

**United Educators of San Francisco**  
**Assembly Meeting**  
Wednesday, April 17, 2002, 4:00 p.m.  
**Unofficial Minutes**

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The meeting was called to order at 4:15 by President Mitchell.

**Activity**

**Reports from Schools: Weighted Student Formula .....Rudi Faltus**

Assembly members discussed the site planning process at the tables.

Middle School #1: two groups reported a mixed set of reactions and situations with a mixed response, leaning toward negative, of the overall process.

High School: the varied responses of the participating schools were reported. Data alone is not sufficient, there needs to be analysis of it.

Elementary School #1: This group talked about other concerns: Elois Brooks told a training that serving on a School Site Council should be “a privilege and an honor”. People doing the work do not feel the same way. The overload of Standards work at this time mitigates against diverting attention to WSF work.

Elementary School #2: there had been UBC involvement, the no apparent support. There is no paid time to work on this. Deadline and central office problems with enrollment have cast a negative aura over process.

Consolidations and involuntary transfers language is not changed in the contract. The Building Committee should know if there is enough money for the staff on site by dividing the average salary for each classification into the sum provided under the WSF.

Money in the site budget for the rest of the year may be transferred to categories which support the work of the staff doing WSF work.

The salary averages, and not the actual pay of an individual, need to be considered when making plans.

- Is there a guarantee on amount of money that the schools have been promised?
- What will happen if the students who appear do not support the number of teachers who are allocated?
- There is “observation” from the central office, but there is no support.
- Can these questions be circulated in writing to Building Reps?
- Many teachers are getting different figures at different meetings and being frustrated in the attempt to plan.
- Site plans are created to be respected. What they say should be put into effect. If plans violate the contracts, the UBC will need to deal with them.

**Minutes**

**Approval of Minutes .....Dennis Kelly**

MSC to adopt the minutes as printed.

**Reports**

**1. Treasurer’s Report.....Lily Gee Hickman**

The CTA staff funding has come in; the Organizing category will be “re-booked” next month; an explanation of the revenue sources for COPE has been added to the COPE report.

- Scholarships: There will be three Richard Darrington Scholarships this year.

MSC to accept the report.

**2. Vice President’s Report.....Rudi Faltus**

No Report

**3. President’s Report.....Kent Mitchell**

- ESEA Re-Authorization: The state will define standards and many other items covered in this bill. There will be lobbying and activity at the state level to affect this work. The Republican attempt to insert vouchers into this measure was defeated.
- May 8: The district has a resolution supporting a march on Sacramento. It has not funded its intent.
- Weighted Student Formula: A white paper on this topic is in the next distribution. UESF followed a voluntary approach to restructuring with a shaky commitment by the District. Miami-Dade at the same time undertook a compulsory approach. They now have an entrenched restructuring program. We don't. The SFUSD is still not prepared to support restructuring effectively. They may grow to a level where it is possible.
- Bargaining update: a month ago we had just made a significant turn to sharpening the focus of bargaining. A timeline was also set, which we may almost meet. The weekend will be spent in writing language and there will be a meeting of the bargaining team on Wednesday. There will be a raise covering the entire 2001-2002 school year; there will be "noticeable" money for retirees, although not PARS; adjustment of salaries for retirement will take place without any effort by the individual; retirement on 30 June may not get a July check on time (although that retirement amount will be paid). The union will put out this information in writing. Both informational and ratification processes need to play out.

Comments from the floor included the following:

Will special education language change?

Where has the union been during all the messiness of the district? How do the teachers unify to effect change?

Is the proposed raise across the board or imbalanced? (The answer must wait until after bargaining.)

Can PARS volunteers who don't retire this year still get the benefit in a future year?

Is there a calendar for next year? (It has been signed off and distributed through the district.)

There is a feeling at my site that there is dissatisfaction and a lack of communication with the union. (Schedule a site meeting with the president.)

Will there be something beyond a retroactive raise to benefit the PARS hopefuls? (The most important focus is on total earnings in the final retirement year.)

Why can't you talk about the format of the proposed raise? (Because it is in bargaining.)

Crucial elementary issues are being talked about tenaciously in bargaining, even if they cannot be talked about in this meeting.

Every collective bargaining experience is secretive. It is not possible to negotiate in public. Confidentiality must be maintained.

MSC to extend the meeting by 15 minutes. (to 6:21)

## **Action**

### **New Business**

**1. May Day Resolution.....Larry Orloff**

MSC to table

**2. Middle East conflict Resolution.....Dennis Kelly**

MSC to table

**3. Petition in support of Proposition H.....Lily Gee Hickman**

MSC to support. (There will be a UESF distribution of the petitions.)

**4. Resolution in support of Renaming Richmond Library for Milton Marks.....Dennis Kelly**  
MSC to support (This motion passed unanimously.)

**5. Salary Parity Resolution.....Tay Wm. McArthur**  
MSF to table to the next meeting.

MSC to support

**6. May 8<sup>th</sup> Day of the Teacher Resolution.....Lisa Bishop**  
MSC to substitute the School Board resolution, with wording changes which make UESF's support parallel the district's resolution.

MSC to amend the motion on the floor to add

Be It Further Resolved that UESF will provide up to four buses to take members to Sacramento on May 8, 2002, and

***Old Business***

None

***Good of the Order***

The move to eliminate the social security offset is supported by AFT.

We should honor our own members.

Twenty-nine schools were represented by delegates at this meeting.

Three of our members, Enid Yamamoto, Arleen Gallagher, and Roberta Zadow, will be honored as outstanding teachers at the San Francisco State College of Education's annual Golden Torch awards May 4, 2002.

***Adjournment***

The meeting adjourned at 6:25.

Respectfully submitted,

Dennis Kelly, Secretary