

# UESF Assembly Meeting

Wednesday, December 13, 2000

McAteer High School

## MINUTES

President Kent Mitchell called the meeting to order at 4:24.

### *Minutes*

Approval of Minutes ..... Dennis Kelly

MSC to accept the minutes.

### *Reports*

#### **1. Treasurer's Report ..... Lily Hickman**

Sister Hickman explained that prior to October 31, the district not only messed up the individual paychecks, but also failed to provide the proper amount of dues to UESF. She believes that there is about a \$9,000 disparity at this time. She is meeting with the district officials about the problem.

Sister Hickman laid out the expenses of the independent expenditure campaign and there were some questions from the floor to clarify specific items.

The third page of the report dealt with the "AFT Special Funding" figures. This is the category used to handle voluntary money which is transmitted to the AFT for federal campaigns and which is replaced by dues money which may be used on local and state issues and candidates.

The fourth page detailed COPE revenues and expenses since July of 2000.

#### **2. President's Report ..... Kent Mitchell**

a. The Background Report available at this meeting is an attempt to provide a straightforward understanding of the political process and COPE. It is an attempt to establish the groundwork for a rational dialogue on the issue.

b. A letter has been written to the teachers who meet the minimal requirements for retirement during the contract. It is an attempt to clarify the PARS buyout language, which is muddled in the contract. The reference to the replacement of teachers has to do with the amount of savings the district will reap if it does not hire one teacher for every teacher who retires. The number of teachers who have been returned to the classroom from non-teaching duties may change the total size of the unit. The looming elimination of the Consent Decree money and the possible necessity for teacher lay-offs is also a factor in making the decision on whether or not there is a buy-out.

c. The contract development process is underway. The Executive Board will get a second version of the material in January and it will then come to this body. The development itself

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will be funneled through the grade level committees. Items from the brainstorming at the last Assembly meeting are included in this packet.

d. UBC's must work to enforce the contracts. This means reading and knowing the contracts of both the teacher and para units. The prime function of the UBC is implementing the contract at the site.

### 3. Committee Reports

▪ **Elementary Committee.....Dina Zanotti**

Sister Lili Malabed reported that the meeting on the 29<sup>th</sup> developed the following priorities for contract negotiations:

- Strategies for servicing all the students in a meaningful and holistic way means that specialists need to be returned in music, art, technology, PE, and also librarians so that time can be allocated to prepare and deliver a "world class" curriculum.

- A reasonable workload that is tied to actual job done.

- Reduction of class size at fourth and fifth grades.

- Timely and regular evaluation of teachers and teacher participation in evaluations of principals.

- Assignment of services to special ed students to insure that their IEPs are in legal compliance.

▪ **Middle School Committee .....Robin Brasso**

- Brother Chris Miller reported that the middle school committee focused on the implementation of the minimum days.

▪ **Counseling Committee.....**

Sister Plack explained that the resolution presented came from the committee and had been presented to the high school committee.

### 4. Vice President's Report..... Rudi Faltus

Sister Faltus reported on the butcher paper activities she would have had the body engage in had there been more time.

The schedule of UBC trainings was laid out and those meetings were outlined.

There will be a process and timeline for developing the contract, which includes the items which are on the butcher paper from last month.

There is a holiday party scheduled for next Friday.

### *Action*

### *Old Business*

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## *New Business*

### **1. High School Graduation Requirements .....Pat Crawford**

**WHEREAS** the acquisition of a high school diploma is an important accomplishment in our society,

**WHEREAS** SFUSD raised the credits needed to earn a high school diploma in most high schools from 220 to 240 and increased the course requirements for graduation in math, science, world languages, and visual and performing arts in 1997 for the class of 2001 and beyond,

**WHEREAS** SFUSD now has had to reverse this position due to the large number of seniors who were unable to meet these new requirements,

**WHEREAS** all students should be able to complete successfully all requirements and other courses of their choice, in order to enter the world of work, college or university.

**WHEREAS** the graduation requirements are requirements for a diploma and all students are encouraged to take classes beyond the required courses according to their abilities, interests and career goals,

**WHEREAS** in today's world continuing education is available to all,

**WHEREAS** teachers and counselors take seriously their responsibility to encourage all students to pursue a challenging course of study and be life long learners,

**WHEREAS** the 1997 Board of Education adopted graduation requirements have resulted in the elimination of valuable electives, such as courses in business, technology and the practical arts,

**WHEREAS** these 1997 Board of Education adopted graduation requirements were higher than those of the majority of high school districts in the Bay Area, including Palo Alto, Marin and Sequoia districts,

**WHEREAS** increasing graduation requirements without providing the preparation and resources necessary for more rigorous coursework in the elementary and middle school curriculum can only result in higher rates of student failure,

**WHEREAS** in some cases in the 1997 Board of Education adopted graduation requirements have resulted in lowering academic standards,

**THEREFORE BE IT RESOLVED** that UESF recommend that the Board of Education recognize the need for choices for students,

**THEREFORE BE IT FINALLY RESOLVED** that UESF recommend that the Board of Education adopt as policy that any modification in high school graduation requirements be phased in as part of an articulated K-12 plan based on instructional standards in each area including the provision of necessary support.

**MSC**

### **2. Para Staff Development**

A sister from Giannini raised the following issue: Paras are concerned that they do not have Staff Development on the two days which are not funded by the state. Their year is extended by two days (at the end of the school year) and they are not paid for those days. It is not fair to have to take sick leave or vacation days to make up for those days.

State affiliates have lobbied to get pay for all on each Staff Development day. The union has argued to extend the work year and include the staff development days in that extension of time.

It was suggested that the issue should be referred to the Paraprofessional vice-president for inclusion in bargaining. Good Of The Order

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UESF hopes to get its bargaining proposal to the school board in May.

### ***Adjournment***

The meeting adjourned at 6:05.

Respectfully submitted,

Dennis Kelly, Secretary