

**United Educators of San Francisco
Assembly Meeting
Wednesday, December 15, 2004, 4:00 p.m.**

Special Order of Business 1. Jon Kozinski, of SEIU Local 250 (which will merge with other California SEIU locals representing health care workers to become 130,000 members strong starting in January 2005) addressed the Assembly to describe what is happening in 250's struggles with Sutter Health Care. Members want an equal voice with management on staffing decisions, which workers at every hospital chain but Sutter have. There are other demands as well. 100 ULPs have been filed against Sutter. Local 250's one-day strike turned into a 4-day lockout. Brother Kozinski requested that UESF sign a support letter for health care workers. M/S/C to endorse the signing of the letter as described.

2. Report from the Community Advisory Committee on Proposition H.....Nancy Waymack, Novella Smith, Jeremiah Jeffries.

Other advisory committee members were present and introduced. A packet describing the Public Education Enrichment Fund, established by Prop H, was distributed and discussed. The committee is interested in input from various communities, including UESF, and asked for suggestions and input at the meeting.

Ms. Smith thanked UESF for our tremendous help on the campaign, and assured the Assembly that the purpose of Prop H is to make a balanced education available to all students at all schools, so that all students have art and music classes.

Several questions were asked about how the distribution of funds is meant to work.

E-mail: proph@sfusd.edu to send suggestions for how funding should be implemented. There is also a link on the SFUSD website.

Minutes

Approval of MinutesSusan Solomon

M/S/C to approve the minutes of the November 17, 2004 Assembly meeting as presented.

Financial Report

Financial Report Elaine Merriweather

M/S/C to accept the financial report as presented. Our annual audit went well. M/S/C to move into COPE. M/S/C to accept the COPE report as presented. M/S/C to move out of COPE.

Special Order of Business

1. Report on Reconstitution Activities..... Dennis Kelly/Alita Blanc

Since the last Assembly meeting, there were demonstrations at O'Connell and Sanchez Schools; a presentation at the school board's Budget Committee meeting and the school board on Mark Sanchez' anti-reconstitution resolution; speeches at a school board meeting by O'Connell teachers; and a meeting between Dennis Kelly and Linda Plack and NAACP attorney Peter Cohn. UESF has gotten out the message that reconstitution is a bad thing, and we must continue. It was hoped that Sanchez' resolution would be voted on in January, but Dan Kelly chose to have the vote at

December 14's meeting. The vote to defeat the anti-reconstitution resolution was the usual 4-3 split.

Norman Yee, Jill Wynns and others will be working on other possible methods of reform. Even in the meeting with Cohn, it was acknowledged that there may be other ways to address reform.

Sister Blanc reported that the press coverage around the demonstrations at O'Connell and Sanchez Schools was phenomenal. Heather Knight's coverage of the December 14 school board meeting was more even-handed than it has been. The Dream Schools Steering Committee launched an effort to establish a committee on reform that is led by UESF. The goal is to meet across the divisions, and then have a committee draft a proposal. February 3 will be the meeting for all divisions. Members were encouraged to sign up for this work. We are making headway into building bridges in the community (SFLC, ACORN, for example). A meeting of the Bay Area Organizing Committee will be held on Saturday, January 8, and UESF should send at least 10 members, since there will be 10 breakout groups. Due to a strong parent-staff alliance at Carver, that community chose not to be a Dream School.

UESF's position is that for teachers who have chosen to reapply, their names should be kept on a list of teachers who will not have to be interviewed or be observed in order to keep their jobs.

Robin Brasso, Communications Committee chair, announced that U.E.S.F. needs an organized pool of writers to write letters to the editor in an orderly way. When writing to the editors of the Chronicle and Examiner, letters should be e-mailed, and your phone number should be included. Press coverage is very important. A sign-up sheet for the pool of writers was circulated.

The school board was told by the district's legal department that the cost of going to court to challenge reconstitution as a mandated part of the Consent Decree would be \$200,000, a figure about which some board members expressed concern. Ackerman's "thought for the evening" at the December 14 meeting was another response to our position on reconstitution. UESF is working with Norman Yee, who is in an untenable position as the swing vote.

President Kelly has been unable to find research that establishes that reconstitution works as a successful school reform strategy.

The premise of Matt Keleman's doctoral dissertation is that reconstitution is "not a remedy, but a threat."

Lead attorneys from the CFT and CTA met last week to review the Consent Decree to determine what legal actions can be taken.

In answer to a question, the response from O'Connell and Sanchez teachers to UESF's actions is very positive. UESF received a thank-you note from Everett Middle School signed by about 20 staff people.

There was a call to support grocery workers by "adopting a store" on December 16. A flyer was distributed with more information.

CTA/NEA is having a Good Teaching Conference from January 21-23 in Burlingame. An informational flyer was distributed. On January 21, there will be a pre-conference session, "High Schools on the Hot Seat". Members interested in attending the pre-conference and/or the conference should contact the UESF office.

2. Review of Contract Proposals..... Dennis Kelly

UESF has submitted our proposals to the district, with a letter saying we reserve the right to change and add items.

Comments regarding the contract proposals covering Certificated Employees:

Restructuring, #7: The purpose of this proposal is to establish a way to efficiently navigate the current restrictions imposed on School Site Councils.

A concern was raised about the fact that December’s paycheck is paid in January. This item was addressed in negotiation preparations and will continue to be examined.

Educational Reform Initiatives: A concern was raised about how to assure that members who are forced to work extended hours and Saturdays are treated fairly without the appearance that UESF supports such working conditions. The main thrust is that it would be voluntary (11.15.3), and that the UBC must be involved. There was a concern raised that our contract should not have language about school reform at all.

General proposals, #7: Caveat: include all regular core substitutes who are interested in working in Special Education.

In response to a question, there have been no grievances from members working at Dream Schools based on the number of preps.

Students who fall below a certain testing level are entitled to tutorials. The question is, do we want our members to get this work, or do we want to allow privatization, like Sylvan, providing these services? While teachers should not be forced to work extra hours, it is noteworthy that over \$2 million was allocated at December 14’s to Kaplan, Sylvan, Platform Learning, etc., for NCLB tutoring.

Salary, #13: There are some people who have come back to work after retirement, as well as other related issues. Clarification is needed on #13 because the intent is not clear.

Comments regarding the contract proposals covering Classified Employees:

Addition to **Benefits:** to credit unused sick leave for city retirees.

Special Order of Business.....Adrienne and Andy Lipson

Sister ____ and Brother Lipson presented a petition regarding a salary increase comparable to Ackerman’s. Brother Lipson encouraged members to bring these petitions to their sites to be signed, so they can then be used to direct UESF.

Reports

1. Executive Vice-President’s Report.....Linda Plack
 - a) AFLAC: The District never got the necessary proper authorization from all of us to provide pre-tax health benefits, so they are playing catch-up. IRS flexible spending account: Money can also be set aside for medical expenses. The district mixed these two items in communications, but they are separate. The deadline for the flexible spending account was December 10. The form does not have to be in triplicate. Sister Plack explained the details of filling out the necessary form. If members have not yet submitted a form, the district will mail them, because there were gaps in the contacts made by the district.
 - b) Worker’s Compensation: In an effort to save on Worker’s Compensation claims, the district now requires that employees have a form on so they can go to their own providers. Kaiser has its own form that members can fill out.
 - c) Medicare: This item only affects 700 people, even though all members received notice. It is for those 700 hired between 1972 and 1986, who had to choose

between STRS and Social Security. For those who chose STRS, there was no Medicare deduction. If these members retire by 2006, they will be covered, but if they retire after 2006, and they have had no Medicare deduction, they might not be covered. These members can choose to have the district make contributions. A potential problem is that one has to have paid in for 40 quarters; for 30-39 quarters, there will be partial payments. It is not certain how this will resolve. Work other than for SFUSD counts toward the 40 quarters if Medicare was deducted. At 65 years of age, Medicare becomes primary coverage and one's own health coverage becomes secondary.

- d) The Personnel Committee approved UESF's clerical workers' contract (OPE, Local 3). Negotiations with the professional staff, represented by the Media Workers, are in progress.
- e) There is an ongoing problem with Special Education because of the district's ongoing concern that field representative Mandy Leigh will use information to which she has access in her private practice. The district has refused twice to meet with the Special Education Committee, claiming there is a conflict of interest.
- f) The next membership conference is Saturday, March 12. Member-led workshops are welcomed.

2. Paraprofessionals Bradley Reeves

January 24 is the professional development day for which paraprofessionals get paid to participate. Paras have to submit an intent to participate in site professional development if that is their intention. The CODESP test will be given for the first time on that day, and there will be another professional development for paras who do not have to be deemed highly qualified. Most paras are not participating site professional development because they do not know it is an option. Members were encouraged to let paras at their sites know about this option.

There is a problem with paras not getting the pay differential for having a bilingual classification. A form has to be found and submitted at one's site in order to get the pay differential.

3. Substitutes Sandra Mack

Proposed amendments to the UESF Substitute Division Bylaws were distributed.

M/S/C that the Assembly approve this document [the proposed amendments to the bylaws, including amendments to the proposal which were voted for at the meeting], and notify the Substitute Division that it is being returned to the Executive Board, which has the responsibility for approving Bylaw amendments.

Highlights:

- Article III, section 1: The proposed change makes reference to substitutes and the Substitute Division, rather than the Substitute Teachers' Division.
- Article V, Standing Committee: This brings the different substitute groups into one committee.
- Article VI, section 5: Establishes that a plurality is needed in order to be elected.
- Representatives hold one-year terms because of the high rate of turnover among substitutes.

- Article X, section 2: Two general membership meetings per year, instead of 5 times/year, as 2 times/year reflects reality. The Standing Committee will meet 5 times/year, as it will be more likely to do so.

Amendments to the proposal:

M/S/C Article V, Standing Committee: Add a section 2: that the Standing Committee shall be empowered to act between meetings for the Division.

M/S/C Article VII, Section 1 and Article VIII, Sec. 1: Strike “including Substitute Representatives to the Executive Board of UESF.”

M/S/C Article X, section 4: strike “...10 percent of the total membership” and insert “... a presence of 40 members”.

M/S/C Art X, section 10: Strike “...25%” and insert “40 members”.

Editorial correction: redo the numbering so there is an Article IX.

M/S/C to approve the amended proposal for Substitute Division Bylaws.

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

Due to the many activities in which UESF is currently engaged, there will be no holiday party. There will be an end-of-semester party instead.

5. Divisional Committees

- a. High School Derrlyn Tom

Concerns: Is there a rubric or guidelines for teachers who receive a “needs improvement” or “unsatisfactory”? Guidelines are in the contract. Is there a rubric for “satisfactory,” “highly satisfactory,” or “outstanding”? All teachers receiving these meet the standards. Different standards used, as for counselors, have to be approved by UBC.

- b. Child Development Betty Robinson-Harris

CDP teachers are still battling the per diem versus substitute pay issue for extended hours. Sister Robinson-Harris reviewed the issue. Until the intent of the contract language is acknowledged, it will have to be fought for every time. There was a good showing at the December 14 school board meeting.

Good of the Order

School bus mechanics are on strike, and school bus drivers may support them in January. Field representative Jocelyn Won will keep us informed.

Adjournment: M/S/C to adjourn 6:35 p.m.

Respectfully submitted,

Susan Solomon

Susan Solomon, Secretary