

UESF Assembly Meeting

Wednesday, May 16, 2001

McAteer High School

A G E N D A

President Mitchell called the meeting to order at 4:16.

Minutes

Approval of MinutesDennis Kelly

The Harvard Educational Review article has been located. Several members have asked for and received copies of the article referred to in the minutes.

Brother Ben Martinez offered that he had copies of the article available.

MSC to approve the minutes.

Reports

1. Treasurer's Report Lily Gee Hickman

Line 19, affiliate dues, has only been paid at 56% on the printed version, but we are actually at 72% of those obligations for this year. Similar comments were made about other points in the report.

2. Vice President's Report..... Rudi Faltus

The UBC training meeting of 22 May has been switched to 29 May because the superintendent has asked to use 22 May for a reception to thank all school employees.

A survey of UBC's and when they will elect the new UBC for next year has been sent out and is being returned to the office.

Staff lists which have been returned show a high degree of accuracy and correlation of the union and site lists.

TwentyUESF members went to the CTA Urban Issues conference in Oakland and heard the anti-high stakes testing presentation of Alfie Kohn.

3. President's ReportKent Mitchell

- The Election Committee was thanked for all its hard work and then the individual members of the Executive Board who had just been elected individually introduced themselves and the office they will fill.

- Brother Chris Miller has filed a challenge to the validity of the election with the Election Committee. The ruling by the Election Committee must come before seating of a new Executive Board on 5 June.

- UESF also declined to attend the Supervisorial Hearing at which former superintendent Bill Rojas declared his innocence.

- UESF Secretary Dennis Kelly guided a measure through the Labor Council which puts the San Francisco labor movement in the vanguard of the move to municipalize power.

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- PARS is being developed. The language, which was fought for by members such as John Borchert, is being developed. It is expected that 75% of 37 positions (28 positions) will have to be cut to reduce the charge to the general fund without having an impact on class size. (\$4 million = a 2% pay raise or hiring 100 teachers.)
- The District's lobbyist, Vernon Billy, has been working in Sacramento to achieve a continuance of desegregation funding. It may come into the district in the form of a block grant. It will be a victory for all urban districts. (It has not yet been signed.)
- The COLA dropped to 3.7 in the May revised budget, down two tenths of a percent.
- There are about 3000 child care workers in centers in town. UESF represents about 300 of them in the schools. AFT and UESF are working on a campaign to unionize the rest of the workers.
- Initial Proposal is now in version 5b. It must be delivered to the Board of Education by Friday. The proposal reflects that has gone on throughout the year. The proposal is as much a public document as an actual bargaining tool. There is some lofty language which is included because of the public nature of the document.

4. Activity: Looking at the Initial Bargaining Proposal

Sister Faltus asked the members to group themselves and begin to look at the Initial Bargaining Proposal. Each group was assigned a portion of the proposal for review and comment.

The six groups met and decided to report for no more than 3 minutes.

Group One: The general principles state that bargaining in good faith is for the good of all. Developing the PAR program—how does this help people who have moved to a different level within the district. Increased support for Site Council—make sure that Weighted Student formula is not a device for cost cutting

Group Two—Page 5—salary, benefits, etc. COLA, there is no problem; 5% wording with regard to the 15 highest districts needs definition; real benchmarks such as doubling the salaries by 2007, what is the pace to reach that? Reduction to 15 steps may cause dissension among higher paid teachers. Extension of payscale to 90 units could be good. Increase of payment for Masters Degrees could be considered. Support for other salary bullets. Benefits were not covered except for the suggestion that there be coverage for elder dependents.

Group Three—How does everything fit within the 7 hour day? Prep periods are important and conference periods should be on two days during which no students are at school. Where can money come from for reduced class size allocations? How can there be equity in school size? Can there be an easier way to reach good subs? Subs need to know specific assignments and qualifications. How can common planning time be implemented without making it more work for UBCs.

Group Four—Professional Development and Supplies (p.11) Copiers which are adequate and available. Can that come from district budget so it is not a site concern? The PAR agreement was not supported by a pair of members of the group.

Group Five—Student discipline. Essentially is work that has been previously adopted. Suggestions include beefing up the wording of the proposal to add specific language regarding

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assault and the right to remove disruptive students. Additional non-classroom personnel may also be needed.

Group Six—Certification of the UBC was not clear and may need some explanation. Can the administration report monthly on grant money at a site? UESF time on agendas for principal and site manager meetings. Could there be a monetary compensation for Building Reps instead of the proposal for time on the job. Union committees—how can their roles be strengthened? What is the wording of article 21? It is a good idea to have a uniform interview process for site administration.

President Mitchell offered the following explanation: the proposal can be schizophrenic since it needs to talk about what is desirable as well as what is reality in San Francisco. This created some inconsistencies in the proposal.

Centralizing copier responsibilities would force the district to be more efficient. It might also move the district away from reproduced individual curriculum. This might conflict with some teaching methods which go away from book-centered learning.

What can force an administration to meet with a UBC? What trigger language leads to what consequences for violators of the contract?

Action

Old Business

New Business

Good Of The Order

Adjournment

Announcements

May 17	Special Executive Board Meeting	UESF	4:30
May 22	Board of Education	Everett	7:00
May 23	Elementary Committee Meeting	McKinley	4:15
May 23	Middle School Committee Meeting	UESF	4:15
May 23	High School Committee Meeting	McAteer	4:15
May 24	Substitute Teachers Meeting	UESF	4:15
May 24	Retired Division Meeting	UESF	11:00
May 29	UBC Training	UESF	4-7
May 30	Scholarship Reception	UESF	7:00
June 4	Child Development Committee	UESF	6:30
June 6	Executive Board	UESF	4:30
June 8	LAST DAY OF SCHOOL		
June 12	Board of Education	Everett	7:00
June 20	Retired Div. Med & Ins. Committee	UESF	10:00
June 28	Retired Teachers Meeting	UESF	11:00