

**United Educators of San Francisco**  
**Assembly Meeting**  
Wednesday, January 22, 2003, 4:00 p.m.  
**Minutes**

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Vice President Rudi Faltus began the meeting at 4:20 when she asked members to write down on a sheet of paper (butcher paper, of course) the contract items that they would like to have addressed in the upcoming UBC training.

**Activity:**

**Getting Organized for UBC Training.....Rudi Faltus**

Topics raised at the various tables: Layoff procedures, UBC “how-tos”, seniority rights, rights of substitutes, workday, Article 25, evaluation, reading budget and allocation sheets, communication with members onsite, how UBCs function, disciplinary process for teachers and paras, formats for meeting with the principal. The sheets of butcher paper were collected by the area reps.

**Minutes**

**Approval of Minutes .....Dennis Kelly**

Add to Old Business a comment about adding the need to forward the article about pay to education reporters. The word “only” needs to be properly attached to the verb in the comment about pay.

**MSC**

**Reports**

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

The Union has received federal non-profit status, the first step toward getting state non-profit status, and eventual non-tax status for the building from the local government.

There is progress on the refurbishing of the building.

The project across the street will include senior housing, low and middle-income housing, as well as a day care center. There will be major and minor commercial establishments.

The first mortgage payment has successfully been met.

The Income statement indicates that UESF is \$1 million in the red. This is not accurate. Surplus money, which has been squirreled away, is available. Also, the revenues from rebates of per capitas do not show up since per capitas were not paid during the time that money was kept liquid for building purchase arrangements. UESF is now paying its per capitas.

A comment from the floor encouraged a written statement of the reserve fund from which the money to cover the apparent arrears was drawn.

A reminder about the Assembly motion to print an explanation of expenses on the report was voiced from the floor. The treasurer apologized for not remembering it.

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

- The membership should have received notices of the impending election for CFT, NEA-RA, and CTA State Council representatives. UESF does not pay for a substitute even though the convention starts on Friday morning.

Members are urged to run for the NEA-RA through the CTA. The membership asked for a description of the structure of the Service Centers.

The openings for CTA State Council are for certificated members only.

- UBC training is now beginning. The calendar dates for meetings are: 4 March; 25 March; 8 April; 13 May. These will follow the UESF/SFUSD joint trainings, which are now set for 13 and 27 February.
- There will be School Site Council training starting tomorrow. Other trainings will take place on subsequent days. A lot of last year's confusion about staffing and programs should be avoided this year.
- Labor 88 meets on Thursdays at the Evans Street Campus of City College in a classroom in the auto shop. About 11 people have indicated interest. The class needs 20 registrations in order to remain open. Last year's graduates attested to the worth of the class and encouraged others to join them as graduates of the course.
- A kit on *Farewell to Manzanar* with educational material that addresses California State Standards at the 4th, 8th, and 11th/12th grade was passed out to many Assembly members.

**3. President's Report.....Kent Mitchell**

- After the Assembly meeting last month, President Mitchell took the resolution calling for a symbolic or real statement of the superintendent's sharing of the burden of cuts directly to the Board of Education. Superintendent Ackerman announced that she would forego any raise if there were a salary freeze.
- It has been difficult to figure out who really are the education reporters for the Chronicle of late. Ray Delgado has been contacted about the issue of pay raised at the last meeting.
- This year is the first time, perhaps since the depression, of the state lowering the allocations to the budget at mid-year. In normal times the Governor's budget for the coming year would be received in January and the response of the legislature would carry on until June (or later). This year there is every chance that the budget will not be passed until late, August, perhaps, or later. There is an immediate problem for this year, a short term problem for next year, and a long term problem for the ensuing years. Senator John Burton is rushing issues to a vote of the citizens, but that will probably not take place until March 2004.

There have been no votes so far, and no one knows what is going on yet.

The cuts for this year will be dictated by the state. The union will have a role in negotiating, where possible, locally. Site councils will also be called to act.

As of the 27<sup>th</sup> there will be hiring freeze, and there will be a freeze on general expenditures. The possibility of layoffs for the current year seems very limited. There is no precedent for such layoffs. The material going to the School Site Councils will include the contractual allocations of personnel.

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The Weighted School Formula figures for personnel now are more in line with the actual costs of the individuals.

The Education Coalition is calling for protection of the base revenue limit, protection of class size reduction, continuation of funding of the schools of need, and funding of special

education. Assembly members are urged to write to legislators with the four points that were made. The eight points of possible tax increases were also distributed. One proposal for this year is to lop off one day of mandated instruction. This action would mean losing one one hundred-eighty-fourth of each person's salary. This cut would be strongly felt by persons planning to retire at the end of the year. Members have been urged to write to legislators supporting the necessary taxes as well as calling for the needed protections.

A medium and long range defense against all this is the revivification of San Franciscans Unified (now as San Franciscans Unified for Public Education) to confront Sacramento and work on a bond issue to repair the schools. A parcel tax or increase to the sales tax would help the district. One of the first public acts of the coalition was a press conference last week. Danny Guillory is the person heading up the San Franciscans Unified activities. A field trip to Sacramento is in the works.

The EdSource.org website has a lot of helpful information to make the state budgeting process understandable.

The California Budget Project website ([www.cbp.org](http://www.cbp.org)) has an upcoming set of workshops which give progressive viewpoints on the budgeting process.

Rumors about cuts and proposals are all around. Until the Governor signs them, they are all rumors.

The seniority provisions for certificated teachers have definite deadlines. Temporary teachers have the least rights. Tenured teachers have the most.

## **Action**

### **New Business**

RE: OER INCENTIVE FOR TEACHERS AND PARAPROFESSIONALS..... Moscone UBC

Whereas the UESF has taken a position in favor of OER priority for teachers and paraprofessionals who would like their children to attend the school where they work;

Whereas the UESF is committed to having well-trained and experienced teachers at all schools;

Whereas the UESF is committed to actively seeking ways to attract and retain experienced teachers at all schools;

Whereas the UESF is committed to promoting the interests of all its members,

Whereas, SFUSD uses various factors to determine student placement (including socio-economic status, mothers' educational level, siblings' school assignment etc.)

Be it resolved that UESF has a policy position that seeks to add employment as a teacher or paraprofessional by SFUSD as a factor in determining student placement and

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Be it finally resolved that UESF negotiate language into the teacher and paraprofessional contracts that would that would add employment guaranteed OER assignments for children of all teachers and paraprofessionals (assuming admission criteria are met for those schools where required: Lowell, SOTA etc).

MSC to amend by inserting the following language:

In the second resolved add “that would add employment as a leading factor for establishing OER assignments for children of all teachers and paraprofessionals (assuming admission criteria are met for those schools where required: Lowell, SOTA, etc)” after the word “contracts”; eliminate the first resolved.

**MSC**

***Old Business***

- Conference on Testing: people interested in working on putting together the Conference should meet immediately.
- What is the High School Task Force and does it have union involvement, which would give its decisions legitimacy?

***Good of the Order***

- *Testing Ms. Mularkey* is an elementary book which questions and satirizes high stakes testing
- The calendared Special Ed meeting was cancelled and another one scheduled.
- There are upcoming workshops for paraprofessionals.
- AIDS /Africa pins supporting the education effort to combat the disease in Africa are available in the office for \$10.
- Sergeant-at-Arms Roberto Michel reported that there were 14 elementary schools represented at the meeting, 3 middle schools, 8 high schools, 3 special programs, and the substitute division for a total of 29 sites.

***Adjournment***

The meeting adjourned at 6:35.

Respectfully submitted,

Dennis Kelly, Secretary