

UESF Assembly Meeting Minutes

Wednesday, October 18, 2000

President Mitchell called the meeting to order at 4:30.

Discussion of current issues..... Rudi Faltus

Minutes

1. Approval of MinutesDennis Kelly

Brother Dan Davis corrected that what he had said and had not been heard (3 A 15) was an issue of using banked time for early dismissals.

MSC to adopt the minutes as corrected.

Reports

1. President's Report.....Kent Mitchell

President Mitchell reported on the *Chronicle's* publication of the Chamber of Commerce poll that said that voters trust teachers more than anyone else in questions relating to the schools. Teachers out polled the union but the union was well liked and both far out-distanced anyone at the downtown office. People who have their children in public schools think very highly of the education they receive. Parents of private school children think that public schools "stink". (Predictably)

A PERB hearing next week will deal with whether or not PERB rules were violated in 1998 when the district signed the Edison contract. Every point the union made has been agreed to by the District in stipulations. Assemblymember Carole Migden's bill, which forced Charter Schools to reveal the employer of record, is also an important matter.

•Paraprofessional Issues

The SFUSD is close to financial collapse.

There is very little good information in the system's records. They cannot find seniority lists or identify bumping rights for paras (and, so, have held up the proposed Para Layoffs). No one on district staff is conversant with the Ed Code provisions for classified employees. There is continuing chaos in the district because of the need to deal with all of this.

The Human Resources Department had made some advances under Bill Rada, but he has left and his stand-in is Ligaya Avenida. There is no replacement yet. There is no evil genius making this happen, but it is a nightmare.

The forces that drive the call for Para layoffs come from a drying up of the funding sources at the state and national level. Most funding has come from Title One. Consent Decree funding has not had any cost of living increases for the past several years.

Site Councils which choose to buy equipment rather than fund paras also cause part of the problem.

RF:cs

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Superintendent Arlene Ackerman has decided not to do anything until the district administrators know what they are doing.

At present, Child Development paras seem to be exempt. S10 and N10 paras in Special Ed have relatively low probability of layoffs. The categories at most risk are the A classes. These are mostly funded by Title One, SCE and EIA LEP. R class paras, funded by Consent Decree, are also at risk. There seem to be minimal projected cuts in the security categories.

The district is talking of “cutting” about 50 FTE (8 hour) paras.

It could happen that relatively few paras lose jobs, but many are forced to choose reduced work time. This would also entail a great deal of “bumping” within the para unit across the District.

•Salary Dispute

Is September 21st a literal date or the date that begins a pay period? The contract language says both. Clarifying discussions at the table support the union’s position. Pay periods start at the 21st of the month.

The district’s interpretation is that September 21st means the literal date. Therefore, since teachers started work on August 23rd, there are 21 workdays in that period, which were worked before the pay raise kicked in. The district is contending that subtracting the 21 workdays means that they pay the raise for teachers based on 163 work days at the higher rate during the year. The union contends that teachers are owed for 169 annual workdays at the higher rate. (There are 184 annual workdays under the terms of the contract.)

Senior members of the unit have already received three checks at the lower rate. More recent hires have received one check at the lower rate. Senior teachers, whose fiscal year starts on July 1, are to receive a separate check to make up for two lower checks already received. Every member of the unit should receive a raise for eleven months of the contract year. President Mitchell explained the actual formulas for computing an individual’s salary.

The district negotiator, Bruce Julian, is the source of the difficulty. He denies that he shares the same understanding of conversations with the union at the bargaining table.

2. COPE Report.....Dennis Kelly

Brother Kelly reported on the Independent Expenditure campaign to elect the endorsed candidates for School Board, Eric Mar, Jill Wynns, and Mauricio Vela. He displayed house signs, buttons, and slate cards and circulated sign-up sheets inviting members to participate in leafleting, distributing signs, and phoning.

3. Vice President’s Report..... Rudi Faltus

- Report of the Discussion of current issues

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Sister Faltus reported that the Area Reps are released from their schools on the Thursdays following the union's two monthly meetings, the Executive Board meeting on the first Wednesday and the Assembly meeting on the third Wednesday.

Brother John Borchert urged that union staff schedule union meetings at sites

Brother Ken Wright noted that Area reps will also meet with site staffs.

Sister Dina Zanotti urged that there be voice mail access to the staff.

Sister Anna Spathis asked that meetings be held for non-site members.

B. The tables reported on issues, which were discussed:

ELEMENTARY

Teacher's voices heard in next contract

Human Resources and cuts/layoffs

Pay Raise

MIDDLE

Cut backs of paras

Required lesson plans to be turned in

Site principals' interpretations of new rules from on high

HIGH SCHOOL

Individual salary information

Two diploma job security

Cap on the number of special ed students in mainstreamed class

TSA

Consolidation language in contract

- Acting Sergeant-at-Arms Hene Kelly reported that 31 sites were represented.

Action

Old Business

New Business

Teachers should be encouraged to do a classroom writing project around Proposition 38.

There was a warning that to include students in such an activity would demand great care.

Teachers, however, should be encouraged to engage in such writing.

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Good Of The Order

- A question was asked about the consolidation of TSAs at Parkside (CIPD).

The answer is that the criteria are in the contract under the heading of Involuntary Transfer. Each case is different and anyone who feels he or she is the wrong person to be consolidated should contact the office for investigation. There are 15 days from the date of an action to initiate a grievance.

- Sites have not received or heard about the doubled site budget for supplies which is supposed to have been granted to the schools.

The answer is that UBC members can and have demanded to see the supply budget and involved themselves in helping site administrations make the best use of those budgets.

- Open vacancy lists have not appeared and when teachers are being bumped back into the classroom, what danger is there that an emergency credentialled teacher could lose a position to a teacher who is bumped?

The answer is that the district has chosen not to open positions filled by emergency credentials during this school year. Those positions may be open for the subsequent year.

- Contract items will be developed in a variety of ways using grade level committees, surveys, and individual responses.

Adjournment

The meeting was adjourned in memory of the mother of UESF Treasurer, Lily Hickman, and the father of UESF Executive Board member, Helen Joe Lew.

The meeting adjourned at 6:25.

Respectively submitted,

Dennis Kelly, Secretary