

United Educators of San Francisco
Executive Board
Wednesday, December 6, 2006, 4:15 p.m.
Official Minutes

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

The minutes of the November 1, 2006 Executive Board meeting were approved as presented.

Special Order of Business:

1. Retirement Board Candidates (Herb Meiberger/Tom Harrison)..... Dennis Kelly

Each candidate spoke to the body and asked for UESF's endorsement. A question and answer period followed. Vince Courtney, who accompanied Tom Harrison and is with

2. Grievance Committee: Arbitration Recommendations Stan De Bella

Brother De Bella announced a victory: The district offered to settle favorably a case that was to go to arbitration. A teacher who brought in a note from her dentist when she missed a professional development day, due to severe pain, was denied her sick day pay. She will be compensated.

M/C to accept the Grievance Committee's recommendation to take case 0607-17 to arbitration: CDP teacher was placed on the wrong salary schedule, and was therefore underpaid.

M/C to accept the Grievance Committee's recommendation to take case 0607-09 to arbitration: A teacher was beaten by a student and had Workers Compensation. The district has asserted that the teacher had to use her sick leave.

M/C to accept the Grievance Committee's recommendation to take case 0506-88 to arbitration: teacher who requested extension of her personal leave in a timely manner was "auto-terminated," when she should have been put on unpaid leave.

M/C with one abstention to accept the Grievance Committee's recommendation to take case 0506-75 to arbitration. Two counselors were consolidated, allegedly due to language needs of the site, but were not replaced by counselors with said language needs.

All four of these Step 2 grievances were out of timeline, which is an ongoing

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

1. APALA Dinner (12/8, Cathedral Hill Hotel) 2@ \$100.00 = \$200.00
2. Tom Ammiano for Assembly \$100.00
3. Consumer Action \$25.00
4. ASCD (Association for Supervisory and Curriculum Development)..... \$50.00

Josie Mooney is being honored by APALA. The donation to Ammiano is not the result of an endorsement but because of UESF's longstanding relationship with him.

Resolutions

1. M/S/C with recommendations as noted below: Resolution for Comprehensive Amendments Policy..... Tom Edminster/Luisa Ezquerro

Whereas UESF as a whole is served by processes with the fullest possible participation and consultation; and

Whereas UESF, in order to serve its members and improve its function, should involve all interested parties in any process involving changes in rules and organizational function;

Therefore be it resolved that the UESF Executive Board shall convene an Amendment Policy Committee, including a maximum number of stakeholder groups as represented on the Executive Board and otherwise noted; and

Be it further resolved that this committee shall be convened and meet between December 2006 and the end of January 2007, in order to prepare recommendations to guide any future recommended changes to the UESF Constitution and Bylaws; and

Be it further resolved that this committee shall prepare their report in such a timely manner as to be sent out to all Executive Board members prior to the February 2007 Executive Board meeting; and

Be it finally resolved that the Amendment Policy committee shall review the Amendments Articles of the Constitution and Bylaws and assess the following in preparing its report:

- The time-frame and schedule for any proposed amendments;
- The desirability of declarations of purpose and intent for any amendments being considered;
- Representation on any future amendment committee being convened, to assure constituent representation;
- Reporting mechanisms, to assure that UESF members are apprised in a timely manner as to status and intent of proposed amendments;
- An allowance of time to permit any suggestions or substitute amendments from members, so that any amending committee will have all the necessary input in a timely and transparent manner, and can incorporate all appropriate recommendations or include a majority/minority report prior to final presentation for acceptance to the Executive Board or Assembly.

There was a discussion about whether to involve the Assembly, and what the parliamentary procedure if it is a process involve only the Executive Board.

M/S/C to move this to the Assembly with a recommendation that the Assembly pass this resolution with a recommendation to change the timelines in the following way: in the fourth paragraph, the month to "mid-Jan and February, and in fifth paragraph, change February to March.

Special Order of Business, cont.:

3. Hydra Mendoza, elected to the Board of Education on November 7, thanked UESF for its endorsement and described the work she has done with the schools and what she plans to do as a board member and in her continuing role as the mayor's liaison to the school district. There was a question and answer period, and some members' concerns were expressed, including: lack of sufficient heating in schools; need to appoint additional members to the district's Bilingual Advisory Committee (?); concern about the resegregation of our schools; needs for librarians at schools that do not have them; need for highly-qualified principals and accountability regarding administrators; the difficulties that ensue with the placement of high school special education students in regular education classes, especially P.E, and the visual and performing arts; lack of learning support consultants in high schools; timeliness with how the district deals with issues, including school moves and responses to grievances; student discipline and support services for staff and students in elementary, middle and high schools.

Resolutions, cont.

- 2. M/S/C Resolution to Reinstitute T-Shirt Fridays Alita Blanc

Whereas UESF will soon begin negotiations for our new contract;

Whereas we seek to demonstrate to SFUSD that our members stand united for a decent contract;

Whereas most school sites participated in T-shirt Fridays during our last contract fight;

BE IT RESOLVED that UESF call on all school sites to re-institute T-shirt Fridays beginning in January 2007.

There was a suggestion to send out an e-mail blast, encouraging members to attend the January school board meeting, wearing UESF shirts, sweatshirts and caps, during which new school board members will be sworn in.

M/S to endorse Herb Meiberger for Retirement Board.

M/S/C Substitute amendment: that UESF to take no position.

M/S/C substitute motion as the main motion.

Reports

- 1. President.....Dennis Kelly

- a. NCUEA Meeting (written report)

- b. Building Corporation: this is UESF and letter carriers group which meets occasionally. UESF has an ongoing concern with our involvement in the building; repairs to the 4th floor would cost \$1.4 million. We continue to meet with real estate agents and look into relocation.

- c. COPE incentives and Report.....Ken Tray

Raffle prizes for participants in phone banking: Pamela Kahn (sp?); Mary Lavalais; Roberto Michel; Jay Kozak; Jim Pierce; Loni; David Williams; Augustine

\$50 gift certificates for Green Apple books

\$100 for Kathy O'Byrne

\$200 Stan De Bella.

UESF was awarded the AFT COPE award for 2006.

- d. Delegations: CFT 10 delegates 5 alternates \$500/delegate in full attendance
NEA/RA 10 delegates \$1800/delegate in full attendance
QuEST 4 delegates \$800/delegate in full attendance

See written report in packet. The above is a reduction in the number of delegates and money.

M/S/C to amend CFT expenditures to match p. 11 so it is: 10 delegates at up to \$750 per delegate.

M/S/F to substitute amendment: send 15 delegates to the CFT convention at up to \$500 each.

M/S/F to reduce the number of delegates further from 10 to 8 to NEA/RA.

At the CFT convention, the delegation has the same total number of votes, no matter how many attend. At the NEA/RA, the number of votes we have is the number of people we send.

The vote on CFT and NEA is time-sensitive. QuEST can still be adjusted.

M/S/C as amended the size and expenses of the delegations.

- e. Informational Items:

- i. Construction Site Picketing: This happened at Hoover Middle School.

Michael Theriault, President of the Building Trades Council, explained that they waited

until the last minute so that the contractor could not set up a two-gate system, making it difficult for workers to picket. The UESF flyer that went out that day was included in the packet. Picket lines will be at the entrances to the construction sites, not the entrances to the school. The kind of support we can give is to inform the students about the issues of fair pay. The building trades cannot tell UESF much in advance, but will inform President Kelly the day before.

- ii. Alcatraz Ferry Worker Demonstration: see flyer
- iii. Labor History Class: starting up again
- iv. Community College Initiative Drive: petitions were available at the meeting
- v. Bargaining schedule: the district was unwilling to start bargaining in January because the new board members will only recently in place. U presented 16 possible meeting dates.
- vi. Calendar for next year: there was a meeting with District, PTA and U. District wants to add Lunar New Year and schedule a professional development day the day after. U's demand is that contract language would be waived for that date re: absence. The proposed calendar will be available at the January Executive Board meeting.
- vii. There is no assembly meeting in December. The January Executive Board meeting will be the day after we return to school. Suggestion: use Hoover for E Board.

- 2. Executive Vice-President Linda Plack
 - a. Matthew Hardy won a CTA award for his work on campaign literature and what else?
 - b. Personnel Committee Meeting: written report was in the meeting packet. M/S/C to accept the report.

- 3. Vice-President(Substitutes)Sandra Mack

The biggest issue is the new substitute assignment system. The new SubWay will distributed in December. A form was distributed at the meeting that substitutes were asked to fill out. A similar form will be sent to building representatives to solicit information about problems that teachers and paras have had with the new system.

The district still has not put together a corps. Lied about advertising on Craig's List.

- 4. Paraprofessional IssuesCarolyn Samoa

Over 30 paras in attendance at last meeting. Issues: assaults on paras by students. Information was given about reporting assaults. Response to bylaws changes. Paras want job descriptions because they are asked to clean, for example. Some paras being told that they can be told that they can be told to make up hours during parent-teach conf week anytime.

Update on Bradley.

- 5. Retired Division Gerry Meister

Party celebrating 20 years and two chairs.

- 6. Committee Reports (As Needed)

- a. Social Committee Susan Solomon

- 7. Divisional Committee Reports

- a. Elementary School Cmte .. Darcy Chan Blackburn/Earl Lene De Santiago

Issues: ongoing problems with prep relief time.

Dream Schools teacher was docked an hour for leaving 15 minutes early.

New pilot report card: committee wants to know if union can demand input. At the point, only schools that "volunteer" can have input.

Resolution being prepared on more assessments and bad assessments. There are no funding and support for these tests.

b. High School Committee Tom Edminster

Met last week as a committee and then with Margaret Chiu. Reports back from sites indicated extensive and common problems. Problems at Burton and with a few sites where the principals disregard art 25. Some of the issues addressed at meeting with Chiu: finals schedule; moving stipend; technology (lack of function and access and resources). Access is a Williams Act issue. Table issue of student discipline. David Goldin and Leonard Tom were present at the meeting to address issues arising due to construction. The committee will meet with them again in May and at the end of summer. Finals exam schedule is changed because principals pushed for weekly early release and that instructional time has to be banked.

New Business

Old Business

Good of the Order / Announcements : Implement the motion that was passed to limit reports and time that individual members speak.

Crisis in education conference on Saturday (I have flyer.)

Several school choirs, including J. Serra and SF Community's, performed for the mayor today. They will be performing at Davies Symphony Hall in the spring.

Betty Robinson-Harris' house was badly damaged in a fire, and it will take 6 months.

Birthdays: Gerry Meister and me.

Adjournment at 7:30 in memory of Yvonne Scarlett Golden and the mother of John Donohue, teacher at Lowell.

Respectfully submitted,
Susan Solomon