

United Educators of San Francisco
Executive Board
Wednesday, December 7, 2011, 4:00 p.m.
Official Minutes

Agenda

1. Roll Call..... Roberto Michel, Sergeant at Arms
 2. MSC Approval of November 2, 2011 Executive Board meeting minutes..... Susan Solomon
- MSC Approval, November 30, 2011 **Financial Report**..... Elaine Merriweather, Treasurer
MSC Approval, November 30, 2011 **COPE Financial Report**..... Elaine Merriweather, Treasurer

Special Order of Business

- Grievance Committee Report Stan De Bella
- 1112-14 MSC to withhold from arbitration.
1112-31 MSC to take to arbitration.
1112-30 MSC to take to arbitration.
1112-29 MSC to take to arbitration.
1112-26 MSC to take to arbitration.
1112-17 MSC to take to arbitration.
1112-20 MSC to take to arbitration.
1112-33 MSC to take to arbitration.
1112-18 MSC to take to arbitration.
1112-15 MSC to take to arbitration.
1112-02 MSC to take to arbitration.
1011-91 MSC with one abstention to take to arbitration.
1112-30 MSC to take to arbitration.

- MSC as amended **President's Recommendations for Expenditures**Dennis Kelly
1. SFLC Protect Social Security Rally (retro) \$500.00
 2. Fund for Labor Culture & History \$200.00
 3. US Labor Against the War \$500.00
 4. Instituto Laboral de la Raza 2012 Awards (Feb. 12) 2@\$200.00=\$400.00
 5. Chinese for Affirmative Action Donation \$100.00
 6. Labor Archives and Research Center \$250.00
 7. SFLC Martin Luther King, Jr. Celebration, January 16th, Table..... \$750.00
 8. B'Nai Zion Dennis & Hene Kelly Testimonial.....\$2500.00

MSC to amend the expense approved in October for the B'Nai Zion testimonial in honor of Dennis and Hene Kelly. The correct amount is \$2500.

It is possible that the Fund for Labor Culture and History funding can come from the UESF Community Outreach Committee.

Divisional Reports

1. Elementary School Committee Report Rose Curreri

1) PALS testing: questions about who from UESF is on the UESF/SFUSD PALS Committee. Response: The announcement of the application process was in the WAD placed there by Dept. Superintendent Carranza after meeting with SFUSD leadership. Staff representative Eric Hall sent committee members' names to Elementary Committee members. Also, anyone who requested an appointment from President Kelly was appointed. See meeting report below.

2) Inclusion: There is an issue with establishing and/or maintaining a specific class size limit when special education students are included.

We will be creating and distributing a questionnaire or survey regarding Inclusion. Harvey Mill ES is a model for inclusion, but teachers there have never been asked for their input and expertise.

We need an Inclusion Task Force: there are Special Ed Committee meetings every month.

A resolution to the district needs to be written.

There needs to be Inclusive Support Services: support for teachers with students with special needs.

3) Some teachers reported that they are not supported by their principals when students are repeatedly violent, threatening and out of control. A number of ways to address this issue were discussed.

4) Report Cards: Eric Hall will send out a message to UBCs asking if there were difficulties with the timelines being demanded for turning in the report cards.

District needs to be informed (a resolution?) about the time it takes to complete the report cards: 18 - 33 hours outside of our workday for some of the upper grades. The previous quarter's grades need to be included on webpage to facilitate and expedite grading.

5) Bargaining Survey: Can the bargaining team let us know how the written concerns from the surveys have been prioritized and which will be included in the bargaining discussion?

6) Prep Time for Elementary school teachers: We still would like more prep time as we are still working many hours outside of our contracted work day.

7) Transitional kindergarten: There is a website with an explanation of Transitional Kindergarten and Elaine Merriweather and Betty Robinson/Harris are good resources for information on TK.

Linda Plack urged teachers, especially kindergarten teachers, to attend the Curriculum Committee meeting when transitional kindergarten is on the agenda. This will probably take place in January. It is important that many teachers show up to express concerns.

Inclusion.

There was a discussion at the Executive Board meeting about Restorative Practices and its apparent misuse. Jeremiah Jeffries will do a presentation on Restorative Practices at the next Executive Board meeting.

2. PALS Committee Report.....Susan Solomon

Teachers Susie Siegel, Jeremiah Jeffries, Michelle Ferraz, Cathy Sullivan, and Aaron Neimark and Staff Representative Susan Solomon met with SFUSD Executive Directors Brent Stephens and Matt Wayne on December 6. Concerns that were discussed included: timing of the assessments; time it takes to administer them; value of PALS; lack of District recognition that teachers assess their students without PALS; content of the PALS assessments. There was acknowledgement that not all PALS components are strong. Wayne and Stephens appeared open to dialogue, and made a commitment to moving the PALS closer to grading report periods. The UESF members of the committee, meeting afterwards, agreed on the need to work on short term (spring semester) strategies and long term (moving forward) strategies.

3. Paraprofessional Issues..... Carolyn Samoa

The district informed paras who chose not to go into Social Security that all but six of the vendors who were selected for 403(b) plans will not be handling the 403(b) accounts that are in lieu of FICA after all. Paras who chose one of the vendors outside of the six have until December 12 to make a choice from among the six vendors. For information and assistance, paras should call Guillermo Garcia in the SFUSD Payroll Department and/or Nathan Ladyskensky of Mosher Financial for assistance and more information.

4. Substitute Issues Liz Conley

The Division Meeting on November 30th was well attended. The new members of the Substitute Standing Committee were introduced. A lively discussion took place of various problems substitutes encounter at school sites, dealing with lack of lesson plans, student behavior, and requests to perform additional duties during scheduled prep periods. Many substitutes volunteered solutions that had worked for them in the past.

Many individuals have encountered difficulty with the new electronic verification of assignments, primarily having to contact various school secretaries to be sure that the day's work has been properly registered. I suggested that those who feel the current system to be less than satisfactory use one of the old "green" sheets. The form could be filled out with the job number, date, etc., and signed by someone on site.

One substitute teacher qualified for assistance from the Season of Sharing fund and was featured in the 12/7/11 *San Francisco Chronicle*.

5. Retired Division Gerry Meister

COPE was the focus of its most recent meeting. SOS is an organization of retired teachers helping other teachers. The Division had its annual holiday luncheon. Brother Kelly and Sister Plack joined the celebration.

HSS: One of the mayor's appointees had to be removed because of a connection with the actuary. The new appointment has not been finalized. There is a possibility of increasing co-pays, most likely Blue Shield and City Plan. There is a consideration of moving from fiscal year to calendar year.

6. COPE (including Occupy movement) Ken Tray

The No on Prop H campaign was won by 115 votes. This can be credited to UESF's work in getting endorsements from many individuals and organizations.

Mayoral candidate Joanna Rees spent \$140,000 on the Yes on H campaign.

Next year, there will 4 Board of Education seats open for election. There will also be progressive taxation initiatives on state and local ballots and a state paycheck deception initiative.

Next: re-engagement of voluntary COPE campaign. Goal is to increase membership to 900. The funds will be needed for next year's campaigns.

Occupy San Francisco: UESF has been part of the core of Occupy support network, along with Michael Theriault (Building and Construction Trades Council), Mike Casey (Unite HERE Local 2), Jobs with Justice, Teamsters, Tim Paulson (SF Labor Council), Chinese Progressive Association, and more.

January 24 will be a day of action.

Community Outreach Committee.....Patty Golumb

Thanks to all who helped with the No on H campaign. The Outreach Committee is not just political; it is also for getting and giving support to and from educators and the community. Sister Golumb named many street fairs in which the committee will be participating. About a year ago, a survey went out to members to gather information

about what community and faith-based organizations UESF members are involved in. The committee will be looking into reactivating the survey.

Resolutions

MSC as amended: UESF Action on Behalf of Our Homeless Students.....Ken Tray, et al. Whereas, there are 2,200 homeless students attending San Francisco public schools; and

Whereas, that number reflects an increase of 400 more homeless students in the past year; and

Whereas, numerous studies across international and state borders indicate that poverty is the number one determinant of academic failure; and

Whereas, as fourth-grade teacher Jessica Chiarriero at Spring Valley Elementary states “If you’re not fed, if you’re not warm, if you’re not sleeping...you can’t turn that off and focus on double-digit multiplication.” (SF Chronicle, Sunday, Dec.4, 2011); and

Whereas, an estimated 25% of California school children live in poverty and a growing number of poor students are now homeless; and

Whereas, “...students who are poor need smaller classes, intensive tutoring...social workers...” (Diane Ravitch), as well as nurses, counselors and other support service providers, much of which is out of reach due to massive budget cuts and the absence of a fair tax on the wealthy; and

Whereas, homeless students often experience the worst forms of hunger, dislocation, violence and alienation from learning. (NEAHCY)

Therefore Be it Resolved that UESF will research monies available from McKinney-Vento and other federal and state legislation; and

Be it also Resolved that UESF will work with labor and community groups to raise awareness and plan strategy to address the issue of homeless youth in San Francisco; and

BE it finally Resolved that UESF will engage agencies of government-- local, state and federal-- to attain more support, including but not be restricted to tutoring, counseling, and medical care, for the growing number of homeless students attending San Francisco public schools.

MSC the language in the 6th whereas by from: ‘Whereas, according to Diane Ravitch, “...students who are poor need smaller classes, intensive tutoring...social workers...”’ to ‘ “...students who are poor need smaller classes, intensive tutoring...social workers...” (Diane Ravitch), as well as nurses, counselors and other support service providers,’

MSC addition to final resolved: “including but not be restricted to tutoring, counseling, and medical care.”

Reports

- 1. President’s Report Dennis Kelly
 - a. Tentative Calendar for 2012-2013 (Letter Attached). Park and Recreation was also at the table, advocating that the District adopt a calendar.

b. The class size grievance settlement: UESF filed a grievance on behalf of 22 teachers whose K-3 classes exceeded enrollments of 22 students. The district initially offered \$500 for every affected teacher. UESF pointed out the high cost of hiring additional teachers to create additional classes. After some back-and-forth discussions, the final settlement is that each of the affected teachers will receive \$750 to use for supplies, conferences, and PD, and 5 release days in the spring semester.

2. Vice-President's ReportLinda Plack
- a. Bargaining Surveys: UESF sent surveys to 109 sites. 83 sites' surveys have come in so far, and Lincoln's and Galileo's are in the mail. 1700 surveys have been submitted, and 117 have comments included.
 - b. Teachers as Leaders Program: UESF was chosen, along with 4 other cities. Pilot program, based on Teaching Learning Network. Training in NY last week. It will tie in with AFT national goals, including strengthening ties with the community. AFT wants only classroom teachers, though Brother Kelly and Sister Plack objected. Teachers who want to participate should apply. Another of its goals is to help build community within and between schools. There will be a stipend, monthly meetings and discussions. There will be a publicized application process.
 - c. Curriculum Committee Update: Monday's meeting was on Special Education in general and specifically about the inclusive practices rollout. Goalview is being phased out and SEIS is being phased in. There are a number of problems with the phase-in, including no time for PD. On November 16, UESF submitted an information request to SFUSD regarding this shift. Since there was no response within the timeline, UESF has instructed our attorney to file an unfair labor practice charge. Sister Plack listed the many concerns and problems with special education services, and reminded the group about the importance of having an Inclusion Support Team and Inclusion Planning Team as described in Article 31.8 and subsections. There was a discussion about what is going on at sites.

Good of the Order / Announcements:

Discussion about issues with the way the District is placing long-term English Learner students. The Bilingual Community Council will be doing a report at the December 13 Board of Education meeting.

Information was available at the meeting about the ILWU's official position regarding the call to shut down Oakland ports on December 12. The ILWU has not endorsed the shutdown.

Adjournment 6:36 p.m.

Respectfully submitted,
Susan Solomon, Secretary