

**United Educators of San Francisco
Assembly Meeting
Wednesday, September 15, 2004, 4:00 p.m.
Final Minutes**

Minutes

Approval of Minutes Susan Solomon
M/S/C to accept the minutes of the May 19, 2004 Assembly Meeting
minutes as presented.

Financial

Financial Report..... Elaine Merriweather
The Budget Committee met this week to set the 2004-2005 budget, and it
was presented at this meeting for perusal only. Any changes to the budget
will be brought to the Executive Board when it votes on the budget at its
next meeting.

Special Order of Business

Tentative Agreement

It was announced that Brother Kent Mitchell will have the responsibility of
monitoring the process of establishing that paraprofessionals are highly
qualified as required by No Child Left Behind (ESEA).

In response to a question, all members of UESF, including retirees, can vote
on the reopeners. The Constitution does not prohibit members of the retiree
division from voting, and neither does PERB. It was recommended that this
part of the Constitution be revisited.

M/S/C to extend discussion beyond the scheduled 30 minutes, limiting the
remaining 12 members standing at the microphone waiting to speak to 1
minute each.

There was a lively and lengthy discussion about every section of the
tentative agreement.

(Note: There was a call for a celebration of 1979 strike.)

Resolutions

1. M/S/C (This resolution came with a recommendation of a yes vote from the
Executive Board.)

Teachers 4 Social Responsibility Annual Conference.....Jeremiah Jeffries
Whereas, Teachers 4 Social Justice is a non-profit organization that
promotes peer-based approaches to professional development for teachers
and

Whereas Teachers 4 Social Justice has been presenting an annual conference for educators since 2001 and will present the 2004 conference on Saturday, October 2nd at Mission High school from 9 AM until 4pm and

Whereas the conference is free of charge and includes lunch, with keynote speaker Enid Lee, anti-racist educator and author and

Whereas the workshops presented at the conference deal with many issues that SFUSD teachers struggle with: War and current events, classroom discipline from a social justice perspective, gender and queer issues and ethnic studies curriculum and

Whereas many teachers involved in the organization are SFUSD teachers and activists within UESF

Therefore let it be resolved that United Educators of San Francisco will publicize this conference in its monthly publication and include an announcement in its email blast and any other effective means to get the word out in order to encourage teachers to attend the conference.

2. M/S/C (This resolution came with a recommendation of a yes vote from the Executive Board.)

Support for Proposition C..... Gerry Meister
Whereas at this time of rapidly rising costs, health care benefits for active and retired workers have come under attack from private and public employers throughout the country, and

Whereas most teachers and paraprofessionals represented by UESF and almost all members of the UESF Retired Division are members of the San Francisco city & County Health Service System, and

Whereas, because HSS funds have been lumped in with those of other Human Resources departments, millions of dollars – perhaps as much as \$21 million – have been siphoned from health care to pay for other local government programs, and

Whereas, without an independent HSS, our health care dollars remain vulnerable to further misuse, and

Whereas Proposition C would make the reforms necessary to protect our health benefits in the future by

- Making the HSS Board an independent agency.
- Replacing an appointed representative on the Board with one elected by HSS members.
- Placing health care dollars in a trust fund to be used only for future health needs, and

Whereas the City Controller’s statement has noted that the cost of Proposition C to taxpayers would be minimal,

Therefore be it resolved that, for the protection of the present and future health benefits of its active and retired members, the United Educators of San Francisco go on record in full support of Proposition C and also urge the San Francisco Labor Council to endorse Proposition C.

3. M/S/C (This resolution came with a recommendation of a yes vote from the Executive Board.)
Support for Proposition B..... Dennis Kelly
4. M/S/C (This resolution came with a recommendation of a yes vote from the Executive Board.)
Support for Proposition 67..... Tom Edminster
5. M/S/C (This resolution came with a recommendation of a yes vote from the Executive Board.)
Ammiano for District 9 Supervisor..... Tom Edminster/Ken Tray
There was some debate about the process used to endorse him, i.e., that other candidates' names were not brought forward for endorsement.
6. First Reading: There was no debate or discussion at this time, as it was a first reading.
COPE/Bylaw Amendment..... Ken Tray

Article XII Dues

- d. Every member shall pay UESF/COPE – Dues as defined in item “e” below.
 - e. UESF/COPE – Dues shall be in effect as of ratification of these amended bylaws on January 5, 2005
 - f. UESF/COPE – Dues are \$1.67/month for a twelve-month payroll and \$2.00/month for a ten-month payroll.
 - g. All UESF/COPE members have the option of withdrawing from UESF/COPE-Dues and membership by notifying UESF.
7. M/S/C (This resolution can with the recommendation of a yes vote from the Executive Board.)
Pay Equity..... Tay McArthur
WHEREAS, the UESF Executive Board at its May 16, 2001 Meeting, at which time the Board approved the final draft (“E”) of the 2001-2004 contract for submission to the School Board, it also received the original “Teacher Professional Salary Parity” Proposal in contract language format, from Tay McArthur for the then upcoming negotiations. As it was “too late to add it to the final draft” the President said that, “it could be included within ‘indexing’ when the compensation section was negotiated,” and

WHEREAS, the UESF Executive Board and the Assembly each unanimously adopted on April 3, 2002, and April 17, 2002 respectively the UESF “Teacher Professional Salary Parity”, and

“That the United Educators of San Francisco, within this endorsement of ‘Teacher Professional Salary Parity,’ shall promote salaries that are, regionally, in parity with those of 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, in some instances, also require state licensure.”

WHEREAS, the California Teachers Association State Council of Education, by recommendation of both its financing Education and Negotiations Committees adopted on June 9, 2002, UESF’s identical “Salary Parity” language, in New Business Item (NBI) format (a format in which a “rationale paragraph” takes the place of all of the “whereas language” as found in our resolutions), and

WHEREAS, UESF’s “Salary Parity” resolution was taken twice in 2002, to the California Federation Teachers State Council, it was returned twice for “clarification,” and

WHEREAS, UESF’s “Salary Parity” language was submitted to the National Education Association Representative Assembly (NEA-RA) 2002 Dallas Convention, in CTA NBI form, along with four amendments to NEA’s Resolutions (their long standing statements of philosophy) having to do with financing public education. With too many elements within it, it was not approved, and

WHEREAS, UESF’s “Salary Parity” language was submitted to the American Federation of Teachers at its 2002 Las Vegas Convention, on July 17, 2002 with a “Committee Recommends Concurrence” vote it was referred to the AFT Executive Council, and

WHEREAS, the California Federation of Teachers, at its 2003 San Francisco convention, by recommendation of its Education Finance Resolution Sub-Committee adopted, on March 23, 2003, UESF’s original “Salary Parity” resolution combined with initial specifics of “how it would be promoted” by CFT, and

WHEREAS, UESF’s “Salary Parity” language was again submitted to the NEA-RA at its 2003 New Orleans Convention, without being tied to any resolution amendments. We promoted, with the New York delegation, much the same language in an Educational Support Professionals NBI. Both gained “support” positions from thirty-five individual state delegations, and “leadership’ recommend support” from seven states. The California delegation did not support either, which brought about the defeat of both of them, on the floor, and

WHEREAS, implementation of UESF's 2002 "Salary Parity" policy was proposed, at the May 13, 2004 "Contract Negotiations/Membership" meeting at Washington High School, so that it would be included in the negotiations for the 2004-207 UESF Contract, and

WHEREAS, the UESF Assembly, at its May 19, 2004 meeting, while maintaining our goal of gaining teacher salaries that would be equated with those in other professions, adopted a modification of the original "Salary Parity" resolution – only as it applied to garnering the endorsement of the NEA. A "Salaries in education shall become commensurate with those in comparable professions" NBI was approved for the NEA_RA 2004, and

WHEREAS, the NEA-RA at its Washington DC 2004 Convention overwhelmingly adopted, on July 7, 2004 – with no speakers in opposition – UESF's language modified "2002 Salary Parity" resolution.

THEREFORE LET IT BE RESOLVED that UESF, while promoting "Salary Parity" in promoting both CFT and CTA in implementing their identical language, mutual statewide policies, for the benefit of all California members, and also both NEA and AFT, with essentially the same policy, in doing the same nationally.

8. Endorsements for Board of Education..... Jeremiah Jeffries M/S/F to remove Jill Wynns from our endorsement slate, and to maintain our endorsements of Eric Mar, Mark Sanchez and Norman Yee. 13 yes, 24 no, and 4 abstentions.

There was a lengthy debate and discussion about the COPE process and whether the endorsement should be withdrawn.

Call for quorum count at 6:05 p.m. 29 sites were represented at 6:05.

Discussion continued. Motion to extend the meeting lacked a second.

Good of the Order

There will be a paraprofessional meeting on Wednesday, September 22 at John O'Connell High School at 4:00.

L' Shana Tovah!

Adjournment M/S/C to adjourn at 6:25.

Respectfully submitted,
Susan Solomon, Secretary