

**United Educators of San Francisco
Executive Board**
Wednesday, December 5, 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 November 7, 2007 Executive Board meeting as presented.

Financial ReportElaine Merriweather

M/S/C to accept the November 30, 2007 Financial Report as presented. The CFT auditor audited UESF's books last week. Her preliminary recommendation is that UESF take steps to spend less money. A more detailed report is forthcoming. The district did not implement the dues increase correctly.

Special Order of Business:

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

There are no grievances being moved to arbitration at this time.

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

1. CFT-Michael Nye Luncheon 12-7-2007 (retro).....4@\$50.00=\$200.00
2. Western Workers Heritage Festival5@\$50.00=\$250.00
3. San Francisco Education Fund (donation) \$250.00

M/S/C **COPE Expenditures** Ken Tray

1. SFLC Ammiano Breakfast 11-28-2007 (retro) \$25.00

Last week, there was a fundraiser to retire the campaign debts of Hydra Mendoza, Kim-Shree Maufas and Jane Kim. UESF had donated up to the legal limit for Maufas and Mendoza as our endorsed candidates, but had not donated to Jane Kim, so we donated \$100 to help retire her campaign debt.

COPE Report Ken Tray

Update on next year's school board elections: Eric Mar and Mark Sanchez will not be running again, as they will be running for the Board of Supervisors. Jill Wynns has not yet stated her intentions. Norman Yee also has not done so, due to ongoing health concerns from his serious accident. Brother Tray spoke about Prop. A on repairing and rebuilding neighborhood parks and playgrounds. UESF COPE has not endorsed it, but it will be presented later in this meeting for endorsement.

Resolutions

1. M/S/C Revival of PJHRC Committee.....Tom Edminster, Lita Blanc

Whereas the Peace Justice and Human Rights Committee[PJHRC] has been a UESF committee for most of the life of this organization, and has its roots in the activities and concerns of UESF members, and our relationships to multiple activities for peace, justice, solidarity and human rights beyond our immediate organization; and

Whereas the UESF is served by having a such committee of concerned members whose mandate is to review, have oversight over and make recommendations concerning endorsements, policy initiatives, their related alliances and coalitions in the general field of 'peace, justice and human rights;' and

Whereas the PJHRC in recent years has assisted UESF in a number of manners, among them the UESF affiliation with United States Labor Against War [USLAW] and in assisting in UESF's continuing activities and union identity in anti-Iraq war activity, and also in helping lend UESF's voice to activities in support of immigrant students and families;

Therefore be it resolved that UESF authorizes the resuscitation/revival of the PJHRC as a special committee* of UESF; and

Be it further resolved that PJHRC shall comply with all existing rules governing the behavior of UESF committees; and

Be it further resolved that the PJHRC shall function, as in its past, open to all UESF members who share these concerns and are able to participate actively in the life of the committee.

- 2. M/S/C as presented: Black Caucus Committee (tabled from Assembly).....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.

Be it further resolved that the Black Caucus Committee shall be reconsidered by the Executive Board and the Assembly each spring.

5:45 M/S/C to close debate on all items before the body.

M/S/F to add as second resolved: "Be it further resolved that the Black Caucus Committee shall comply with all existing rules governing the behavior of UESF committees; and"

Reports

- 1. President Dennis Kelly

- a. Parcel Tax (Recruit/Retain Educators): Dennis Kelly, Linda Plack, Ken Tray, Carolyn Samoa, and Armon Sedrakian have been meeting with school district representatives.

Kelly, Plack, Samoa and CORO fellow Kirstin Conti went to the school board closed session to both give information and to let them know that the parcel tax project is a joint effort. Plans being developed: Increase teachers' salaries, with jumps in final years for senior teachers; embedded staff development at sites; using current 3 days of professional development as instructional days; pay for after-school PD, with special, agreed-upon rate. The district wants to address the issues of hard-to-staff schools, hard-to-fill positions, and UESF representatives have made it clear that so-called combat pay is not acceptable. Instead, UESF has proposed setting aside money for teachers who work at those schools, such as for a supplies budget and master teacher/new teacher partnership,

in which each teacher would have reduced teaching responsibilities. There has been little talk on hard-to-fill positions.

Last night, there was a committee of the whole meeting with the school board, the parcel tax committee, and community members. There was a Powerpoint presentation on different aspects, followed by about an hour of questions, debate, discussion, public comment. Representatives of charter schools asked that their schools be included. There will be a meeting with a political consultant tomorrow to establish how the campaign has to go. When questions about "bad" teachers arose, the response was about increased PD and PAR. Sister Plack addressed some of the issues raised about what PD would look like, especially about teacher-led continuing education. UESF's own survey showed that most teachers want onsite PD, leading it themselves. Suggestions were made that teachers be compensated for prep time for PD and for PD itself, which UESF also raised at the meetings. There was a lengthy discussion about how professional development/continuing education would be most effective.

b. Committee Appointments

I. Contract Committees

a. Elementary Relief

1. Darcie Blackburn (Chair)
2. Lita Blanc
3. Susan Solomon

b. Sick Leave Bank

1. Claire Merced (Chair)
2. Karen Quinn
3. Adrienne Johnstone (declined)

c. Paraprofessional

1. Carolyn Samoa (Chair)
 2. Susan Kitchell
 3. Robin Brasso
 4. Karen Quinn
- (Jane Blanchard was also recommended.)

II. Constitutional Committee

a. Constitution and Bylaw Review

1. Tom Edminster (Chair)
 2. Luisa Ezquerro
 3. Gerry Meister
- More members can be added.

b. Election Committee

1. Chuck Turner (As Chair, he will receive a stipend.)

2. Executive Vice-President's Report..... Linda Plack

a. QEIA Scheduled Training: Currently, the problem is that it is very difficult for teachers at underperforming schools to find the time to pay attention to QEIA. In the meanwhile, administrators are getting approval from the school board for QEIA expenditures. CTA has committed to two days of training at each level. Training will optimally include teachers, parents, principals, and building reps. This is a planning year, and plans should be made in great detail for next year. January 7 and 9, 2008, are the training dates. QEIA funds will pay for release days for participants. The training will clarify what the funds can and cannot be used for.

b. Goalview (Special Education): Goalview is the computerized IEP system. It was deemed by the district that every IEP would be done with Goalview by October 1, even though training and equipment were not in place. The district minimized the problems. The training is available from 1:00-4:00 on school days, not at 4:00. Deborah McKnight finally conceded that there are problems and offered to take trainings to school sites. Within two days of a UESF e-mail blast requesting feedback from members working in Special Educations, 24 schools responded, citing a variety of problems.

c. Kirstin Conti helped with research on what is being done on teacher housing.

3. Paraprofessional Issues Carolyn Samoa

The dues increase was explained at the last meeting. Paras who attended understood and accepted the need for the increase. Thanks to Matthew Hardy for the chart and explanation. The raise was also discussed.

There have been many errors made in implementing the raise and the retroactive pay.

4. Retired Division..... Gerry Meister

The annual holiday luncheon is on December 7 at Sinbad's. The division is now 21 years old.

Scatena Fund: In 1925, Bank of America put 100 shares into this fund, named for Virginia Scatena, for teachers in need, for the SF Teachers organization or its successor organization and California Retired Teachers Association. Grants are also available for paras. UESF wants to make sure this is publicized.

5. Committee Reports (As Needed)

a. Social Committee.....Susan Solomon

The mid-semester party will be on Friday, February 1 at Local 34. There will be food, drinks, and raffle prizes. Mark Murray graciously volunteered to DJ again.

6. Divisional Committee Reports

a. High School Report.....Tom Edminster for Derrlyn Tom

The Article 25 conversation never happened with Margaret Chiu as planned. There was a useful discussion about evaluations with Jolie Wineroth. Next Thursday, the agenda will continue.

b. Elementary School Report..... Darcie Chan Blackburn

The committee is setting up a meeting with the three SOIS. Issues discussed: Principal expectations and what is inappropriate for use in evaluations; 4th /5th prep time concerns—how schools were chosen, for example; follow-through with SSC site plan implementation; concern with lack of psychological evaluations for kindergarteners and 1st graders; difficulties with CELDT and Brigance assessments. Schools do not receive CELDT results until January, which limits their usefulness. UESF has sent out surveys about the Brigance to find out what support teachers need for its administration.

New Business

M/S/C to endorse Proposition A.....Ken Tray

Whereas, there is an urgent need to repair and rebuild the neighborhood parks and playgrounds and protect open space throughout San Francisco; and

Whereas, Prop A will cover the most urgent park repairs without raising property taxes according to the city controller; and

Whereas, repairs on unsafe playground equipment, athletic fields and recreation centers used by our students on a daily basis is a high priority for Prop A; and

Whereas, endorsements by the San Francisco Labor Council, Mayor Newsom and every member of the Board of Supervisors represent the broad community support for Prop A;

Therefore Be it Resolved that the United Educators of San Francisco endorse Proposition A to help ensure that our students and their communities have safe and inviting recreational facilities.

M/S/C Institute for African American Parents Event Dennis Kelly

UESF shall endorse and publicize the second installment of the Institute for African American Parents on Saturday, December 8, 2007 at Civic Center Secondary School.

M/S/C In Support of Striking Israeli Teachers Susan Kitchell

Whereas the Israeli Labor Court has voted to force the striking secondary teachers back to work in the midst of their two month strike, and

Whereas this action is a slap in the face to the teachers, an attack on collective bargaining and an assault on the right of a free people to withhold their labor;

Therefore the UESF Executive Board calls on the Israeli government to intervene to settle the strike without forcing the teachers to capitulate, and

Be it further resolved that the UESF leadership communicate with the Israeli consul in San Francisco to express the outrage and disappointment of the teachers and paraprofessionals of San Francisco and to express the intentions of this resolution before the end of Hanukah.

M/S/C Teachers 4 Social Justice Event Karen Zapata

UESF shall endorse and publicize the Teachers 4 Social Justice Jan. 3, 2008 event, "What it Takes", part of T4SJ's continuing Public Education 411 series. It will be held from 6:00-8:00 p.m., January 3, at New College of California.

Good of the Order / Announcements: encouragement for divisions to discuss how Proposition H money should be spent.

Adjournment: 6:26 p.m.

Respectfully submitted,

Susan Solomon, Secretary