educators in New Orleans; and

Further be it resolved, that this effort take the form of a voluntary donation by UESF members to the sum of \$100; and

Further be it resolved, that teachers may donate \$100 at one time, or \$50, twice over two months, or \$25, four times over four months, or \$20, five times over five months; and

Further be it resolved, that this fund will be called the "\$100 at a Time Fund—They Need Our Support, The New Orleans Schools;" and

Further be it resolved, that UESF collect the donations and then distribute the funds to the proper agency entrusted with rebuilding the New Orleans Public Schools; and

Further be it resolved, that UESF contact the CFT and CTA, and the AFT and NEA to encourage the State and National Organizations to embark on the same fund raising strategy to reach every teacher in the United States.

Several members expressed concerns about various aspects of the resolution.

M/S/C to change the order of the agenda so the President's report on negotiations could be heard before the following two resolutions.

**Report and Discussion**

President ..... Dennis Kelly

Negotiations on December 5 were only in the afternoon because Linda Plack and Tom Ruiz were in an arbitration hearing in the morning. The district was awaiting our compensation proposal; we told them we needed a response to our earlier economic proposal, to which they have not responded. They were angry with our request and the absence of our compensation proposal. Then, they presented counterproposals in which they dropped many of their negative proposals about various aspects about leaves. Then, a classic union-splitter: they proposed that UESF give up half of AP preps in exchange for 4/5 grade preps. They will make a response to every point of our economic package on December 15, and we will respond on January 5 with our compensation proposal.

Gwen Chan announced at the committee of the whole school board meeting on December 6 that this is an interim period, so she is attending more meetings and Ackerman, fewer.

At the school closures meeting, the district presented what it would cost to give us a 1%, 2%, 3% and 4% raise. CTA has analyzed the district's budget figures and these figures are being used to prepare UESF's compensation proposal.

Q: Why were more negotiating dates added? A: We have to maintain good-faith, and we had not covered all issues. When going into mediation, we have to show that things have gone as far as we can go in passing proposals back and forth.

Q: Where are we with school board members and asking them to get Ackerman out of the way, which was raised at last month's Executive Board meeting? A: Chan's announcement last night indicated that we and other constituent groups were successful.

We will be in negotiations for as long as it takes to get what we want. There is not a way to determine an exact timeline. Starting in January, there will be an AFT person working with us fulltime to work on preparation for what may be inevitable.

**Resolutions, cont.**

- 4. M/S/C to table this resolution and the possible amendment to the January Executive board meeting: Resolution for General Membership Meeting 2/2/2006 ..... Adrienne Johnstone

Whereas the membership of UESF has voted by an overwhelming 87% to hold a meeting for the purpose of conducting a strike vote, and

Whereas SFUSD continues to extend bargaining though they are not giving anything at the table, and

Whereas giving our leadership the right to authorize a strike will show the district that we are prepared to fight for our contract, and

Whereas the SEIU victory was a result of their willingness to strike coupled with the support of UESF, and

Whereas this should be used to build momentum for a UESF victory,

Therefore be it resolved that UESF will reserve Lincoln auditorium for the first Thursday in February for a general membership meeting at which time a strike vote will be conducted.

M/S amendment to the "Therefore...": Therefore be it resolved that UESF will reserve *an appropriate venue in February* for a general membership meeting at which time a strike vote may be conducted *if necessary*.

There was a lengthy discussion about the resolution and the amendment.

5. M/S/C with one abstention: Resolution to Build Solidarity.....Lita Blanc

Whereas, the members of UESF demonstrated their unity and strength leading up to the successful resolution of SEIU's contract fight; and

Whereas the members of UESF demonstrated their determination to win a fair contract for themselves by empowering the UESF leadership to call for a membership meeting for the purpose of authorizing a strike; and

Whereas SFUSD is still taking a hard line in negotiations,

Therefore be it resolved that UESF call on each site to choose a site - appropriate action to increase union visibility, unity and solidarity; and

Be it, therefore, further resolved that these site-based actions include but not be limited to informational picketing (before or after the work-day), Days of Silence, and working to rule one or more days a week and T-Shirt Fridays.

1. COPE .....Ken Tray

a. M/S/C to endorse Mark Leno for re-election through the CTA endorsement process

b. M/S/C with one abstention to endorse Nancy Pelosi for re-election through the CTA endorsement process

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

a. NCUEA Report. A written report was distributed. Look particularly at the "Value Added Assessments".

b. School closures: Report on Treasure Island closure. No additional support was provided to the school when it was kept open this year. There was an all-new staff. The district ranked 19 schools slated for possible closure or merger based on criteria explained at the meeting. There is declining enrollment in the district. Some students are going to charter schools and many families are leaving San Francisco. Reform without reconstitution is the current attempt at Malcolm X. UESF is lobbying against closing it, but it does have dropping enrollment. The Dream Schools, several of which are on the possible closure list, are receiving \$2000 more/year/student. They have many new staff members. It is clear that is necessary to close some schools because it is a waste of money to pay for administrators and overhead at drastically under-enrolled schools. There seems to be a better effort on the part of the district to have a plan and rationales in place.

c. We are still working on extricating UESF from our partial ownership of 2310 Mason Street. We are looking into the possibility of selling our share to non-profits, and renting other office space, possibly with other education unions.

3. Vice-President (Paraprofessionals) .....Bradley Reeves

A written report was submitted.

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

"The SubWay" was available at the meeting.

5. Committee Reports (As Needed)

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

There will be a UESF party on Thursday, January 26, from 4:30-8:30 at the ILWU Local 34 hall, 4 Berry Street.

6. Staff Reports

- a. Contract Organizing Team ..... Alita Blanc

- i. Dec. 13

- ii. Phonebanking on Thursday, December 8.

Field representative Eric Hall left the Executive Board meeting early to attend the closed school board meeting about the exorbitant legal fees they will be voting on to pay to the lawyers for consent decree. Brother Kelly read a strong UESF statement that addressed our concerns and which Brother Hall was to present at the meeting.

- b. December 13 Demonstration

7. Divisional Committee Reports

- a. Retired Division ..... Gerry Meister

The division had a holiday party today; 70 people attended.

**Good of the Order / Announcements** David Vega was struck by a bus or car and is in serious condition.

SEIU is having a party on Friday, December 9, 5:00-9:00 at the Plumbers Hall, 1625 Market.

**Adjournment** at 6:47 p.m.

Respectfully submitted,  
Susan Solomon, Secretary