

**United Educators of San Francisco  
Assembly Meeting  
Wednesday, May 19, 2004, 4:00 p.m.**

**Minutes**

Approval of Minutes..... Susan Solomon  
M/S/C to approve the minutes as presented.

**Financial**

Financial Report..... Elaine Merriweather  
There was a question re: the schedule for repayment to the District for release days. Currently, UESF has a repayment plan for 2001-2002. \$49,000 was paid for January, February, and March. This can be found under Salaries and Benefits.  
M/S/C to accept financial report as corrected.  
M/S/C to move into COPE. M/S/C to accept COPE report as presented. M/S/C to return to regular Assembly meeting from COPE.

**Resolutions**

1. M/S/C as amended. Resolution for an Ad Hoc Assembly Task Force on Elections.....Mike Monley  
The resolution now reads: The Task Force should recommend penalties for violations of campaign guidelines, and make any other changes to the election process.  
A Task Force should recommend rules for campaigning which take into account developments in information technology and which are very specific.
  
2. M/S/C Resolution on Educators Housing..... Luisa Ezquerro  
Whereas the housing problems facing SFUSD employees are increasingly desperate as housing costs rise while wages fail to keep pace, and  
Whereas, although housing choices are individual, personal, and not contractual yet they fall within the interests the union has in the welfare of the membership, and  
Whereas the union and the district need to exert leadership in the area of housing for teachers and paraprofessionals,  
Therefore Be It Resolved that the President and/or his designee are authorized to contact members of the Board of Education to develop and promote an Educator Housing Plan that includes the following elements, and  
Be It Further Resolved that the Educator Housing Plan include mortgage support vehicles which can enable SFUSD educators to acquire the necessary capital to create a pool from which to draw for down payments and loan fees, and  
Be It Further Resolved that the Educators Housing Plan include a survey of vacant SFUSD property that can be developed to include housing, especially for SFUSD educators, and  
Be It Further Resolved that UESF survey its membership to obtain basic demographics for housing (renters, owners commuters, roommates) and  
Be It Further Resolved that the Educator Housing Plan include a program for training and preparation for housing, including information on costs, fees, rights and protections for owners and renters, and  
Be It Further Resolved that an advisory committee comprised of representatives of UESF and the SFUSD be formed to jointly carry forward the Educators Housing Plan and present regular reports to the School Board and UESF Executive Board, and  
Be It Further Resolved that the Educator Housing Plan reach out to apartment owners' associations, other appropriate affordable housing advocates, realtors' association and the MOH (Mayor's Office of Housing), developers, and similar bodies

to seek their cooperation in establishing reserved places in affordable San Francisco housing for San Francisco Educators, and

Be It Finally Resolved that the Educators Housing Plan also include the exploration of the formation of co-ops and other possibilities for ownership and rentals including working with groups such as the Housing Action Coalition (HAC) and the Community Trust (CLT) and SPUR (SF Planning and Urban Research.)

3. M/S/C Resolution on Salary Parity for NEA-RA 2004..... Tay McArthur  
Whereas, in March of 2002 the UESF Assembly adopted a “Salary Parity” policy position, to wit: “Be it resolved that the United Educators of San Francisco, within this endorsement of, “Teacher Professional Salary Parity,” shall promote the establishment of truly professional teacher salaries that are, regionally, in parity, with other public sector professionals (city, county, regional, and/or state) whose positions have academic degree(s), advanced preparation and experience requirements, such as engineers and/or other professional classifications that may also require such licensure.”, and  
Whereas, this policy was adopted by the California Teachers Association in June of 2002 and by the California Federation of teachers in March of 2003, and  
Whereas, implementation of UESF’s “Salary Parity” policy was proposed at the May 13, 2004 Contract/Negotiations Membership meeting at Washington High School, that it be included in the negotiations for the new 2004-2007 UESF Contract, and  
Whereas, in its above, underlined form, it was not accepted by the delegates at the 2003 NEA-RA, and it has now been revised for resubmission, to be language compatible with a longstanding statement of NEA Principles, and  
Therefore, be it resolved, that delegates from UESF to the 2004 NEA-RA, in Washington, D.C., will pursue a coordinated course of floor and caucus action to gain adoption of the attached, “Salaries Commensurate with Comparable Professions” New Business Item (NBI).

The NBI reads: The NEA shall promote “...salaries in education becoming commensurate with those in comparable professions...” --- such as provided for in Principle Six within THE NEA ACTION PLAN FOR EDUCATIONAL EXCELLENCE (the Nine Principles.) This promotion shall include research into “comparable professional salaries,” and developing implementation plans and training for optionally participating State and Local Affiliates, so that they will have both the tools and the skills to assist them in gaining, for their members, salaries that are commensurate with other comparable professions.

**Special Order of Business:** Diane Feldman presented the results and an analysis of the recent bargaining survey. 2,112 surveys have been turned in as of this date, which is a great response, especially in the quick turnaround time. Some are still coming in, but are not part of this tabulation.

Question: Can one get site-specific survey results? Yes. Suggestion: break data down by east side/west side schools.

Brother Kelly introduced Bob Cherry, who is associate assistant director of CTA, and who first suggested that we needed a survey.

**Resolutions (cont.)**

4. M/S/C Resolution on Health Care..... Susan Kitchell  
Whereas, the health care crisis continues to escalate, with nearly 7 million uninsured Californians, 80 percent of whom are members of working families; and

Whereas, California unions, in Partnership with the California Medical Association, Health Access, and health care providers passed the Health Insurance Act (Senate Bill 2 ^ Burton), expanding health coverage to 1.2 million working Californians and their families; and

Whereas, the Chamber of Commerce, the California Restaurant Association, and the California Manufacturing and Technology Association paid for signature gatherers to place a referendum on the November 2004 ballot, repealing the Health Insurance Act

Therefore Be it Resolved, that United Educators of San Francisco, pledges to support the *Save our Health Care Campaign* to provide a safety net for all workers, remove the hammer of increased costs at the bargaining table, and benefit the state budget, public health care system health and the California economy as a whole, and

Be It Finally Resolved that United Educators of San Francisco will participate in a political program to encourage members to vote to save our health care in November.

“Save Your Healthcare” flyers were available at the meeting, which should be used to collect signatures, and which will be used as an organizing list.

5. M/S/C as amended: Resolution on Any Future Dream Schools..... Alita Blanc and Karen Zapata

Whereas the first round of dream schools has been shrouded in uncertainty and unanswered questions and,

Whereas the first round of dream schools was based on a model that allows for the removal of an entire school staff,

Therefore be it resolved that UESF request that the application process for any future Dream Schools include the following steps:

A. Clarification by SFUSD of the criteria which school sites must meet in order to apply/and be chosen for Dream School status

B. Informational meetings with the staff of any interested school site, with both district and union representatives, prior to the submission of an application for dream school status by that site and

C. Two-thirds vote in favor of applying for Dream School status by that site's SSC.

Be it further resolved that UESF participate in the any future Dream School process in order to fight for the right of all UESF members to remain at selected Dream School sites, if they so wish.

Several people spoke about issues related to Dream Schools.

6. M/S/C as amended: Resolution in Opposition to Reconstitution ....Tom Edminster and Karen Zapata

WHEREAS: Reconstitution is a drastic education reform initiative that, at its core, focuses blame for school failure on those who teach and aid in the teaching of students; and

WHEREAS: Reconstitution, as utilized in San Francisco Unified School District in the 1980's and 1990's usually resulted in the removal of the entirety or near entirety of school site staffs; and

WHEREAS: As school staff was removed, new staff (teachers, paraprofessionals, and administrators) were brought in as replacements (thus the apt usage of the term "reconstitution" for this reform effort); and

WHEREAS: Reconstitution was utilized in accordance with the 1983 court ordered consent decree which mandated integration efforts; and

WHEREAS: SFUSD reconstitution efforts fell under the strict oversight of the primary plaintiff party, the NAACP, as well as a court-appointed monitoring team; and  
WHEREAS: In addition to standard school revenues, reconstituted schools were funded by consent decree dollars to institute schoolwide programs and to pay for additional staff development; these schools underwent systematic change aimed at providing cohesive, proven programs so that students would bridge the education opportunity gap; and

WHEREAS: The failure of reconstitution is shown by the fact that many of the previously reconstituted schools are now again having their staffs completely changed.

THEREFORE BE IT RESOLVED: That UESF affirms that public education reform can not be predicated on the notion that those who work closest with students are responsible for school failure; and

FURTHER BE IT RESOLVED: That UESF registers its strong disapproval of the implementation of education reform initiatives which result in the wholesale removal of school site staff.

**Special Order of Business:** M/S/C Resolution of Early Endorsement of Eric Mar for Board of Education.....Ken Tray

(The Executive Board voted affirmatively on this resolution at its May 5 meeting.)

Whereas, Commissioner Eric Mar successfully ran for school board with the enthusiastic support of UESF for his first term in office, and

Whereas, Commissioner Mar takes positions on school board votes that are consistent with the interests of UESF membership, and

Whereas, Commissioner Mar voted against the recent SFUSD decision to lay off paraprofessionals and stands with UESF in opposition to high stakes testing and the encroachment by SFUSD on academic freedom in the classroom,

Therefore be it resolved that UESF endorse Commissioner Mar for reelection.

M/S/F amendment: to include Mark Sanchez in an early endorsement. (This came first in voting.)

7. (First Reading) Resolution Regarding By-Laws Amendment for Substitutes..... Sandra Mack

Whereas, most substitute teachers are laid off by SFUSD for the summer recess and therefore do not pay dues for two months of summer recess, and

Whereas, most paraprofessionals are laid off by SFUSD for the summer recess and therefore do not pay dues for due months of summer recess, and

Therefore be it resolved that Article XII, Section of UESF By-laws be amended:

Section 7. Good Standing. Any member whose dues account is more than two months in arrears, not including summer recess, shall no longer be in good standing, and any member whose dues account is more than six months in arrears, not including summer recess, shall forfeit membership in UESF.

M/S/C to extend meeting to complete resolutions and business which must be conducted.

8. M/S/C: Resolution for a Time Out on Executions in California..... Tom Edminster

WHEREAS, more than 640 men and women currently await execution in the state of California, the most in the nation; AND at least five men convicted of capital murder in California since the death penalty was reinstated in 1977 were subsequently freed after having been found to be wrongly convicted; AND since 1973, at least 113 people in 22 states have been released from death row with evidence of their innocence;

WHEREAS, the application of the death penalty across the United States and in California has been shown to be arbitrary, capricious and unfair; AND a June, 2000 Columbia University study entitled "A Broken System" determined that appellate review of death sentences nationwide had found reversible error in 68% of these cases; that in 82% of the cases retried after reversal, a death sentence was not issued; AND the Joint Legislative Budget Committee of the California Legislature has estimated that elimination of the death penalty would result in a net savings to state and local governments of at least tens of millions of dollars annually – money that could be used by governments to fund measures that deal with the root causes of crime and other social needs; AND a June, 2000 Field poll indicated that 73% of the California public favor an immediate halt to executions in the form of a moratorium while the reliability and fairness of the death penalty are studied;

WHEREAS, the American Bar Association has called for a moratorium on executions and the Republican Governor of Illinois, George Ryan, enacted a moratorium in 2000 after 13 condemned individuals were exonerated and released from death row.; AND one of the largest nationally organized victims' rights groups, Murder Victims Families for Reconciliation, whose membership is comprised of those whose loved ones have been lost to murder, has called for abolition of the death penalty as a way of breaking the cycle of violence; AND over 3,500 organizations, 100 local governments, and numerous state legislatures and California jurisdictions such as Santa Clara, Marin, Alameda, and San Francisco Counties, as well as the cities of Menlo Park, Palo Alto, Salinas, Sebastopol, Oakland, West Hollywood, Berkeley, Santa Cruz, Santa Monica, Portola Valley and East Palo Alto) have called for or have pending legislation calling for a moratorium on executions based on concerns about racial and economic discrimination, geographic disparities in sentencing, and the risk of executing innocent people and the mentally impaired.

BE IT THEREFORE RESOLVED that United Educators for San Francisco join the call for a moratorium on executions in California because I/we believe: 1) there is a risk of executing innocent persons; 2) there is discrimination on the basis of race, ethnicity, national origin, geography, or economic status, and 3) unfair and unreliable death sentences are caused by inadequate representation by defense counsel and/or improper and arbitrary conduct by the police and prosecution. Now, therefore, United Educators of San Francisco resolves that copies of this resolution shall be forwarded to the Governor, our state representatives and members of our Congressional delegation.

9. M/S/C: Resolution on Honoring Retirees..... Susan Solomon  
Whereas UESF unit members will be retiring this year after having devoted years of meritorious and faithful service to the students of the San Francisco public schools, Therefore be it resolved that said retirees will be honored at a dinner to be held at the United Irish Cultural Center on May 21, 2004, to pay tribute to them for their years of hard work and dedication to the students of the San Francisco public schools.

**Reports**

1. Bargaining Report..... Susan Solomon UESF  
and the district worked with mediators Mickey Callahan and Annie Song-Hill. For most of the day, the mediators shuttled between the two groups to get an understanding of each side's positions and state the respective positions to each side. The issues are the same reopeners: Early retirement incentive, elementary school prep time, requirements for paraprofessionals being considered highly qualified under No Child Left Behind, and incentives for teachers who will be working at Dream Schools.

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

If members were hired after 1972 and before 1986, it is very possible that no deduction was taken from their paychecks that will qualify them for Medicare. If members retire after January 1, 2006, STRS will not pay for their Medicare. If Stephanie Caine's recommendations are taken by the Finance Committee and the Board, you will be able to vote on whether they want to contribute to the Medicare fund. There are about 1000 members affected by this.

Health premiums: for members paid by the school term (10 months): If they made a change in their health care enrollment, those premiums are going to be wrong again, because the district's computers cannot pick up the change. If members get a letter saying they must pay, they should do so in order not to be dropped.

Sister Mack recommended that members contact Board members to urge them to vote for the Medicare deductions for which the district will be responsible.

SFUSD has committed to putting a benefits section on their web page.

Arbitration on 7-hour onsite workday: District will stipulate that site administrators have the authority to recognize that part of the 7-hour workday can include work done off site.

**Adjournment** M/S/C to adjourn at 6:45 p.m.

Respectfully submitted,  
Susan Solomon, Secretary