

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

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**Activity**

Reports from Schools .....Rudi Faltus

- The meeting started with a table discussion of the activities of the site UBCs at the beginning of school and issues which were developing at sites.
- Were there good strategies for introducing new faculty to the UBC?

The UBC was introduced at the faculty meeting and there was a lunch discussion of the living contract committee. Individual building reps introduced themselves to members.

• Issues:

- Consolidation in a rumored 39 elementaries.
- Declining enrollment in some schools.
- Use of banked time determined by central office.
- Class size.
- Traveling teachers without own classrooms.
- Core sub duties falling to consolidated teachers.
- Frequency of meetings - meeting-a-day.

Members of the Assembly introduced themselves to the body.

**Minutes**

Approval of Minutes .....Dennis Kelly

The previous meeting's minutes had been taken by a committee on a computer which did not allow for editing. The secretary invited changes in writing so that they might be incorporated into this document.

The minutes will be amended and presented at the next meeting.

**Reports**

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

A review of last year's activities: the building at 655 14<sup>th</sup> Street went on the market. UESF attempted to purchase the building and did not make a successful bid. The union must leave no later than December of 2002. There is no penalty to leave earlier. Sister Linda Plack authored a resolution establishing a search for a new building. A broker commenced a search. The union staff determined the priorities needed for the new building: adequate space for offices; meeting space for large and moderate meetings; parking space for staff; public transportation; accessible parking for members who attend meetings at the building; accessibility to school sites.

The National Association of Letter Carriers has a similar need to relocate. They asked to combine into one building. Soon a building came on the market which meets most of the union's priorities. It is located at 2310 Mason Street

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near Bay. It is one block from Francisco Middle School. The second floor is 2300 square feet and has been designated for joint meeting space of both unions. UESF's offices will be on the third floor. The Letter Carriers will occupy the fourth floor. UESF will own two-thirds of the building and the Letter Carriers will occupy one third. There is an elevator and potential parking at North Point Shopping Center and Francisco M.S.

Sister Hickman referred to several documents in the agenda packet. First came the year's budget. She highlighted several items relating to the building. \$120,000 had been allocated into the mortgage item. Property tax may not be necessary, but is budgeted at \$15,000; 31,000 is in the budget for maintenance and repair, \$40,000 for refurbishing, and \$60,000 for purchasing expenses.

A corporation will be formed between the two owners to purchase the building. This is in conformance with the needs for financing and separates the two unions in case of unilateral failure or default.

The Letter Carriers and UESF will carry separate mortgages although both use the same bank. The corporation creates a firewall of protection for each party.

The owners at this point are three lending institutions and a couple of private individuals. They are currently looking at an offer of \$2.3million. A decision should be made around the 23<sup>rd</sup> of September. A timeline will then go into effect. A contractor will be hired to inspect the building, its roof, elevator, and electrical system. If there are defects then the unions can walk away from the purchase with nothing lost. Otherwise, the unions will enter into the purchase phase of the timeline at that time.

Questions from the floor dealt with insurance, parking, sharing of space, commercial space availability, other sites which were explored, and the wisdom of buying versus renting.

**Authorization to proceed with purchase of building..... Lily Gee Hickman, Treasurer**

**WHEREAS on June 20<sup>th</sup> 2001, the Assembly authorized the purchase of the building at 655 14<sup>th</sup> Street; and**

**WHEREAS the building located at 655 14<sup>th</sup> Street has been sold; and**

**WHEREAS on November 7, 2001, the Executive Board authorized the Executive Staff to begin the process for creating a logical plan for the purchase of a building for an office; and**

**WHEREAS on August 22 the Executive Board authorized the Executive Staff to pursue the purchase of the property located at 2310 Mason Street, San Francisco, and**

**WHEREAS in collaboration with the National Association of Letter Carriers, Golden Gate Branch 214, UESF has the ability to purchase a building with sufficient meeting space and office space to meet the needs of both organizations; and**

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THEREFORE BE IT RESOLVED that the Executive Staff proceed to form a corporation with the NALC, Golden Gate Branch 214, the sole purpose of which is ownership of the 2310 Mason Street Property; and

BE IT FURTHER RESOLVED that the Executive Staff of UESF be authorized to commit up to \$1,500,000.00, (approximately 64%) of the sale price, and up to \$50,000.00 for additional expenditures related to the purchase, to purchase the 2310 Mason Street property; and

BE IT FINALLY RESOLVED that the Executive Staff proceed to prepare the appropriate lease arrangement with the NALC, Golden Gate Branch 214, specifying the procedures for the joint operation of the 2310 Mason Street property.

MSC

A division of the house was called for. The vote was 32 affirmative, 10 nays, and 2 abstentions.

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

- a. Several of the people who introduced themselves as Building Reps have not turned in paperwork to that effect. The sites need to get elections taken care of.
- b. The Leadership Conference will be held on 28 September at Martin Luther King Middle School. Many of the issues raised at the beginning of this meeting will be considered there. School Site Council issues will be important considerations.
- c. School Site council timelines have been extended. The School Site Summit has also had a date change. 26 September, 5 October, and 19 October are the available dates for training. School site Council participation is not mandatory. Sites should look to their budgets to provide a stipend for attendance at meetings.
- d. Distributions will be in the schools starting tomorrow.

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

There is still a lot of fallout in the district over student placement. It is the current disaster area of the district and is at the heart of the pending consolidations and other activity in the schools.

The emergency credentialed personnel are at low mark for current history.

The original reports were that the student populations were up, then down. The actual figures are not yet known. There are about 4,000 teachers.

Currently PAR (Peer Assistance and Review) is serving 202 new teachers. We are close to providing a PAR Coach to every new teacher at a STAR school.

**Action**

***New Business***

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By-Laws Revisions.....Kent Mitchell

a. Article X. The Living Contract Committee

Brother Ken Tray spoke about the concerns that were raised about the potential of the new article in the current contract. He explained that the intention that the By-Laws change was to provide oversight and safeguards for the operation of the new Committee.

**BYLAWS, Proposed New Article X** (with all subsequent Articles renumbered)

**Article X. The Living Contract Committee**

**Section 1. The Living Contract Committee and any successor committee with the same powers and charges shall make recommendation to the Union for changes in the contract.**

**Section 2. Where such changes are editorial in nature or serve to clarify existing wording, there shall be no requirement for additional ratification.**

**Section 3. Where such changes are substantive in nature and serve to make a difference in the wages, hours and/or working conditions the following ratification process shall be employed:**

- a. **Recommendations from the Living Contract Committee shall be presented to the Executive Board of UESF.**
- b. **Any recommendation for substantive changes must receive an affirmative vote of a majority of the Executive Board in order to progress to the Assembly.**
- c. **Any recommendation for substantive change which has received the necessary vote from the Executive Board must receive an affirmative vote of a majority of the members voting at the Assembly.**
- d. **A recommendation from the Living Contract Committee for substantive changes to the contract which has met the conditions set forth in A, B and C above shall be deemed ratified and shall be incorporated into the appropriate contract of the teachers or paraprofessionals.**
- e. **Any recommendation from the Living Contract Committee for substantive changes to the contract which fails to meet the conditions of A, B and C above shall be returned to the Living Contract Committee.**

**Section 4. If, in extraordinary circumstances, the Living Contract Committee recommends the involuntary transfer of a member that recommendation shall be presented to the Executive Board of the UESF, in executive session.**

- a. **Any member who is subject to involuntary transfer under this Article and Section shall have the right to appear before the Executive Board at the time the matter is considered.**
- b. **Any recommendation for involuntary transfer shall receive an affirmative vote of a majority of the Executive Board before the president may agree to it.**
  - c. **Any recommendation for involuntary transfer which fails to receive an affirmative vote of a majority of the Executive Board shall not be agreed to by the president of the union.**

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MSC to amend Section 3.d by inserting "shall be sent to a vote of the membership." following "set forth in A, B, and C". The rest of that section shall then be deleted. The sections labeled D and E in the original proposal shall be re-lettered E and F.

MSC to amend the proposal to amend section 3.d by inserting "changes in wages, hours, and/or working conditions" in place of "substantive".

(3.d A recommendation from the Living Contract Committee for changes in wages, hours, and/or working conditions shall be sent to a vote of the membership.)

MSC

b. By-laws, Article XI, Dues

An editorial correction to identify Substitute Paraprofessionals as part of the union and designate members as Substitute Teachers (not Substitute Members) was proposed.

BYLAWS, Article XI. Dues

Section 2. There shall be the following dues categories based on the current ~~SFUSD Teacher Salary Schedule~~ ***salary schedules for the K-12 Fully Credentialed Teachers - per Education Code 45023.1, the Full-time Child Development Program Teachers schedule and the Substitute Teachers and Hourly rates schedule*** . (Section with original amendment.)

**There shall be the following dues categories based on the current K-12 Fully Credentialed Teachers-per Education Code 45023.1 schedule, the Full-time Child Development Program Teachers schedule and the Substitute Teachers and Hourly rates schedule.** (Revised language submitted June 2002.)

- a. Full-Dues - For those ~~tenured and probationary~~ certificated members ***and Child Development Program permit teachers*** earning a salary at or above that set for ~~Classification II Rating 1~~ ***in Schedule I, Rating 2A for the K-12 Fully Credentialed Teachers and in Schedules IV, Rating 02 for the Full-time Child Development Program Teachers*** .
- b. Half-Dues - For certificated members earning a salary less than that set for ~~Classification II Rating 1~~ ***Schedule I, Rating 2A, permit members earning a salary less than that set for Schedule IV, Rating 02,*** tenured and probationary members on sabbatical leave or paid sick leave of more than thirty work days duration; and ~~long term substitute teachers~~ ***Emergency credentialed or intern teachers*** . (Section with original amendment.)

**Half-Dues - For certificated members working .5 FTE or less, permit members earning a salary less than that set for Schedule IV, Rating 02, members on sabbatical leave or paid sick leave for more than thirty work**

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~~days duration; and Emergency credentialed or intern teachers.~~ (revised language submitted June 2002.)

c. Quarter-Dues - For certificated members on unpaid leave of more than thirty work days duration ~~and day to day substitute teachers.~~

d. One percent of gross salary – For those substitute members earning a salary based on the Substitute teachers and Hourly rate salary Schedule

MSF to table the By-Laws change to the October meeting of the Assembly.

There was a call for division and the vote of the members was a 15-15 tie. The chairman voted to keep the proposal before the house.

MSC

c. Constitution, Article VIII. Assembly and Membership Meetings and By-Laws , Article I. Assembly and Membership meetings

**CONSTITUTION, Article VIII. Assembly and Membership Meetings.**

Section 2. Regular meetings of the Assembly shall be held once a month September through ~~June~~ **May**.

**BYLAWS, Article I. Assembly and Membership Meetings**

Section 2. Regular meetings of the Assembly shall be held once a month September through ~~June~~ **May**.

There were editorial changes.

MSC

Anti-War Resolution..... Susan Solomon

WHEREAS throughout the United States, money is needed for schools, jobs, healthcare, and housing and not for war; and

WHEREAS our mission statement states that “We...dedicate ourselves with unceasing effort to seek consistently higher levels of student achievement and promote in public education and in the union democratic dynamics, fairness and due process for all...” and states nothing preparing our students for unjustified war; and

WHEREAS the United States has no support from other nations for military intervention in Iraq,

THEREFORE BE IT RESOLVED that UESF join with other labor organizations including the San Francisco Labor Council, in endorsing the march and rally on Saturday, September 14, at the United Nations Plaza, to protest a new war against Iraq.

MSC to amend as follows:

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Replace the existing “resolved” with

Therefore Be It Resolved that UESF endorse the march and rally on Saturday, October 26 (time and place to be determined) to protest new war in Iraq.

MSF to amend by predicating the acceptance of this motion on acceptance by the Labor Council.

MSF to strike the third Whereas and first Resolved, ending the first two wherases after the words “unjustified war”.

MSC the amended motion.

Retired Division.....Marjorie Stern  
Sister Marjorie Stern, chair of the Retired Division, announced that that Division will participate in the Assembly in the future. Her alternate is the vice-chair, Ramiro Cruz.

***Old Business***

***Good of the Order***

- There will be an event on 18 October to highlight the endorsed candidates for School Board, Dr. Dan Kelly, Eddie Chin, and Danny Guillory.

***Adjournment***

The meeting was adjourned in honor of the father of Sister Madeline Cabading (West Portal) and Christian Leach, the son of Brother Don Leach of Washington High School.