

United Educators of San Francisco
Assembly Meeting
Wednesday, December 18, 2002, 4:00 p.m.
Minutes

President Mitchell called the meeting to order at 4:15.

Minutes

Approval of MinutesDennis Kelly

MSC to approve the minutes with the clarification that UESF does not own any parking lots at the new office.

Reports

1. Treasurer’s Report.....Lily Gee Hickman

• The process of moving the office has prevented the creation of a normal financial report at this meeting.

A colorful chart showing the disbursement of UESF dues was provided to the body. Constitutionally the dues rate is the amount charged by the highest-charging affiliate. The amount is then evenly distributed among national affiliates and their state counterparts. A separate amount is collected for local operations. This is augmented by rebates through organizational funding programs. Labor Council per capita come out of the AFT/CFT dues portion. Teacher dues are stable, but paraprofessional and substitute dues tend to vary.

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

• The Living Contract Committee is working on the training committed to by contract. There will be a meeting for a site principal, building representative, and one or two more UBC members to explain and understand the contract. This will also be the kick-off for the UBC training for the spring. The initial focus will be on Article 25 and the need to collaborate to improve student achievement. The workday will also be a focus. Some of the material will be familiar from the Leadership Conference. Debbie Sims and Sister Faltus have been the main planners of the event.

The trainings will take place from 4-7 and a “nice dinner” will be provided.

• Labor 88, the CCSF class on California Labor History, will begin on 16 January and run until the middle of May. It will be held at the Evans Street campus of CCSF on Thursday evenings, and UESF will reimburse members who successfully complete the class.

3. President’s Report.....Kent Mitchell

• The state and national affiliates are the local’s shield against the legislative and governmental actions at the state and national level. 80% of SFUSD funding comes from the state. CFT has provided bargaining support. CTA has provided legal representation of members. UESF has been able to decide which body to use for which situation. Paras were served by the AFT when it prevented the federal removal of paraprofessionals from the “No Child Left Behind” legislation. NEA and AFT worked together to shape the final product for the benefit of the membership.

• The next two years will probably be the worst financial years of the past 35 years of school funding. The state is in a depression and the funding structure is dependent on sources, which fluctuate with the economy. There are proposals in the legislature to cut back the current year’s budget by as much as \$15 million locally. Statewide the amount is in the billions. (A 1% increase is equal to about \$2.5 million.) San Francisco has been hit in two places by the economy. The sales tax has slackened and declining enrollment has worsened the problem. \$5 million in shortfall in the SFUSD has been absorbed by administrative cuts at the central level. Mandated costs for special education and cafeteria will encroach on the deficits. At this point there are no proposals on the table for dealing with the cuts, either formally or informally.

UASF (administrators), Local 790 (clerks and clerical workers), and UESF have been meeting to come up with a way to address these problems. Taxes seem to be the one way of increasing revenue. Cuts need to be balanced with more revenue.

Eight Assembly Republicans who are needed to provide the 2/3rds vote necessary to pass taxation. Beginning in January there will be a series of actions to drive home the point that action must be taken to solve the problem. At the same time, there is action by others to blame education for taking more than its share of the state budget. (All this spending has allowed California to raise to just below the national average.) The sketch of the plan includes an informational "Town Meeting" in mid-January about the impact that cuts would have. The choices between social services and education are likely to become a major focus. (The Governor's budget comes out on the 13th of January.)

Locally, the San Franciscans Unified will be brought back into being and people will be invited to join in the effort at the grassroots level. We will need to assemble the largest possible coalition and move forward together.

Questions from the floor included the following:

What is the SFUSD's position on lay-offs?

There is no specific plan, but we are not looking for mid-year lay-offs, especially among tenured people. Temporary teachers could be in jeopardy. The trigger date for lay-offs for next year is 15 March. In 1981 the Board of Education went through the process then declined to lay-off people in May. But in August the District used another technicality and laid off over 30 teachers because the COLA was less than 2%. The District is likely to have the same options this coming year.

Important questions for the union to face in the future include how we react to lay-offs and how we react to the elimination of class-size reduction money. 300 to 400 positions are now funded by class-size reduction money in San Francisco.

Don't the School Board members have the responsibility to budget the cuts?

Everyone is working together. They have kept cuts away from the classroom so far. Part of the savings has been the elimination of an upgraded student accounting system. The need is to minimize the "hit" is the real work before everyone. Cuts emerging from the Weighted Student Formula are mostly another matter not related to the Sacramento budgetary crisis.

A great deal of work on "ramping up" the effort will take place over the break.

Special Order of Business

Brother Michael Henderson, local 1741 United Transportation Union, thanked Sister Dina Zanotti for inviting the drivers to the Assembly meeting. He introduced fellow drivers, A. J. Buchter, Diane Johnson, and Frank Lemon. He told the body that the bus drivers are in a fight similar to that of the teachers. Secretary of Education, Rod Paige's address and phone number were given out. While money is going toward preparations for war, there are billions going to education. Bob Austin handles the money for the state of California.

There is no excuse for any lay-offs. People must be held accountable, Brother Henderson told the body.

Bob Wells, Association of California School Administrators, has complained about cuts.

Laidlaw, the owners of the bus line, has a \$95 million contract for five years with the SFUSD. This is the same as the last contract. Rojas changed schedules so that kindergarten kids were at risk. The drivers need the support of the elementary school teachers. The drivers will meet with the Superintendent and Tom Ruiz about the situation that existed before she arrived.

There are billions of dollars available and should go to the right places, Brother Henderson concluded.

Action

New Business

**Superintendent's Contract
Tray**

..... **Linda Plack, Sandra Mack, Dennis Kelly and Ken**

Whereas UESF and the SFUSD have forged a cooperative relationship based on respect and trust, and

Whereas UESF and the SFUSD have demonstrated their bilateral commitment to collaborative endeavors in education through their implementation of interest-based bargaining, school site planning and budgeting, grade level and subject area committees which meet with central administration, and specific structures which recognize the relationship of the UBC and administration onsite and are intended to extend and enhance the teacher and paraprofessional contracts, and

Whereas a key factor enabling this reciprocal relationship to flourish has been the leadership and vision of the current administration, and

Whereas the superintendent's contract enhancements, coming right after the announcement of plans for massive reduction in school funds, appear to be insensitive to the fears and expectations of the teachers and paraprofessionals of the district and the educational needs of the children they serve,

Therefore be it resolved that UESF urges the superintendent and the Board of Education to take whatever steps, both real and symbolic, that can serve to heal this unfortunate breach.

MSC

Old Business

Good of the Order

- Steve Shapiro and Gerry Meister were commended on the article, which pointed out, that teachers only get paid for days worked.
- The counselors committee will meet on the third Wednesday of January.
- UESF will hold an Open House on both Thursday and Friday. It is not quite a party, but it should have that feeling.
- A substitute counselor was advised at a site that counselors do not get a duty free prep period. The union office was contacted and the contract prevailed.
- The AFT newspaper has a picture of Dennis and Hene Kelly and their children Nathanael and Edith illustrating an article on union families.

Sergeant-at-Arms Roberto Michel reported that 24 schools or units were represented at this Assembly meeting, including 6 high schools, 4 middle schools, 10 elementary schools, and 4 other sites and programs.

Adjournment

The meeting adjourned at 6:14 with a moment of silence honoring the passing of Brothers John Bluth and Tom Foley.

Respectfully submitted,

Dennis Kelly, Secretary