

**United Educators of San Francisco
Assembly Meeting Minutes
Wednesday, April 21, 2004, 4:00 p.m.**

Minutes

Approval of Minutes Susan Solomon

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

Financial

Financial Report..... Elaine Merriweather

The audit for the year was just completed. A report of the auditor's findings will be available at the next meeting. M/S/C to accept the Financial Report as presented.

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.

Sister Merriweather encouraged anyone interested in becoming a member of the Budget Committee to sign up. Work will begin in May. Volunteers are also needed for the Scholarship Committee. There are 4 scholarships that will be awarded to graduating high school seniors. Essays and applications have to be read and evaluated.

Resolutions

1. M/S/C as amended: Resolution on Core Substitutes: Health Benefits and Permanent StatusDante Gutierrez

Whereas: The current Article 28.6.1 regarding Core Substitutes reads as follows:

As soon as administratively feasible after the start of the Fall semester, but in no case later than 25% (0.25) of the school year, the District shall identify and establish a core of twenty (20) full time non-tenure track temporary teachers to serve in positions as designated by the District.

Whereas: Said Article 28.6.1 has left room for the following: Cancellation of health benefits immediately upon retirement; Annual lay off and rehire routine; Disruption of continuous health coverage due to layoffs; Heavy-handed designation in unfilled positions; and

Whereas: Three (3) Core Subs laid off in July 2003 were not reinstated until October 2003, but only after grievances were filed and two (2) Core Subs spoke out at a school board meeting; and

Whereas: Fifteen (15) Core Subs laid off in July 2003 were not reinstated until September 2003, even though past practice shows contracts signed by July before the upcoming school year; and

Whereas: Nowadays even tenured, permanent status teachers are routinely considered for layoff or consolidation; and

Whereas: Core Subs benefit members of the educational community, namely Teachers, Students, Parents and Principals; and

Whereas: Current Core Subs are fully credentialed with an average of fifteen (15) years work experience with the school district; and

Whereas: There are no opportunities with the Core Sub position to ever become permanent and the Temporary Status designation contains particular vulnerabilities,

Therefore be it resolved: That the UESF contract negotiations address the said issues, including but not limited to contract modification, and any other efforts such as site consideration, that fulfill the spirit of this resolution in an effective manner.

Be it further resolved: That the UESF negotiators are advised to seek the following contractual changes within said Article 28.6.1 to read:

28.6 Core Substitutes

28.6.1 (Revised)

The District and UESF shall identify and establish a core of twenty (20) full time tenure track probationary teachers to serve in positions as designated by the District, with the core substitute teacher's consent. Upon completion of two (2) years as a Core Substitute, including years previously served, the probationary status shall automatically become permanent. All previous years worked for the District shall count towards seniority.

Be it finally resolved: That upon passage of this resolution, the Executive Board shall act upon it in a timely and expeditious manner for the current contract negotiations.

There was some discussion as to whether the action called for in the last two sentences in the **“Be it further resolved”** section is legal. M/S/C to ask for a legal opinion on whether seniority is based on status or hire date.

2. AFL-CIO Training Vince Quackenbush

Motion that UESF send at least two (2) members to the AFL-CIO Organizing Institute's Second Annual Lesbian, Gay, Bisexual and Transgender Three-Day Training this June 4-6, 2004, in Oakland, California, at a cost to the local of \$250.00 each. The fee includes materials, meals and accommodation for a three day training institute.

Also that UESF send at least two (2) members to the Organizing Institute's APALA Training, assuming a similar cost and accessibility to the local.

M/S/C to approve expenditures of up to \$1000. These organizations re two of the AFL-CIO's official constituency groups. Interested members were asked to submit their names.

3. M/S/C as amended: General Membership Contract Convention.....Adrienne Johnstone

Whereas the UESF bargaining team is in the process of completing reopeners for the UESF contract,

Whereas we have seen a general assault on the living standards of all working people in the last year and anticipate budget cuts to continue to impact our wages, salaries, benefit and working conditions,

Whereas our brothers and sisters in UFCW have just fought courageously for over 4 months on the picket line only to accept a contract which institutes destructive two-tier wage systems and increased out of pocket expenses for health benefits,

Whereas it is in the interest of all UESF members to be as informed as possible about ongoing bargaining and any potential contract votes,

Whereas it is in the interest of all UESF members to provide the bargaining team with clear information about what we expect in a new contract,

Be it resolved that the Executive Board of UESF will schedule two contract informational meetings in the month of May to discuss the upcoming contract and that the bargaining team will make itself available at this meeting to answer as many questions as possible as well as to listen to the concerns of the membership regarding the new contract,

Be it further resolved that UESF officers and Assembly Delegates will build the meeting at the school sites and promote attendance of all members of the bargaining unit.

As there were concerns about the amendment which changed "...will schedule a general membership meeting..." to "...will schedule two contract informational meetings..." in the **"Be it resolved"** section, Sister Plack, who proposed the amendment, clarified that the intention of the informational meeting is both to disseminate information about current negotiations and to solicit input and discussion from members. As the meeting will be called an informational meeting and not a membership meeting, agency-fee payers will be able to attend and speak.

M/S/C to accept amendment. M/S/C on amended main motion.

Special Order of Business

- 1. Survey of Bargaining Units..... Dennis Kelly

Instructions were given for UBC meetings to be held for the purpose of conducting the survey about issues for negotiations. Members present at this Delegate Assembly meeting were asked to fill out the survey so that it could be timed.

Reports

- 1. Negotiations..... Susan Solomon

UESF and the District have decided to end the Interest-Based Problem Solving form of bargaining that both sides have tried throughout the current effort to settle contract reopeners for 2003-2004. This long-anticipated move was called for by the bargaining facilitator, who observed that both sides had settled into entrenched positions and that the Interest-Based approach was not working for either side.

A state mediator will be called in to try and help the sides move to a conclusion of the current stalemate. Neither side has invoked impasse provisions so far.

Throughout the school year, there have been four items on the table:

- Child Development Program revenue enhancement
- The elementary work day
- Highly Qualified paraprofessionals under NCLB
- Early retirement incentives

The District put three additional items on the table:

- Sabbaticals
- "Dream school" incentives for teachers
- Conditions for retiring with lifetime health benefits

UESF rejected discussion of sabbaticals. The District chose to impose its preferred solution to the kindergarten day when agreement could not be reached. Contingencies

regarding lifetime health benefits were added by the District to the union's desire to settle on early retirement incentives. The union and the district had different ideas about recruitment incentives for the 3 Bayview "Dream Schools." The District said they did not have to bargain about the vehicles for paraprofessionals attaining Highly Qualified status. No movement seemed likely.

It was proposed that a joint communiqué be written to explain the situation, but UESF has decided to proceed with direct communication with the members of the bargaining unit. It is anticipated that negotiations will continue with modifications to the format and the size of the bargaining teams that will sit at the table.

2. Certificated LayoffsJocelyn Won

Administration law hearings were concluded on April 19. 109.5 positions will be eliminated, meaning that 114 certificated people will be laid off if the Board of Education votes to approve the layoffs on May 11. Some sort of recall will be started on May 19, according to the District, though Sister Won is skeptical. UESF needs to attend the May 11 meeting in large numbers.

Paraprofessional layoffs..... Bradley Reeves

Brother Reeves met with Tom Ruiz on the morning of April 21. UESF was informed on April 19 that the Board of Education will be asked to approve 30 layoffs at its April 27 meeting. What is really meant is 30 FTEs equivalencies. Based on preliminary site plans, there are 48 consolidations at 30 sites, resulting in 49 layoffs at 35 sites, including elementary, middle and high schools and child development centers. About 103 paras are still laid off from last year. Laid-off paras are mostly AO3s and AO4s who are funded through WSF. The District says they have to do this to protect the WSF process. Brother Kelly asked people to take UESF placards and to come to the school board meetings on April 27 and May 11.

3. CFT Convention (written report) Lisa Guzman

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

Sister Plack welcomed members attending an Assembly meeting for the first time. They were invited to stay after the meeting to ask questions and find out how to get more involved.

a. Special Education and ER & D

The Special Education Committee is up and running. For Educational Research and Dissemination, there was a meeting last week for teachers interested in training other teachers and paraprofessionals. A brochure describing this AFT-sponsored program was available. The deadline for application is May 2.

b. Personnel Committee: A subcommittee conducted interviews for the part time clerical position. Diane Hirasuna was hired; she started work on April 19.

c. Building Corporation: In March, UESF sent a letter to NALC, indicating that we want to sell the building, and asking if they want the same thing. They have not gotten back to us. In the meantime, we have not gone ahead with \$1.3 million in renovations; there is not enough money to do so. Members were invited to visit to see the building.

A deans and counselors meeting has been scheduled to discuss discipline and student behavior. The current contract language is inadequate and will be reviewed in order to strengthen it. Sister Plack is meeting with different constituencies on these issues.

5. Paraprofessionals Bradley Reeves

Flyers are circulating for the paraprofessionals’ meeting on April 29. The agenda is on the flyer. Committees will be organized by jobs and issues. Members should be encouraged to attend.

6. Substitutes (written report) Sandra Mack

7. Social Activities Committee..... Susan Solomon

The May 21 retirement dinner was announced. There are plans to present certificates to retirees. A suggestion was made to have certificates for all retirees, including those who do not attend the dinner. A reception for scholarship recipients and a June 6 UESF picnic are planned. Members were encouraged to participate and attend the events.

8. Divisional Committees

a. Middle School..... Merilee Hearn

The committee met and brought concerns to Diane Meltesen as it does every month. Concerns were around discipline and how to get support from the District. The example of using an Opportunity Room so that learning time in the classroom can be protected was raised. The number of instructional minutes is otherwise compromised. Meltesen said there is no money for such a program. Another ongoing issue is with scripted learning. Three schools tried out scripted math programs this year. Some schools are being told that they will have it next year. In schools where there is scripted math and reading, the students have no electives.

David Kubrin of Denman spoke. His resolution opposed to High Point passed unanimously last year. It is boring for all. There are no electives. There will be sixth grade math intervention. There will be two periods of language arts intervention. Teachers are not allowed to introduce novels into the language arts curriculum. At SSC meetings, members were told the language of the goals in site plans cannot be changed.

b. High School.....Ken Tray

The committee will be meeting on April 21 with Frank Tom for the first time in a couple of months. Issues to be discussed with him: discipline (including sexual harassment issues) and lack of support; curriculum in the can, which has become present in high schools; resegregation, which is happening through dream schools and scripted curricula; and the lack of true site-based decision-making. Richard Riordan and Ackerman showed up at Lowell unannounced. There was much glad-handing between the two of them, but there was no question and answer session to follow. At Lincoln’s UBC, they have plans to again bring forward the issue of overcrowding to the board and to UESF. By April 27, it should be discussed.

Brother Kelly announced that there is an online survey at uesf.org about WSF to be filled out.

Richard Riordan wants WSF schools throughout California, but based on the Edmonton plan, which considers the principal the onsite entrepreneur who is there to grow the school.

c. Elementary School..... Susan Solomon

The committee’s first meeting with the elementary ISOs will be on April 26.

d. Child Development Betty Robinson-Harris

The committee met at the Presidio Child Development Center. The cost of maintaining this location has a big financial impact on CDP, but Dr. Mary Marin said it is board policy to maintain it and CDP has nothing to do with the decision. There are ongoing issues with compliance, like staffing ratios and paras being in classrooms alone and opening and closing centers. New concern: 5 model classrooms (Montessori, bilingual, Reggio Emilio, bilingual, and parent bilingual), which are proposed for the new fiscal year. They are new programs at schools that already exist and are funded through grants. In negotiations, there is an ongoing attempt to unfreeze frozen salaries.

e. Counselors Committee.....Jay Kozak

Main action: On professional development day on March 30, the counselors organized their own professional development. There were over 120 participants, including staff involved in Pupil Services. Other issues: admission to Lowell High School for eighth grade students and the attempts of counselors to do their best to help these students; and 10-15 counselors who received lay-off notices.

f. Grievances (written report)Mitchell Oster

The executive board accepted Sister Mack's resignation as chair, and enthusiastically accepted the President's recommendation of Mitch Oster as the new chair.

g. Academic Freedom (written report)..... Kit Bell

Sergeant-at-Arms Roberto Michel reported that there were 47 members in attendance: 21 from elementary, 11 from middle, and 7 from high schools; 1 from CDP; and 7 from other programs.

Adjournment

The meeting was adjourned in memory of Deborah Coles, Joe Fulfer, Noel Leonard and Maria Moffiates.

Respectfully submitted,

Susan Solomon