

**United Educators of San Francisco
Assembly Meeting Minutes
Wednesday, February 18, 2004, 4:00 p.m.**

Minutes

Approval of Minutes Susan Solomon

M/S/C to approve the Assembly meeting minutes of January 21, 2004 as presented.

Financial

Financial Report..... Elaine Merriweather

M/S/C to accept the financial report as presented.

M/S/C to move into COPE. M/S/C to accept the COPE report.

M/S/C to return to Assembly Meeting.

Special Order of Business

1. M/S/C Constitutional Revision.....Avery Allen

Full Dues – for those certificated members and Child Development Program permit teachers

working full-time and earning a salary at or above that set in Schedule I, Rating 2A for the K-12 Fully Credentialed Teachers and in Schedule IV, Rating 02 for the Full-time child Development Program Teachers.

Half-Dues – For certificated members in the K-12 Program working 0.5 FTE or less, for certificated and permit members in the Child Development Program working 0.57 FTE or less, members on sabbatical leave or paid sick leave for more than thirty work days duration and Emergency credentialed or intern teachers. Teachers or paras in the Child Development Program working as both teacher and para or substitute will pay the single highest dues of the positions worked but not all of them.

2. Endorsement of Proposition JJason Blum

M/S/C to oppose the endorsement of Proposition J.

Resolutions

1. M/S/C Cesar Chavez National Holiday.....Tay McArthur

Whereas, Cesar E. Chavez (1927 –1993) was a major civil rights leader, and

Whereas, he founded the National Farm Workers Association, predecessor of the United Farm Workers of America, AFL – CIO, and

Whereas, he tirelessly advocated for justice and equality for all people, and

Whereas, he dedicated his life to working in service to others, and

Whereas, in recognition of a life of service, promoting the rights of America’s working men and women, California established the birthday of Cesar E. Chavez (March 31st) “Cesar Chavez Day” as a State of California holiday, and

Whereas, where the life and accomplishments of Cesar E. Chavez continue to impact positively the lives of American workers and their families, the need for a National Holiday commemorating his life of service is evident, and

Therefore, be it resolved, that United Educators of San Francisco, through its elected delegate caucuses shall initiate and promote actions at the 2004 CFT and AFT conventions, CTA State Council and the 2004 NEA Representative Assembly, to gain from

each of them, endorsing support for the(ir) sponsorship or co-sponsorship of legislation in the Congress of the United States for the establishment of the birthday of Cesar Chavez as a National Holiday.

NEA took a position in 1993 in support of the establishment of Cesar Chavez' birthday as a national holiday. CFT and AFT currently do not have a position.

Return to Special Order of Business

3. Heather Hiles, the Board of Education member appointed in January, addressed the Assembly. She is the chair of the Curriculum Committee and is on the Rules Committee, and spoke of having regular curriculum meetings, getting input from teachers, and visiting schools. Her description of Dream Schools included the following: they are "community hubs," based on Dr. Lorraine Monroe's ideas, including longer hours and Saturday hours (to include services to parents and families), school codes of conduct, and sometimes school uniforms; and hiring "self-selected" teachers from throughout the District. Community residents have visited schools in NY and now tenets and principles are being customized for the Bayview. She said that the District is looking into a Magnet Schools grant and that she is talking to developers in Bayview about funding because of the need to bring in outside moneys.

Concerns about Dream School raised by members:

- It sounds like school redesign, like what is happening at Mission High School.
- It is a "Love it or leave it" approach. There are more responsibilities for teachers but it was not brought to teachers first for buy-in.
- Use of scripted curricula and the homogenous nature of the curricula. (Hiles responded that scripted learning is not adequate. According to her, there will be adjustments to Monroe's model, based on what is needed.)
- increased paperwork
- infringements on our academic freedom
- Information on the website indicated that the test scores at New York Dream Schools went down, just at a slower rate than at other schools.
- There does not seem to be adequate funding and there does not seem to be any plan.

Ms. Hiles closed by stating that she would like to look into better affordable housing opportunities for teachers, not Proposition J, and reiterated that she wants to hear our concerns.

4. President's Report on Dream Schools.....Dennis Kelly

There is not a defined plan for Dream Schools at this time, nothing in writing, nothing definite, and nothing given to UESF. Teachers and paraprofessionals currently at the proposed Dream Schools have to reapply for their jobs. It sounds like reconstitution; Superintendent Ackerman said it is "redesign," not reconstitution. The District is closing the three schools in Bayview and reopening them, so teachers must have full consolidation rights; they should not have to apply for jobs at other schools, as was done with reconstitution. UESF recommended that if a teacher reapplies and is not chosen, that s/he will have full consolidation rights. There are 9 working groups established by the District related to the Dream Schools. The District told UESF that we could have 1 representative per committee, but we sent 2. Ken Tray, Luisa Ezquerro, ISOs and other administrators are in the staffing working group. The District wants to talk about incentives that can be given to teachers for working at Dream Schools. In negotiations UESF members said that we have to negotiate the issues and take our time, not just roll over. UESF will develop a series of questions for the Committee of the Whole Board meeting on February 23. Union members need to show up at this meeting. We do not oppose what is good for students, but we have the right to oppose bad plans.

5. Election Committee.....Mike Monley

Brother Monley thanked the volunteers, especially Pat Crawford, for putting the ballots into envelopes. Ballots will be mailed out on February 25 and must be received by March 10. Results will be ready on March 11.

Return to Resolutions

1. M/S/C amended Resolution of Dream Schools..... Lita Blanc
 1. Whereas the UESF supports the superintendent's goal of transforming underperforming schools so that all children in SFUSD receive the quality education they deserve
 2. Whereas our contract provides clear procedures for evaluation, voluntary and involuntary transfers and all our members are equally protected under our contract;
 3. Whereas the Dream School proposal could ultimately affect fifteen schools and therefore a significant percentage of our members;

BE IT RESOLVED:

1. That UESF actively seek to build alliances with parents, community members and staff at Drew, 21st Century and Gloria Davis;
2. That UESF create a task force with the mandate to create a proactive platform on Dream Schools or any site-based reform;
3. That UESF mobilize its members to attend the special school board meeting on February 23 to show our concern and unity; and
4. That UESF categorically does not accept scapegoating of teachers for the perceived failures at these schools.

There was a lengthy discussion, with several motions to amend the original resolution, one M/S/C to extend discussion by 10 minutes, and one failed procedural motion to table this resolution to the next Assembly meeting.

2. Resolution on Substitute Hiring Freeze Sandra Mack
We urge the school district not to hire additional substitutes in K-12 ranks other than recently retired San Francisco teachers unless there is substantial attrition in the substitute K-12 ranks as compared to last year or if a specific need is established in a specific program.

M/S/C to refer this motion back to the Substitute Committee to give it an opportunity to elaborate, as there were several concerns and questions raised.

3. M/S/C Education Not IncarcerationTom Edminster
Whereas, California is #1 in spending on prisons and # 48 in education (when adjusted to the cost of living index); and,

Whereas, low income youth and students of color are those most adversely affected by this lack of adequate resources for education, and the cycle of incarceration;

Therefore be it resolved that UESF support the intent of this resolution and will submit the whereas' above and the following resolves to the CFT 2004 convention and the 2004 NEA Representative Assembly.

Let it therefore be resolved, that UESF will urge CFT/AFT and CTA/NEA to develop, accumulate and disseminate curriculum emphasizing the importance of funding

education not incarceration, and will lobby for funding re-allocation from prison expansion and incarceration of non-violent prisoners into education and other social services, and

Further resolved, that UESF will urge AFT to encourage and the NEA will continue to encourage state and local affiliates to build coalitions with students, parents, and community leaders, and to incorporate the concept of "Education Not Incarceration" into appropriate media messages.

4. M/S/C Resolution in Support of Iraqi Labor.....Tom Edminster

Whereas, since George W. Bush declared an end to the war in Iraq in April, 2003, unemployment among Iraqi workers has reached 70%, causing many families to face hunger and dislocation; and

Whereas, the US Occupation Authority has frozen Iraqi wages for most workers at \$60/month, eliminating bonuses, profit sharing, and subsidies for food and housing, causing a sharp cut in the income of those Iraqi workers still employed; and

Whereas, \$87 billion appropriated by Congress (at the expense of public services and jobs in this country) supposedly for the reconstruction of Iraq will not go to raise Iraqi wages or provide benefits to unemployed Iraqi workers but instead will fatten the profits of Halliburton, Bechtel, and other big corporate backers of the Bush administration that got no-bid contracts in Iraq worth billions of US tax dollars; and

Whereas, shockingly, the US Occupation Authority continues to enforce a 1987 Saddam Hussein-era law prohibiting unions and collective bargaining in the public sector and state enterprises where most Iraqis work; and

Whereas, the Occupation Authority issued a new decree allowing 100% foreign ownership of Iraqi businesses and the repatriation of profits. It announced it intends to sell off the factories, refineries, mines and other Iraqi state enterprises despite the fact that these enterprises belong to the Iraqi people, This privatization of Iraqi workplaces will lead to massive layoffs at a time when unemployment in Iraq is already at crisis levels; and

Whereas, the effect of these measures will be to deny citizens and workers a voice in what happens to public assets, to their jobs, their incomes, their standard of living, or the structure of Iraq's economy -hardly the democracy the US promised when it invaded, and

Whereas, as workers in the United States have experienced an erosion of our own labor rights to organize and collectively bargain in defense of our jobs, rights and working conditions, we understand what the restriction or losses of these rights means to working people;

Therefore be it resolved that UESF support the intent of this resolution and will submit the whereas' above and the following resolves to the CFT 2004 convention and the next CTA State Council

Therefore be it resolved, that CFT and CTA to endorse the call for full trade union rights in Iraq, the immediate nullification of the 1987 Saddam Hussein law banning unions and bargaining in public enterprises, full respect for International Labor Organization

standards and the further elimination of any other restriction on the full exercise of labor rights; and

Be further resolved, that CFT join millions of other Americans and hundreds of millions around the world in calling for an end to the occupation of Iraq and return of all US troops to their homes and families now, and let Iraq be governed by its own people; and

Be further resolved, that CFT and CTA will send this resolution to the AFT and NEA for their national conventions, and inform their members of the situation through their print and online publications and websites; and

Be finally resolved, that CFT and CTA support the demand that Congress investigate the suppression of trade union rights in Iraq, the planned privatization of the Iraqi workplaces, the sale of the property of the Iraqi people, and corporate profiteering at the expense of both the Iraqi and American people.

5. M/S/C unanimously: Academic Freedom (recommended by the Executive Board) Kit Bell WHEREAS E.S.E.A. and state accountability programs have placed extreme pressure on school districts to improve student achievement, and

WHEREAS, our district has adopted one size fits all approaches to curriculum and forced teachers to use them, and

WHEREAS, the California State Ed. Code calls for teacher input on curriculum which has often not been solicited, and

WHEREAS, section 6.2 states that the District and the Union agree that academic freedom is essential to the fulfillment of the purposes of the SFUSD, and

WHEREAS, these infringements on individual's academic freedoms have already caused some to leave the profession, and

WHEREAS years of teacher experience and expertise with teaching to specific student populations is being discounted, and

WHEREAS research in favor of consistency at the school level is being misinterpreted to mean scripted curriculums, and

WHEREAS no scripted or "teacher proof" curriculum has been proven by research to be more effective than any other curriculum,

BE IT THEREFORE RESOLVED THAT: The United Educators of San Francisco request in writing that consultations begin on the definition of educational objectives, the determination of the content of courses and curriculum, and the standards and criteria for academic freedom, as per section 26:4:1 of the contract.

BE IT FINALLY RESOLVED THAT a similar resolution be introduced to the next CTA State Council meeting for adoption there, with the possibility of forwarding it to the 2004 NEA Representative Assembly.

Sister Bell acknowledged the work of committee members Claudia Haas, James Galgano, Tim Hiler, Jeremiah Jeffries, David Kubrin, Chris Miller, Mark Murray, and Susan Solomon.

Brother Murray pointed out that this resolution does not include CFT because the CFT already has a resolution to this effect. Regarding the final resolved, the committee will forward CFT's resolution to UESF.

Officers Reports

- 1. Presidents’ Report.....Dennis Kelly
 - a. Constitution Amendments Committee: Karen Zapata, Mitch Oster, Luisa Ezquerro, Larry Blake, Pamela Routh, and Chris Miller have been appointed. Members were asked to inform Brother Kelly by the end of the meeting if they wish to join.
 - b. Membership Service Specialist Program: This is a leadership training program sponsored by the AFT, which is designed for people looking to help build the union for a long time. The positions are for 20 hours/month. In the first year, AFT would fund the program fully; in the second year, AFT would provide half the funding; and in the third year, UESF would be expected to fund it completely.
 - c. Private Childcare Organizing: At three childcare sites in San Francisco, 22 employees signed up with UESF over a year ago and believe that they are members. However, they cannot be members of our union because CTA does not want to represent private sector employees, which would put CTA under Landrun-Griffin regulations. Instead, these employees will become part of AFT. There are about 2000 private childcare workers in San Francisco.
 - d. SCC surveys, developed to determine how SSCs are functioning at sites, were available at the meeting, and will also be mailed out to Building Representatives. The plan is to compile results by next month.
- 2. Vice-President’s Report..... Linda Plack
 - a. Building Representatives Training Meetings: The Elementary Schools training was a great success. The middle and high schools training is March 10, and CDP’s is March 15. Elementary school members are welcome too. If the building representative cannot attend, someone else should.
 - b. Spring Conference: 210 members have signed up to attend. It is a two-strand conference this year, one strand being on retirement issues and the other on teaching and education issues. This is an expansion of the Spring Retirement Conference which has been held for the previous seven years.

Reports

- 1. COPE Ken Tray

The Proposition H campaign is continuing. Next Tuesday is the final day to phone bank for Proposition H from 4-8 p.m. at Coleman Advocates for Children, 459 Vienna Street. City Proposition H and state Proposition 56 will both bring money to schools. Proposition 56 phonebanking takes place Monday to Friday, 4-8 at SFLC, 1188 Franklin. If a principal says we cannot distribute or post campaign literature in classrooms or in the office (like at the sign-in), then we cannot. We can use the UESF bulletin board as well as members’ mailboxes. (The rationale is that students are a captive audience. Technically, the same is true for wearing political buttons in front of students.)
- 2. Retired DivisionPat Crawford

The committee is working hard on the Spring Conference as well as on the preparation of ballots for the upcoming election.
- 3. Counselors..... Amy Loomis

Sister Loomis expressed the committee’s love and respect for Sister Plack for her speech before the Board on behalf of counselors. Eric Mar came to the committee’s meeting and asked important questions, such what counselors’ job descriptions are and what amount of the day is

spent on prevention and intervention. Response to a question: There is preparation time for counselors cited in the contract, but not a preparation period, and it is not duty-free.

4. Child Development..... Betty Robinson-Harris

The next meeting is on March 1, 6:30, at UESF. New concerns: compliance with student/adult ratios; paras opening and closing centers; and the use of staff members' Social Security numbers where the public has access to them.

5. High School Ken Tray

15 people from 8 schools were represented. There is a concern with faux evaluations—informal class visitation/observation. Next meeting: March 24, 4:15, at School of the Arts.

6. Substitutes Sandra Mack

Request of those in charge of UESF bulletin boards: Post the names of building representatives and where they can be found. Substitutes may need to contact them. New concern: Core substitutes were told that they would only be allowed to go to certain schools, but not told where. If teachers like to request those core substitutes and are not at one of those schools, they are asked to let the District know.

7. Paraprofessionals..... Bradley Reeves

The committee for R-classification paraprofessionals, which includes elementary advisors, community relations specialists and parent liaisons, met for the first time last Thursday. They will be meeting again in March.

T10s had a mandatory training. 80 out of 180 took the POST test. There are two more dates to take and pass the test. All T-10s must pass before the next school year. On March 11, there will be a T-10 committee meeting at Everett Middle School.

The consolidation process being used for paraprofessionals is not what is laid out in the Education Code. If paraprofessionals voluntarily reduce their hours, they are supposed to get their hours back when funding returns. The District has been doing this wrong for years. Our lawyer filed a writ of mandate in Superior Court. There was also a grievance filed regarding consolidation rights violations.

On Friday, February 20, at 4:00, at UESF, there will be a PARS panel for answering questions. There will be the same for PERS at a future date.

Skelly hearings: When disciplined, classified personnel are supposed to have an evidentiary hearing (a Skelly hearing) before a formal disciplinary hearing. The District has not abided by the definition of Skelly hearings. UESF is suing the District because of this trampling of rights, and is researching old cases as well.

11. Negotiations..... Susan Solomon

Discussion about elementary school issues, especially the issue of full-day kindergarten, began at February 17's session. We are still in re-openers. Dream Schools information, as noted in the President's Report above, was reported and discussed.

12. Peace, Justice and Human rights Committee.....Tom Edminster

As per previous resolutions, UESF endorses the March 20 International Mobilization to mark the first anniversary of the US invasion of Iraq. The labor contingent is meeting in the center of Dolores Park.

Delegation Reports

1. Labor Council (5).....Tom Edminster

There was a lengthy discussion of Proposition J, which was not endorsed. Endorsement of Proposition H passed, though UESF has a different perspective on it than some other public sector unions whose members depend on public funding. Mark Murray and Cynthia Lasden were sworn in as UESF delegates.

The Teamsters Local will be holding a breakfast next week to raise money from other unions for Proposition H.

- 2. Women’s CommitteeMary Anne Ahtye
- 3. APALAMary Anne Ahtye

Written reports were submitted by Sister Ahtye.

Good of the Order

Information was distributed about the efforts to ban irradiated foods from school cafeterias.

Announcements

The WAD has summer school job postings.

Reminder to high school teachers: Seniors whom you are planning to fail cannot be failed unless you submit their names 6 weeks before graduation.

There are picket lines daily at the Safeway at 30th and Mission Streets.

Joan-Marie Shelley was hospitalized with severe back pain. She can be contacted at home now.

Peter Yarrow is doing a concert at Lincoln High School tonight.

Adjournment The meeting was adjourned with a moment of silence in memory of Lucy Wadsworth.

Respectfully submitted,
Susan Solomon, Secretary