

United Educators of San Francisco
Executive Board
Wednesday, June 4, 2003
Official Minutes

President Kelly called the meeting to order at 4:30 p.m.

Agenda

1. **Roll Call.....Roberto Michel**
All members were asked to sign in and take a copy of the agenda and other items. Brother Michel asked that Executive Board members call him at 956-8373, ext. 53 if they are unable to attend a meeting.
All members introduced themselves by name and position. Guests Michael Nye, Secretary-Treasurer of C.F.T., Dean Vogel, Secretary-Treasurer of C.T.A., Steven Savage, chair of the C.T.A. Golden Gate Service Center, and Dayton Crummey, C.T.A. Board member, also introduced themselves.

Special Order of Business

1. **Election Committee.....Mike Monley**
Brother Monley submitted a copy of the election results to Secretary Susan Solomon. (See attached.) In about two months, the Election Committee will submit a written report, including information about how many members voted and any irregularities that may have been noted. The Election Committee was thanked for its hard work.

2. **Installation of Officers.....Dean Vogel/Michael Nye**
Dean Vogel and Michael Nye read the oath of office together, and all officers and members affirmed that they will uphold the oath of office. The following officers were installed:

Dennis Kelly.....President
Linda Plack.....Vice President
Bradley Reeves.....Vice President, Paraprofessionals
Sandra Mack.....Vice President, Substitutes
Susan Solomon.....Secretary
Elaine Merriweather.....Treasurer
Roberto Michel.....Sergeant-at-Arms

Return to Agenda

2. **Secretary's Minutes.....Susan Solomon**
M/S/C to approve the minutes of the May 7, 2003 Executive Board meeting as presented.

Members' Resolutions

1. **School of the Americas.....Hene Kelly**
(Sister Kelly motivated the resolution with permission of the body.) M/S/C. Sister Derrlyn Tom, teacher at Mission High School, will begin a six-month sentence next week at Dublin Women's Federal Prison for trespassing at School of the Americas. She announced that there is an annual rally and vigil in November at School of the Americas in Fort Benning.
2. **Living Contract Committee.....Ken Tray**
M/S/C

3. **Resolution in Support of the National Assembly for Peace.....Tom Edminster**
M/S/C
4. **Resolution to Oppose the Patriot Act.....Tom Edminster**
M/S/C
5. **Responsibilities of the UESF Elected Delegates to CFT/CTA.....Tay W. McArthur**
(Brother McArthur motivated the resolution with permission of the body.)
Substitute motion: That this resolution be referred to the Executive Committee, who will take on the role of the “Affiliate Action Lobbying Committee” as described in the resolution. M/S/C

Reports

Sergeant-at-Arms Roberto Michel will be timing reports so that they are five minutes or shorter. Time beyond five minutes must be approved by the body.

1. **Child Development Committee.....Betty Robinson-Harris**
Child Development Programs are facing their most difficult and challenging times. There will be realignment in 2004-2005. Interviewing for the director’s position needs to be done, as there is currently an interim director. A CDP Task Force will be determining what cuts will be made. Supt. Arlene Ackerman held four community meetings to discuss cuts. Community members who attended these meetings voted on cuts in order of priority. Phase 1 and Phase 2 will both include \$1 million cuts. Teachers and paraprofessionals are being consolidated. The No Child Left Behind Act, an unfunded mandate, needs examination. Other issues: role of lead teachers, dispensing medications to students, and the pre-1986 teachers’ salary freeze.
2. **High School Committee.....Ken Tray**
The committee plans to strategize on how to participate in SSC to best promote teacher and paraprofessional issues. Monthly committee meetings will be used to meet with I.S.O. There was some success with such meetings this year. The High School Committee and the District Task Force are still dealing with the issue of overcrowding at Lincoln and Washington. The formula for capping enrollment apparently was not followed.
3. **Elementary School Committee.....Susan Solomon**
Much of the committee’s work this year was on developing a survey regarding workday issues to be addressed in bargaining reopeners. The survey, which was reviewed and developed further by the Labor-Management Elementary Committee, will be distributed early in the upcoming school year.
4. **Middle School Committee.....Robin Brasso**
 - a) ISO Dianne Meltson has a clearer understanding of workday issues now.
 - b) There is a problem with difficult principals. How are principals evaluated?
 - c) There is confusion about the mandated reading program. All students under the 40th percentile must take it, which means they must take two reading classes and hence have no time for electives.
 - d) Weighted Student Formula: The committee is looking at how it played out, how the money is distributed, and are students are assigned to schools.
5. **Health and Safety.....Hene Kelly**
The committee finally started to meet, but it is difficult to get the District to follow through. There are currently two members, as one is retiring. One more member is needed, preferably a counselor, because discipline is one of the issues the committee addresses.
6. **Counselors’ Committee.....Jay Kozak**
Twenty percent of counselors have been laid off. After an emergency meeting, many

attended last week's Board of Education meeting. As counselors are not in the W.S.F., working with School Site Councils is an issue.

7. **C.O.P.E. Committee.....Ken Tray**
Goal for this coming year is to increase COPE membership. If every member contributed \$1/month, about \$72,000/year would be available for COPE, which would give us a bigger voice.
8. **Treasurer's Report.....Elaine Merriweather**
Last month's figures were reviewed. At our next meeting, there will be a more up-to-date report.
9. **Paraprofessional Division.....Bradley Reeves**
Brother Reeves and Sister Mack met with District representatives to discuss layoffs and consolidations. Approximately 200 paras have been laid off and 80 have been consolidated. On 6/26, Brother Reeves held a meeting for paras; about 100 attended. There are issues relating to the District's timely sharing of information regarding job openings and seniority by class. In response to No Child Left Behind, State Senator John Burton introduced SB644 to grandfather in pre-2003 paras, which passed the Senate 40-0. Other issues raised at 6/26 meeting: PARS/Social Security, and misunderstanding and misuse of the evaluation process. There are two openings on the Executive Board for High School Paraprofessional representatives.
10. **Substitute Division.....Sandra Mack**
(This report was given after the second resolution, as Sister Mack was excused from the remainder of the meeting.) Paraprofessionals who are displaced will be placed in the substitute para pool. Sister Mack thanked Brother Bob Fesler, with whom she has had the honor of working since being elected.
11. **Vice President's Report.....Linda Plack**
Sister Plack and Mack and Brother Kelly met with _____. UESF will take part in interviews for CDP director. The Early Retirement Incentive Program is over budget. The agreement with those teachers, designated as consultants, already enrolled will be honored. In the future, this will be discussed with UESF. Due to budget cuts, the District feels it cannot implement the Willie Brown Initiative in 2003-2004. The 13 teachers currently enrolled will have priority next year. All but 10 consolidated teachers and 5 administrators have been placed. Thirty-four teachers are confirmed for taking sabbaticals. Two more slots are available, but 6 applicants have the same seniority date, so there will be a lottery. Those not selected in the lottery will take sabbaticals next year. The salary schedule has to be readjusted to reflect 181 days of work for teachers, rather than 184, unless the state allocates funds for the 3 staff development days. If the funding comes through, teachers will receive checks for the 3 days before the end of this calendar year. The interpretation of how a teacher's "consolidation card" can be played, explained at the Assembly meeting, was not agreed to by the District. If a teacher is placed in a position, rather than selecting one, the consolidation card is still good for the *following* school year, but not for the year during which s/he was placed.
Members had questions, suggestions and recommendations about the above topics. Sister Robinson-Harris pointed out that CDP staff will be working 213 days, rather than 218, this coming year.

Delegations

1. **Labor Council.....Tom Edminster**
UESF delegates Dennis Kelly, Hene Kelly, Ken Tray, Tom Edminster and Cynthia Lasden attended 85-100% of Labor Council meetings during the nearly expired two-year term. San Francisco will be one of the starting points for a nationwide march, being organized by Local 2 of the Hotel Employees and Restaurant Employees, for immigrants' and workers' rights. This has strong support of the AFL-CIO, and is a way of combating

blame placed on immigrants. A request was made that there be Labor Council reports at Assembly meetings.

2. **C.T.A. Golden Gate Service Center.....Elaine Merriweather**
Brother Kelly won the WHO (We Honor Ours) Award for his hard work.
3. **State Council (C.T.A.).....Pam Routh**
Barbara Kerr is the new president. Report of the officers is available from Sister Merriweather.

Actions

1. **M/S/C** to approve the following appointments for **Constitutional Committee Chairs**:
 - Personnel.....Linda Plack
 - Budget.....Elaine Merriweather
 - Grievance.....Sandra Mack
 - COPE.....Ken Tray

Executive Board members were asked to sign up for Constitutional Committees and will also be solicited in writing to do so.

2. Establishment of Committees and Appointments
 - Fall Membership Conference.....Linda Plack **M/S/C**
 - Communications.....Robin Brasso **(M/S/C)**

3. **M/S/C** to approve the following appointments:

- a) ULI Delegation (5)
 - Bradley Reeves
 - Ken Tray
 - Susan Solomon
 - Linda Plack
 - Sandra Mack
- b) CTA Summer Leadership Institute Delegation (4)
 - Elaine Merriweather
 - Roberto Michel
 - Sandra Mack
 - Bradley Reeves

M/S/C to amend CTA Summer Institute motion to include CTA’s President’s Conference and to appoint President Kelly.

- c) QuEST Delegation (3)
 - Bradley Reeves
 - Linda Plack
 - Dennis Kelly

4. **M/S/C** to appoint Mary Anne Ahtye and Dennis Kelly Pension Trust Administrators.
5. **M/S/C** to appoint Linda Plack and John Borchert Building Corporation Managers. (Note: President Kelly is a member automatically.)

President’s Recommendations

1. **QuEST.....\$4,800 (up to \$1,600 each)**
M/S/C
2. **Bargaining Team**

Sandra Mack	Bradley Reeves
Janet Eberhardt	Claire Merced
Dennis Kelly	Betty Robinson-Harris
Linda Plack	Susan Kitchell
Larry Blake	Susan Solomon
Deborah Sanford-Page	Jane Blanchard

M/S/C to accept the recommendations for the bargaining team members.

New Business

M/S/C to allocate an additional \$300 per person representing UESF at the NEA convention, for a total of \$1000 per person, due to the higher than expected cost of airfare.

M/S/C to reestablish the Peace, Justice and Human Rights Committee.

M/S/C to establish a Social Activities Committee.

M/S/C to establish GLUE (Gay, Lesbian United Educators).

M/S/C to include workshops that focus on paraprofessionals at Fall Membership Conference, such as Dress for Success and “Who Moved My Cheese?”

M/S/C to establish a membership Health and Safety Committee so that the Health and Safety Committee established by our contracts has the backing of members.

Sister Karen Zapata is authorized by her Executive Board position as Bilingual Teachers Representative to start a Bilingual Committee.

Good of the Order

If the Budget Committee approves, President Kelly recommends that all Executive Board members get release time one day/month to visit 3-5 school sites to meet with building reps and UBCs.

Brother Edminster has registration information for a June 18 meeting on the economics of war sponsored by USLAW.

Sister Kitchell recommends washing our hands frequently with soap and water to avoid illness.

Sister Tom reported that Mission high School lost many bilingual/bicultural teachers due to layoffs. She wanted the Executive Board to know that in conversations with the Board of Education and District representatives, she has been told that she “needs the union’s backing” regarding this issue. Also, some neighbors have been complaining about the Saturday Neighborhood Shower Program at Mission.

Brother Quackenbush, with permission, reported that substitutes have been reviewed but not assisted by PAR.

Brother Jeremiah Jeffries, with permission, offered appreciation for the cultural change of the Executive Board.

Brother Edminster announced that on Saturday, 6/21, there will be a labor mobilization to collect signatures to get Tom Ammiano on the ballot for mayor.

Steve Shapiro requested and received a leave from UESF to manage Ammiano’s campaign.

Brother Ryan Wong was a great master of ceremonies at the TACT dinner.

Brother Michel thanked our CFT and CTA “parents’ for attending our meeting.

M/S/C to adjourn at 6:50 p.m.

Respectfully submitted,
Susan Solomon, Secretary