

**United Educators of San Francisco
Assembly Meeting
Wednesday, January 21, 2009, 4:15 p.m.
Official Minutes**

Minutes

Approval of Minutes Susan Solomon
M/S/C to accept the minutes of the December 17, 2008 Assembly meeting as presented.

Financial Report Elaine Merriweather
M/S/C to accept the December 31, 2008 Financial Report as presented.

Brother Kelly reported on his trip to Washington, D.C. for an AFT Vice Presidents' meeting and the inauguration of President Barack Obama.

Special Order of Business

1. Constitution and By-Laws AmendmentDennis Kelly

BYLAWS

ARTICLE I. Assembly and Membership Meetings

Section 1. c. . . . In addition the UBC at each school, unit, or other site shall supply UESF with a complete list of Assembly members and alternates. Elected Building Representatives and UBC members shall be seated as Assembly members if a special election for Assembly is not held at the site. UESF shall compile from these lists a roster of Assembly members. . . .

Section 2. Unless otherwise ordered by the Assembly or the Executive Board, regular Assembly meetings shall be held at least once each month during the regular school year, ~~except that the September meeting shall be held on a date determined by the Executive Board.~~ There shall. . . .

ARTICLE II. Executive Board Meetings

Section 1. . . . The Executive Board shall convene ~~the school year~~ at an August meeting, on a date. . . .

Section 3. One more than half of the Board members shall constitute a quorum.

ARTICLE VII. Building Representatives and Building Committees (*p. 14*)

Section 4. Elections

a. Building Committees and Building Representatives shall be elected annually, normally in May or the beginning of the school year, by the members. .

ARTICLE VIII. Committees

Section 1. Standing Committees

f. (last sentence) . . . The COPE Director is ~~to be~~ responsible for the COPE financial reports to the Executive Board and Assembly.

ARTICLE XIV. Dues (*p. 23-25*)

Section 2. b. (beginning of third line from bottom) Delete "h" before "salary."

Section 4. Dues for all Substitute members of the certificated bargaining unit and of the USP bargaining unit ~~Substitute dues~~ are one and half. . . .

Adjunct Membership

CONSTITUTION

ARTICLE IV. Membership

Section 4. Membership in UESF shall be open to those who are employed to provide supplemental services. Membership under this section shall be known as "adjunct membership."

BYLAWS

ARTICLE XIV. Dues

Section 5. Adjunct member dues are one and one half percent of gross salary. Affiliate dues shall only be collected if required by the affiliate agreements.

Dues

BYLAWS

ARTICLE VIII. Committees

Section 1. Standing Committees

c. Budget Committee

ii. The Budget committee shall be responsible *to annually review and recommend any modification* in the certificated dues base (*local dues and affiliate dues*) to the Executive Board for ratification by the Assembly following full notification of the membership.

Section 8. Dues for any non-SFUSD unit shall be set at the time of affiliation with UESF. These dues may be phased in over a period of time to reach full UESF dues levels as soon as practicable.

Section 9. Dues Rates,

a. The UESF certificated dues base shall be Full Dues, Half Dues and Quarter Dues, reflecting the monthly dues categories in effect as of the date of ratification of these Bylaws, January 2, 1991.

b. To ~~establish~~ *change* UESF certificated dues, the Budget Committee shall recommend the certificated dues base, including affiliate dues and fees, to the Executive Board for ratification by the Assembly following full notification of the membership.

ARTICLE XIV. Dues

Section 7. Dues on all stipends and work beyond the school day (including summer school, professional development, etc.) are one and one half percent of gross pay.

There was a lengthy debate about the proposed dues amendment.

M/S/F that the resolution be adopted as a package, with the proviso that the membership vote on the amendments as a package. Explanation: the vote will be "yes" or "no" on the package. There was a lengthy discussion about the motion.

M/S/C to separate the proposed Bylaws Article XIV, Section 7, from the rest of the resolution.

Brother Kelly described what is meant by "adjunct membership"; the meeting packet, pp. 14-24 is a sample of jobs approved by the school board through K-resolutions, which are examples of jobs that represent adjunct membership. He also explained the amendments in the above resolution.

M/S/ to amend Bylaws Art. XIV, Section 7, so that it specifies that dues will come from just a portion of the Proposition A stipends, namely: hard to fill positions, hard to staff schools, master teachers, and 4th and 8th year (retention) stipends.

M/S/C to include Proposition A professional development earnings in the list of stipends on which dues will be based in Bylaws Article XIV, Section 7.

M/S/C that proposed Bylaws Article XIV, Section 7 will read that dues on Proposition A stipends for hard to fill positions, hard to staff schools, master teachers, 4th and 8th year retention, and professional development are one and one half of gross pay from those stipends.

Clarification of earlier vote: Vote on the 1st two sections of the proposed Constitution and Bylaws amendments at the January Assembly meeting, and to send out the dues section to the membership for a vote.

M/S/F to amend Art. VIII, Sec. 1.c. ii and Art. 9b, by adding another step: the Assembly would pass it on to the membership for ratification annually.

M/S/C on proposed changes on p.12 of the meeting packet, all of those up to but not including Bylaws Article XIV.

2. February 3 Rally and Petition Drive.....Matthew Hardy

Brother Hardy described importance of whole school sites working together. Additional suggestion: bring your school banner to the rally. We have to bring the issue of drastic state budget cuts to schools to the streets, which isn't being done at this point. We have invited other locals on the peninsula to join us. Materials for the rally and petition drive were available at the meeting.

Reports

- 1) President's ReportDennis Kelly
 - Union-District Joint Training Sessions, Feb.24&25Allan Brill

This joint training is precedent setting. We will be training site administrators on the contract. A federal mediator will be present as well. Participants will be paid. Feb. 24 is set; there is a problem with the Feb. 25 date. Principals will be required to attend the training only if our members from their sites are present. It will take place from 3:00-6:10 on both dates.

- 2) Vice-President's Report..... Linda Plack
 - a) The Mayor's "Teacher of the Month" Award: flyers were available at the meeting. Awardees receive money and prizes, and there is a nice recognition ceremony. Deadline for nominees is Feb. 13.
 - b) Sick Leave Bank: The bank is 10 days short of becoming operational.
 - c) NEA Representative Assembly: Information was given about how to run as a state delegate. The deadline for nominations for state delegate is Jan. 30.
- 3) Secretary Susan Solomon nominated all members in good standing for delegates to the March 2009 CFT convention.
- 4) Divisional Reports:
 - a) Child Development Centers Report Betty Robinson-Harris

The district has finally agreed that a correction to the salary schedule for the CDP pilot program is necessary. Teachers and paraprofessionals are still awaiting notification that they were underpaid. Betty Robinson-Harris and Elaine Merriweather were unwavering in their attempts to get this salary error corrected.

They lobbied 8 legislators last week about the benefits of early childhood education.

- b) Substitutes Liz Conley
(included in packet)
- c) Retired Division..... Gerry Meister

The Health Service System package has been approved. Those in PacifiCare, which is being eliminated, will need to change to a different plan. City Plan is the default, so members must be sure to pay attention, as City Plan it is far more expensive than the others. This will happen during the Open Enrollment period in April. (City Plan is the choice for those who are retiring out of state.)

- d) Sergeant at Arms Report Roberto Michel

96 present: Representatives from 7 high schools (1 of whom was not a member of the Assembly); 5 middle schools; 11 elementary schools; 4 K-8 schools; 3 CDCs, 6 from the Substitute Division, 2 from the Retired Division, 1 itinerant art/music, 1 SHP, 1 Pupil Services.

Adjournment: 6:45 p.m.

Respectfully submitted,
Susan Solomon, Secretary