

**United Educators of San Francisco
Assembly Meeting
Wednesday, November 17, 2004, 4:00 p.m.
Minutes**

Approval of MinutesSusan Solomon

M/S/C to accept the minutes of the October 20, 2004, Assembly meeting as corrected.
(Correction: Dennis Kelly presented the Dream Schools resolution.)

Financial Report Elaine Merriweather

M/S/C to accept the Financial Report as presented.

M/S/C to move into COPE. UESF received \$26,000 from CTA for the school board campaign. At the next Assembly meeting, there will get a full accounting of exactly how the funds were spent.

The COPE dues contribution from members will begin in January 2005. There will be a mailing from UESF to inform members of their options.

M/S/C to move out of COPE.

Special Order of Business

1. Report on Reconstitution Activities Dennis Kelly

- a. Katherine Lowree, of ABC Federation of Teachers of southern California, is working with UESF to organize activities and publicity around Dream Schools and UESF's opposition to reconstitution. A written report was submitted and included information about media contacts made; community organizations contacted and their responses; and district events and meetings to attend.

Members of the Dream School Steering Committee: Lita Blanc, Luisa Esquerro, Bradley Reeves, Pam Routh, Derrlyn Tom and Ken Tray.

- b. Lita Blanc reported on what has happened since the Dream Schools resolution was passed by the Executive Board on November 3. Sign up sheets were circulated for volunteers to write letters to newspaper editors; work on reform models at elementary, middle and high schools; attend demonstrations at O'Connell High School on November 30 and Sanchez Elementary School on December 1 at dismissal time; and attend board meetings. Aforementioned CBOs in Sister Loweree's report and other organizations will be invited to participate. They have been asking what they can do to help. There will be rolling, small demonstrations, as well as larger, centralized ones.
- c. Suggestion: Wear "No Reconstitution" buttons and UESF tee shirts every Friday until the issue is resolved.

There was an agreement to extend the discussion by 11 minutes. Many members spoke about the issues with dream schools, including Ackerman's raise, school reform, and reconstitution. At the 7 designated schools, the deadline for teachers to reapply for their jobs is December 1.

Brother Kelly reported on the Labor Management Community Committee meeting held today, the first meeting of its kind this year, where there was a discussion about the possibility of one school reformed each year without reconstitution.

M/S/C to support the who, what, when and where of the Demonstration Proposal for O'Connell and Sanchez School demonstrations on November 30 from 3:00-4:00 and December 1 from 2:00 to 3:00 respectively. A written proposal was submitted.

Brother Kelly spoke about the possible illegality of November 12's Special Board of Education meeting, based on insufficient notice of the meeting under the Brown Act. He reviewed the superintendent's new salary and perks, approved at the meeting. He also described the new "Compatibility Clause." The results and the timing are intolerable. The board has the right to vote on it, but UESF must make sure it is done legally.

The district just canceled the EAP because of its cost of \$40,000. Ackerman's new raise and perks are worth \$59,600 per year. The district also claims that it cannot afford to pay the Bayview Dream Schools teachers more than \$26/hour, even though they are entitled to per diem pay on Saturdays.

Resolution

M/S/C, 25-16, to consider the following resolution an emergency item so that it could come directly to the Assembly and bypass going before the Executive Board first.

1. M/S/C Resolution on Irregularities in the Presidential Election David Kubrin
Whereas numerous reports of voting irregularities in the November 2, presidential election have emerged from election observers in key electoral states; and

Whereas the previous presidential election (2000) was similarly marked by numerous illegal and fraudulent actions, also in key electoral states; and

Whereas many of these actions in 2000 and 2004 involved conscious and willful voter suppression of tens of thousands of racial minority voters, a felonious violation of the 1965 Voting Rights Act, the crowning legislative peak of the antiracist struggles of the 1960's and its defeat of Jim Crow voting laws; and

Whereas nothing would be more devastating to our form of democratic rule than having significant numbers of the population believing that two presidential races in a row might have been illegally won; and

Whereas electoral processes and documents in critical jurisdictions where voting fraud is suspected are under the controls of key Republican officials who are refusing to allow lawful access to the documents thus rendering any official investigation an inevitable whitewash; and

Whereas as long as post-election doubts continue to grow and spread (of electronic voting machines delivering large blocks of votes to the incumbent and strange discrepancies between exit polls and actual voting patterns in key localities, of widespread voter scrubbing, for example.), it is foolhardy to proceed as if such appearances of improper electoral practices were of no consequence, despite the fact that the previous election was widely perceived in a similar manner; and

Whereas for the Electoral Colleges to proceed as if significant doubts did not exist in the matter of who was the rightful victor in the November 2nd election would be

a direct threat to the perception of the electoral process as fundamentally fair, with a predictable sharp decline in subsequent voter turnout;

Therefore, be it resolved that United Educators of San Francisco supports the establishment of a Citizens Commission to investigate the numerous reported illegal practices, and the suspension of Electoral Colleges voting until such a commission can make a preliminary report to the nation as to whether the election was sufficiently flawed as to potentially require a new election; that the commission be established on the basis of jury polls in each state (though not thereby under the control of judicial authorities) as the lowest level of official "government," hence the one least tainted by control by any of the political parties involved in the electoral machinery; and

Be it further resolved that UESF will advance the views of this resolution in discussions with the San Francisco Labor Council and the San Francisco Board of Supervisors and in other forums where we think there is a respect, concern, and commitment to the democratic process.

Reports

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

150 people attended yesterday's golden handshake meeting. Administrators do not count toward the required minimum of 300 participants. Irrevocable letters of intent must be submitted by February 1, 2005 by participants and must be date-stamped by the district. Teachers on sabbatical will not owe any time to the district.

The Personnel Committee will meet on November 29.

The Special Education Committee will meet on December 7.

The issue of sending substitute paraprofessionals to school sites needs to be addressed.

Sister Plack will be meeting with speech therapists and psychologists to find what they want to be included in the next contract.

The Educational Research and Dissemination program is moving ahead. Teacher-directed staff development is the goal. Larry Blake, Betty Robinson-Harris and Mark Murray are the participating teachers.

At Visitacion Valley Middle School, two teachers were held up at gunpoint. Brother Kelly and Sister Plack went to the site the next day. Very little had been done to address the needs of the traumatized staff. Nothing has been done to increase security at the site. Many students are dropped off early and there is no supervision, though the building is open.

UESF has received a conflict of interest notice from the district about field representative Mandy Leigh because of her legal work with Special Education students. It is the district's contention that she should not be party to issues regarding special education employees because she is too knowledgeable.

2. Paraprofessionals Bradley Reeves

- a) Highly qualified paras under NCLB. The District had reported that the Regional Occupational Program was going to administer the test, the CODESP. Kent Mitchell reported to Brother Reeves that ROP will not be giving the test. S.F. City College is hoping to give the test. UESF is asking the district to give the test

three times next semester, so there is enough time to take the test more than once if necessary.

Sample questions from CODESP are available online. The district has not shown UESF the test yet. CCSF needs to see it, so that test preparation materials can be developed.

- b) Retirement benefits: According to the contract, unused sick leave is supposed to be converted to a dollar amount and put into members' PARS accounts. This has not been done for a long time, and UESF is pushing to enforce this.
- c) Retired paras who decided in 1993 not to go into PARS and to stay with Social Security will not get retiree health benefits, although UESF was told differently. The district can enact this, and UESF will be going to the school board meeting in January about this issue. It is a rather small group of people whom this affects.

3. Substitutes Sandra Mack

A written report was submitted, which includes an explanation for why the Substitute Division Bylaws amendments are being presented as a first reading. Major changes to the bylaws include the inclusion of paraprofessional substitutes in the division (Article III, Section 1) and the reduction of terms of office for officers of the substitute division from two years to one year (Article VI, Section 5).

4. Social Activities Committee.....Susan Solomon

Written report submitted.

5. Divisional Committees

a. High School Derrlyn Tom

Meeting On November 18, 4:15, 555 Franklin, with Frank Tom. Members were asked to let Sister Tom know of any concerns to be brought to the meeting.

Last meeting: six or seven schools were represented. The main concern was with communication with administration at some sites. Problems with computer access and servers going down. The new truancy mandate stipulates that individual teachers are supposed to make calls home with each absence, and send a letter home after 3 absences. The committee raised concerns about this untenable policy.

b. Child Development Betty Robinson-Harris

The committee had an emergency meeting re: augmented hours and the lack of per diem pay for those hours. During the summer, teachers were only paid substitute pay for augmented hours. The committee reviewed the history of the current contract language and CDP teachers took the issue to the school board. As a result, they won back the pay, but Ackerman said it was only because they had not been noticed properly. The CDP committee voted unanimously not to work extended hours for sub pay. Sister Robinson-Harris urged that we join in support of their campaign.

c. Elementary School.....Susan Solomon

Written report submitted.

6. Grievances.....Mitch Oster

At the last Executive meeting, there was a vote to take three cases to arbitration regarding three 40-day substitute teachers and a lack of health benefits for them, and one case for a paraprofessional whose seniority date was incorrect. The next day, Sister Plack met with Tom Ruiz and the district conceded on all 4 cases.

7. Retired Division Gerry Meister

Implementation of Proposition C means there is a need for involvement of retired and active members. Thanks were given for UESF's participation in helping to pass Prop C. Sister Meister urged delegates to encourage retirees to join the Retired Division.

Good of the Order

The next demonstration to support locked-out Unite HERE Local 2 members will be at the Omni Hotel on Monday, December 21.

One of the victims of the terrible car accident on November 14, involving an overturned SUV, was a mother of children at Burnett Child Development Center. A fund for the children injured in the accident has been established at the Bank of America.

Announcements: Members were urged to send e-mails to Jill Wynns, Eddie Chin and Dan Kelly, urging them to support Mark Sanchez' anti-reconstitution resolution.

Bonnie Smith, a former Hoover Middle School teacher, now retired, has recently been diagnosed with two brain tumors, one operable, and will be having surgery immediately.

Several dates for Local 2 actions were announced. Donations for member support can be sent to their office at 209 Golden Gate Avenue.

The November 19 Golden Gate Service Center School Board dinner has been postponed.

A total of 40 sites and divisions (19 elementary, 7 middle, 11 high schools, 1 CDC, retired and substitute divisions) were represented at the Assembly meeting today.

Adjournment: In honor of Floyd Stevenson and Fannie Pegler, with best wishes for Bonnie Smith, and in memory of the mother of Lois Cardinal.

Adjourned at 6:20 p.m.

Respectfully submitted,
Susan Solomon, Secretary