

United Educators of San Francisco
Executive Board
Wednesday, December 2, 2009, 4:15 p.m.
Official Minutes

Order of Business

Agenda (Sign-In and take a voting card - please read the resolutions at this time)

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

M/S/C to accept the minutes of the November 4, 2009 Executive Board meeting as presented.

Finance Report.....Elaine Merriweather, Treasurer

M/S/C to accept the November 30, 2009 Financial Report as presented. The AFT auditor was in the office last month. Under the terms of our affiliation with AFT, our books are audited annually. They are also audited for Hudson reports.

COPE Finance Report.....Ken Tray, COPE Director

M/S/C

Special Orders of Business

1. Grievance Committee Arbitrations ReportStan De Bella

M/S/C to accept the committee's recommendation to take 0910-25 to arbitration.

(AB) No response step 1 or step 2

Grievant has 5 of six sections of their class above the class size limitation for a science class in middle school. This creates an unsafe work environment and violates Articles 9.5.2, 9.3.1, 14.2.1, 25.3

Remedy: reduce grievant's class sizes to contractual limit and make grievant(s) whole

Field Rep. and Committee recommend for arbitration.

M/S/C to accept the committee's recommendation to take 0809-43 to arbitration.

(AB) No response step 1 or step 2

Grievant has been subject to disparate and discriminatory treatment by principal. The principal has intimidated and made unprofessional and negative remarks in front of co-workers to grievant. Principal has violated the preamble to the contract, as well as the UESF/SFUSD vision statement section 5.7 and article 14.7 of the contract.

Remedy: District shall immediately cease and desist from all discrimination and disparate treatment of grievant and shall show respect at all times. Grievant shall have any disciplinary actions (written reprimand) filed against them in the last year removed from their file. Grievant be made whole.

Field rep recommends for arbitration

Committee recommends _____

The recommendation is to take this to mediation.

M/S/C to accept the committee’s recommendation to take 0910-22 to arbitration.

(EH) no response to step 1 or step 2

Class size exceeded contractual limit. 13 students, of which 6 are severely impaired and 1 classified as orthopedically impaired. Contract states that the limit is 8-10. This class violates sections 9.3.4.2.1, 9.5.7.1, 9.5.7.6, 9.5.7.11 and unsafe situation sec 14.2.1 and hazardous work situation sec. 14.1.1.4

Remedy: Class shall not exceed contractual size limits and make grievant whole

Field rep and Committee recommend for arbitration.

Committee recommends _____

M/S/C to accept the committee’s recommendation to take 0910-27 to arbitration.

(SS) Filed at step 2. Response due by Nov. 24. No response.

RSP teacher has a caseload of 40 students. The legal and contractual limit is 28.

Violation of Articles 9.5.7.9, 31.9.2

Field rep and Committee recommend for arbitration.

M/S/C to accept the committee’s recommendation NOT to take 0910-23 to arbitration.

(SS)

The paraprofessional was transferred involuntarily, even though there are 6 paras in the same classification with less seniority than the grievant. Volunteers were not sought from among the 19 paras at the site.

Violation of Articles 12.2.1, 12.4.1

Filed at step 2. No response.

Weaknesses: Seniority is only one of several factors to be considered in the transfer of a para. In addition, para was centrally-assigned. Also, Step 2 filing was untimely.

Field rep and Committee recommend against arbitration.

2. Constitution & Bylaws Amendments Dennis Kelly

These are automatically referred to the Rules Committee after first coming to the Executive Board for notice.

3. Retired Division: Constitution & Bylaws Amendments Gerry Meister

These are automatically referred to the Rules Committee after first coming to the Executive Board for notice.

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

- Instituto Laboral Awards Dinner Feb. 12th 4@\$200.00=\$800.00
- SF HAC/Greenbelt Alliance (retro).....\$500.00
- Coleman Advocates\$250.00
- Chinese for Affirmative Action\$100.00
- SPUR Renewal\$150.00
- Mission Neighborhood Center\$500.00

Resolutions

1. M/S/C Parent, Teacher, Para, Community Organization.....Ken Tray, et al.
Whereas, we know that parents, educators and community coalitions are essential in the struggle to gain the resources San Francisco’s public schools need to promote educational equity for our students and economic equity in our urban landscape; and

Whereas, over the next few months UESF and the San Francisco unit of ACORN or its successor organization will focus on three core areas:

- Taxes and the Close the Loophole Grassroots Campaign
- Community Benefits for Community Schools Campaign
- Preschool Organizing Project; and

Whereas, these areas of focus will build a platform for parents, educators and community groups to attack the issues of poverty, inadequate funds for teacher and paraprofessional compensation and inadequate funds for classroom and supportive services and the lack of services for communities and schools;

Therefore Be it Resolved that the UESF President be authorized to pursue and investigate the formation of a Parent, Teacher and Paraprofessional Community Coalition and Organization and report back to the Executive Board and Assembly.

M/S/F amendment: drop “ President” from the Therefore be it Resolved.
(Strike E Bd and Assembly too? She said that the 2nd time she talked.) CL voted against it.

One very useful model for this kind of organization is the formation of a 503 (c).

2. M/S/CU UESF Support for March 4, 2010 Actions.....Susan Solomon, et al.
Whereas, California public education from pre-school through graduate school is facing a budget crisis that threatens educators’ ability to meet the needs of our students; and

Whereas, due to the lack of revenue for public education thousands of school workers face layoffs this spring and for the foreseeable future; and

Whereas, the October 24 Conference in San Francisco called for a Day of Action on March 4, 2010 to save public education and oppose the impact of massive budget cuts; and

Whereas, UTLA and other CFT and CTA locals are planning activity in support of a March 4 Day of Action; and

Whereas, UESF can use the March 4 Day of Action to reach out to our parent and community allies to build a local rally and demonstration;

Therefore, be it resolved that UESF organize a local demonstration and rally in support of the March 4 Day of Action; and

Be it finally resolved that UESF bring our call for local actions on or about March 4, 2010 to the San Francisco Labor Council and our other labor affiliates and community allies.

M/S, 11-11 amendment to add an additional resolved: That UESF create an organizing committee to prepare for the rally and other possible activities that would come before.

Reports

1. President's Report Dennis Kelly
 - Domestic Partners (See letter from David Sanchez in packet.)
 - UESF has now taken part in 4 sessions of Prop A negotiations over ongoing unallocated funds collected by the parcel tax. We said we want health benefits. District has said a variety of things: 1st, sabbaticals; then, retirement incentive. UESF will make a presentation to school board. M/S/C to sustain our original position that we want healthcare funded.
2. Executive Vice-President.....Linda Plack
 - a) On January 14, the Public Education Funding Workgroup will meet. January 15, CFT is also meeting to discuss planning around budget crisis. UTLA's Josh Peshtalt has been making suggestions about actions that have not been getting much traction, such as a march that starts in San Diego.
 - b) CFT Mini Conference, Jan. 23, 2010, Oakland Hilton: All UESF members are welcome. Please let office know if you wish to attend.
 - c) ECE Lobby Day, January 26, 2010. Elaine Merriweather reported that some members of the ECE Committee will go to Sacramento to lobby. The governor is starting up an ECE Advisory Committee, and we want to make sure that there is representation of ECE educators.
 - d) The COPE Committee will have a training for addressing the SFUSD Budget Committee meetings. The first one that will be attended is December 15.
3. High School Report..... Kathy Melvin
(Written report attached)
4. Child Development Centers Report Betty Robinson-Harris

Elaine Merriweather gave the report because brh left for the First Five Commission meeting.
Sister R-H

- 5. Paraprofessional Issues Carolyn Samoa
 - a) CDC paras are finally getting a PD day this Saturday. It has been due for 2 years. It is difficult to schedule because the centers are open all year until 6:00.
 - b) The Prop A \$250 should have been on the November 18 paycheck.
 - c) Still going forward with para retirement. Next meeting on the 10th.

- 6. Substitute Issues.....Liz Conley

Concern with number of subs hired. There are more than are needed. Liz spoke at Personnel Committee meeting. Nearly 1300 subs; on average between 200-300 sub jobs every day. The district has said they have frozen hiring until January 15, 2010. Though they said they would hire only credentialed subs, they continued to hire emergency-credentialed subs.

Issue with paychecks: for 600 certificated employees, funds were not electronically transferred although pay warrants were mailed out. The problem is supposed to be corrected by cob today. The vast majority of teachers affected are subs.

- 7. Retired DivisionGerry Meister

- a) annual holiday party today. 50 attended.
- b) Problem with Blue Shield is not resolved. They want to raise their rates by 14%. The whole HSS Board is strongly opposed. HSS is talking about possibly bringing in another group. Kaiser's increase is 6.5%.
- c) Reminder about Social Security offsets.

- 8. Conference Reports

- AFT/NAEYC Conference.....Elaine Merriweather

Report included in packet.

New Business: In response to 2 questions: 1) as a union, we don't have a distinct role in student placement. It is not contractual. However, DK and LP attended meeting. Two meetings have been scheduled specifically for school staff. 2) When teachers or schools win awards, UESF uses it to rhetorical advantage.

Old Business

Good of the Order / Announcements

Adjournment 6:06: Para Joyce Montoya's daughter