

**United Educators of San Francisco
Assembly Meeting
Wednesday, February 19, 2003, 4:00 p.m.
Minutes**

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

Minutes

Approval of Minutes**Dennis Kelly**

MSC to adopt the minutes as printed.

Special Order of Business

Ana Hristova, Coro Fellow, was introduced to the body.

Reports

1. Treasurer's Report.....**Lily Gee Hickman**

- Building Update

- UESF has non-profit with the state and federal governments, but is not exempted from property tax of about \$33,000.

- UESF has the “go-ahead” for building renovation.

- Financial Report

- Line items 9,10,11,12 are staff funding items. Affiliated did not send staff funding because UESF withheld per capita while entering into building purchase.

- Line 29 shows overpayment because of the independent expenditure campaign. The funds are derived from the COPE money sent to AFT and returned for general purposes.

- Line 33 shows expenditures on the new logo, staff training for publication skills, and the current publications.

- COPE reports have remained relatively static since the Board of Education campaign.

2. Vice President's Report.....**Rudi Faltus**

- Labor 88 is sufficiently enrolled and will function as a class.

- UBC training is ongoing and all members are invited to participate. The place will be identified soon. It will be a school site.

- UBC / Principal training took place last week and went fairly well. It was good for a first effort. People heard what Article 25 is about and worked on their site schedules. The next training will be for elementary schools. Building a workday schedule will be the focus of the meeting.

- There will be a conference on testing on April 5. There is a save-the-date flier. This meeting will be informational, although UESF already has a position against high stakes testing.

- Tomorrow Area Reps will be out to sites to collect letters for delivery to state legislators. We are interested in identifying areas of waste and making them the cuts that do not hurt. Area Reps usually visit schools on the first and third Thursdays. Letters will be delivered next week on Tuesday, the 25th at the State Building on Van Ness.

- The internal election process is open as of this meeting. Within five days nomination forms will go out from the office. UESF needs volunteers to serve on the election committee that will be appointed at the next Assembly meeting. The committee sets up the elections and its rules then counts the ballots. The members have a two-year term and cannot run for an office while serving.

3. President's Report

State and District Budget Update.....**Kent Mitchell**

• In Sacramento there is no current budget action. The Senate has voted for a set of mid-year cuts and the Governor has threatened to veto it. No one has blinked. If the stalemate remains, there will be no mid-year cuts. If there are no cuts, it will be harder to make the next budget. The SFUSD is operating on the belief in the worst-case scenario-- that there will be a \$25 million cut in school funds. Each 1% on the salary schedule costs about \$2.5 million. If cuts only hit the certificated unit, approximately 400 teachers would be laid off. (Teachers have a WSF cost of about \$60,000.) If every paraprofessional were cut, since they are funded by categorical monies, there would still be a general fund problem. There are about 300 emergency credential teachers now. 150 is the number of Temporary Teachers (many of whom are misclassified and will be reclassified as probationary). Temporary Teachers have no rights for the following year. There are over 400 probationary teachers in their first year. There are about 400 second year probationary teachers. These large numbers of vulnerable teachers should insulate tenured teachers from lay-offs. But the entire "hit" will not be from teachers. There are about \$14 million in cuts at Central Office. There are 1000 teachers who are eligible to retire. About 300 new hires occur each year through regular attrition and replacement. It is possible that there will be no lay-offs based on the possible confluence of all these factors. Positions may be cut and not refilled in this case. The essential missing ingredient in all this is the lack of information from Sacramento.

Whatever happens will be painful.

A decision to send out lay-off notices will have to be made at the March 11 meeting. That is why there are actions planned for that day.

Programs that are to sustain cuts will be probably be described. There has been local resistance to raising class-size limits in grades 1-3.

Decisions on lay-offs do not need to be made until May 15. If the conditions are bad enough, the decision can be made in August.

UESF has been working with San Franciscans Unified for Public Education as the broad coalition aiming at attacking cuts from Sacramento and rallying San Franciscans.

The March 11 action is the first UESF action. It will entail a rally in Civic Center and a focus on the state. Then there will be a short march to the Board of Education and a rally there to protest any cuts.

UESF staff will not be able to plan and prepare all actions. It will serve as a conduit to get out the word on events.

Action

Resolution Calling for a Rally and March on March 11, 2003Kent Mitchell

Whereas, it is probable that the San Francisco Unified School District Board of Education will vote to begin the process of teacher layoffs on March 11, 2003;and

Whereas, the only reason the Board of Education is considering such action is the current funding crisis in Sacramento; and

Whereas, the San Francisco Board of Education has the ability to increase the level of its funding by sponsoring bond measures and local parcel tax measures;

Therefore be it resolved, that UESF, working with San Franciscans Unified for Public Education, sponsor a rally and march on March 11, 2003 to protest the proposed state budget cuts, demand no layoffs and to support efforts to raise local revenue for education.

MSC

• **Parameters for UESF Involvement in Actions.....Kent Mitchell**

Statewide actions

- 1) UESF will follow the lead of the CTA and CFT to determine participation in statewide events.
- 2) UESF will seek advice from local legislators, John Burton, Jackie Speier, Mark Leno and Leland Yee in developing actions involving the San Franciscans Unified for Public Education. The goal here is to be able to maximize our strength to help our representatives enact legislation we support.
- 3) UESF will coordinate its actions with other unions and coalitions. We will support actions by the early childhood coalition and actions by community colleges.

Citywide, Area wide actions

- 1) UESF will coordinate local mass actions with San Franciscans Unified for Public Education.
- 2) These actions will be designed to maximize press exposure.
- 3) These actions will be timed so as to relate to specific actions by the local district or state government.

Site actions

- 1) Sites should plan and implement these actions as best suits local conditions, UESF will serve as a resource for these actions.
- 2) Sites that have plans, ideas, should submit the ideas to the UESF communications staff.
- 3) UESF's will serve to coordinate and publicize these events through our media list.
- 4) We will create a calendar of site-initiated actions that we will send to the media on a regular basis

MSC

• **Resolution Demanding No Layoffs.....Kent Mitchell**

Whereas, experienced, credentialed and highly qualified teachers and paraprofessionals are the core of our educational system; and

Whereas, experienced, credentialed and highly qualified teachers and paraprofessionals, once lost, take years to replace; and

Whereas, the loss of experienced, credentialed and highly qualified teachers and paraprofessionals will set back for years the progress made in improving children's education; and

Whereas, the layoff process for teachers generally requires districts to send layoff letters to many more teachers than will actually be laid off; and

Whereas, sending layoff notices to any teachers and paraprofessionals will have a seriously detrimental effect on the morale of not only the recipients of the notices, but on their colleagues, their students, the parents of their students and the entire community; and

Whereas, at this time the need to layoff staff cannot be demonstrated to be necessary: There is no specific state budget, the SFUSD has not yet completed a full accounting of savings that can be realized by rooting out waste and **inefficiencies**, the SFUSD has not yet determined which expenses could be postponed where possible nor has the SFUSD fully investigated other possible cuts away from the core of the education process; and

Whereas, the need to layoff staff cannot be ascertained until the number of teachers and paraprofessionals who will retire or otherwise voluntarily leave the district before next year is known; and

Whereas, it's reasonable to assume that there will be more retirements this year than in an average year;

Therefore be it resolved that UESF opposes layoffs of any teachers or paraprofessionals.

MSC the main motion as amended.

• **Focusing the Protest Against Budget Cuts on Sacramento..... Kent Mitchell**

Whereas, the Governor and Legislature of the State of California are proposing huge cuts in funding for Pre-K through Grade 14 schools; and

Whereas, the Governor and Legislature of the State of California are currently unable to agree upon any legislation that would increase funding for Public Education at all; and

Whereas, there is currently no discussion in Sacramento on the subject of increasing funding to a level that would be appropriate; and

Whereas, the present stalemate in Sacramento leaves local communities and their Boards of Education to bear the consequences of state inaction; and

Whereas, Public Education will only be secure when there is an adequate and stable source of funding provided by the state; and

Whereas, adequate and stable funding can only be achieved through the actions of a broad based coalition of individuals and groups committed to advancing and protecting public education; and

Whereas, San Franciscans Unified for Public Education represents that broad based coalition in our community,

Therefore be it resolved, that UESF, working with San Franciscans Unified for Public Education, circulate a petition at each school site protesting the proposed state budget cuts for Pre-K through Grade 14 schools, and

Therefore be it further resolved, that UESF in concert with our local, broad-based coalition San Franciscans Unified for Public Education conduct a rally and march in the Civic Center on March 11, 2003, to protest the state cuts to the Pre-K through Grade 14 education budget, and

Therefore be it finally resolved that UESF site representative and community members deliver this petition to representatives of our San Francisco legislative team at the State of California office building during the rally and march on March 11.

MSC the main motion as amended.

• **Resolution Supporting SFUSD Actions to Raise Revenue.....Kent Mitchell**

Whereas, the San Francisco Unified School District currently has over \$1 billion of needed repairs and improvements to school buildings; and

Whereas, the State of California, after the passage of Proposition 47, has billions of dollars in construction funds available; and

Whereas, local school districts can only access this money only if they provide matching funds; and

Whereas, each year since the enactment of Proposition 13, urban school districts such as the San Francisco Unified School District have been at a fiscal disadvantage when compared with wealthier suburban school districts; and

Whereas, many of the other school districts have successfully raised money for general fund use through local initiatives;

Therefore Be It Resolved that UESF join with SFUSD, SFUPE, and other interested groups to develop funding measures for the ballot, and

Be it further resolved , that UESF support actions by the Board of Education to place funding measures on the San Francisco ballot at the earliest opportunity.

MSC the main motion as amended.

• Bargaining Proposal.....Kent Mitchell

According to the provisions of articles 11.2.3.1 and 43 of the Teachers contract and articles 13.3.1 and 29 of the United Support Personnel contract, UESF proposes entering into bargaining re-openers with the SFUSD on 2003/04 salaries, benefits and any other items of mutual interest.

UESF has long held to its mission of attracting and retaining experienced, highly trained educators. Nothing about the current budget crisis makes us waver from that position.

In that light, it is UESF’s objective to **protect** current salaries and benefits. Further, UESF shall seek any and all low or non-cost enhancements for San Francisco educators.

Additionally, should any one-time or on-going funding beyond current fiscal predictions come to the district during the 2003/04 school year, UESF proposes immediate re-openers on salary and benefits.

We stand ready to work with the district to continue our interest-based approach to bargaining.

MSC as amended

• The Budget Accountability Act (Constitutional Amendment).....Kent Mitchell

- Requires a 55% vote of the State Senate and Assembly to adopt the State budget and related tax legislation.
- If the State Budget is not passed by the Constitutional deadline, the governor and members of the Legislature will permanently forfeit their salary, per diem expense allowance, and car allowance for each day until the budget is adopted and signed into law.
- Requires the state to create a “rainy day fund” of 5% in years when revenues exceed the amount needed to fund existing service levels. Expenditures from the reserve could be

made only when there is an economic downturn or for expenses related to a disaster declared by the Governor.

- Provides the Legislative Ethics Committees of the Assembly and State Senate authority to censure party leaders, members of party caucuses, or individual legislators who punish or threaten to punish any legislator for casting a particular legislative vote.
- Requires the State Controller, in consultation with the Department of finance and the Legislative analyst's Office, to prepare a budget summary which will be published in the state ballot pamphlet. The summary will include directions to a state website that includes the voting records of legislators on the budget and related tax legislation.

No action taken.

Resolution in Support of the April 1st National Civil Rights March to the Supreme Court

.....**Kent Mitchell**

Whereas the US Supreme Court will hear the two University of Michigan affirmative action cases, Grutter v. Bollinger and Gratz v. Bollinger on April 1, 2003; and

Whereas the outcome of these two historic cases will determine the legal fate of affirmative action across the nation, and provide California with the opportunity to overturn Proposition 209 which will profoundly impact the future educational opportunities for California students and teachers alike; and

Whereas a victory in these cases can open up a new period of progress toward integration and equality in American education, such a victory will help our nation reconcile the contradiction between the segregated, unequal reality of our educational system and the hope and pride that the overwhelming majority of Americans of all races feel in the prospect of integration and equality; and

Whereas a defeat in these cases will outlaw affirmative action everywhere in all contexts throughout America, barring K-12 desegregation plans, thereby making Brown v. Board of Education a dead letter; and

Whereas only a very strong show of public support can secure a victory for integration and affirmative action in front of the current conservative US Supreme Court;

Therefore be it resolved that:

1. United Educators of San Francisco endorses the National Civil rights March on the Supreme Court, and will participate to the fullest extent possible to defend Brown v. Board of Education, affirmative action, integration and equality.
2. United Educators of San Francisco urges all unions, student groups, churches, community organizations, government bodies and individuals to publicly endorse, finance, build and attend the historic Civil Rights March to the Supreme Court on April 1, 2003.

MSC

Old Business

Good of the Order

- The Lowell teachers are planning an event on Van Ness in front of City Hall called "Teachers' Marathon to Save Public Education". It will run from 9-4. Come and grade papers together.
- A pair of corrections to the announcements was made.

- A vigil is being conducted by Buena Vista staff to protest the traffic conditions that led to the death of a student.
- At least 42 sites were represented, although some members signed-in illegibly.

Adjournment

The meeting adjourned in memory of Brother Joe Lewbin and others who have passed away.

The meeting concluded at 6:20.

Respectfully submitted,

Dennis Kelly,
Secretary