

**United Educators of San Francisco
Assembly Meeting
Wednesday, February 16, 2005, 4:00 p.m.
Official Minutes**

Minutes

Approval of Minutes.....Susan Solomon

M/S/C to accept the minutes of the January 19, 2005 Assembly meeting as presented.

Special Order of Business (15 Minutes each)

1. Constitutional Amendment (first reading)Gerry Meister
Article IV. Membership

Section 2. Membership in UESF shall also be open to ~~retired non-administrative/non-supervisory certificated and USP employees~~ of all who are UESF members in good standing when they retire from the San Francisco Unified School District. Any individual who retires from an entity other than the San Francisco Unified School District and who is a member in good standing of an affiliate of the California Federation of Teachers (CFT), the American Federation of Teachers (AFT), the California Teachers Association (CTA), or the National Education Association (NEA), is eligible for associate membership in the Retired Division. Members in good standing other than associate members of the Retired Division are eligible to vote and to hold office in the Retired Division.

2. Coleman Advocates N'Tanya Lee

Ms. Lee is the new executive director of Coleman. Coleman would like input from educators about public schools' issues. She encouraged us to call her at 239-0161. A big emphasis this year is to work with high school students on leadership development. Dream schools: if any reform is to work, the parents and students must be behind it.

3. Blanket Nomination of Members for Executive Board and Labor Council
.....Susan Solomon

All members in good standing are hereby nominated to be candidates for UESF Executive Board and for San Francisco Labor Council delegates.

4. Recognition of Nikita George (Student Activist Award)Mishwa Lee

Sister Lee introduced her student, Ms. George, who works with Youthline and with California Youth Connections, a foster youth advocacy organization. Mary Profitt joined Ms. George at the meeting because Ms. George was unable to attend the meeting in Los Angeles to accept her award. Ms. George read a poem she wrote in appreciation.

Treasurer's Report.....Elaine Merriweather

M/S/C to accept the financial report as presented. M/S/C to move into COPE. Thanks to COPE chair Ken Tray, our donations from CTA were well and fully spent on our successful campaign for the school board election. M/S/C to accept the COPE report. M/S/C to leave COPE and return to the regular meeting.

Resolutions

1. M/S/C Resolution on Cuban Education Tom Edminster

Whereas education is a national priority in Cuba reflected in: The eradication of illiteracy, a doctor and nurse in every school, free public education from birth through college, continuing public education for adults and the elderly, specialty schools to encourage arts, sports and vocational education; and

Whereas the Cuban people and government have suffered from a 40 year long blockade by the United States that isolates the island politically and economically from the world; and

Whereas this blockade has repeatedly been declared immoral and illegal by the United Nations; and

Whereas Cuba has maintained high standards for education under the duress of the US blockade AND since the loss of its special trading partnership with the Soviet Union in 1990; and

Whereas there is a lack of clear information and often misinformation about Cuba in the mainstream news; and

Whereas Pedagogía 2005, a biannual conference put on by Cuban K-12 educators from February 1-4, will focus on gains and struggles in education in Cuba, teacher collaboration and best practices; and

Whereas UESF member sister Cynthia Lasden has previously led groups of US teachers on tours to learn about the Cuban education system, including meeting with teacher union leaders; and

Whereas Cynthia Lasden will attend this conference and is committed to share information regarding Cuban education with UESF members upon her return;

THEREFORE be it resolved that UESF support the gathering of information by paying \$150 for Sister Lasden's conference registration fees; and

BE IT FURTHER RESOLVED that UESF help disseminate information about Cuban education by: offering a report back or forum by Sister Lasden on the Cuban education system upon her return, and by welcoming an article in an appropriate issue of the SF Educator.

This resolution came to the Assembly with a yes vote from the Executive Board.

5. M/S/C/ with 3 abstentions, to sign onto the USLAW Letter to John Sweeney through President Kelly's signature Tom Edminster

A letter to President John Sweeney and the General Executive Council of the AFL-CIO was distributed. It was brought to the Assembly by the Peace, Justice, and Human Rights Committee.

Reports

1. President's Report..... Dennis Kelly
- a. Report on Negotiations

Interest-based bargaining (IBB) is not being used anymore. We are now in traditional positional bargaining. The district brought in the ground rules from IBB; we brought in CFT-recommended ground rules, which were accepted with minor changes. We asked them to explain their proposals and contract language strikeouts. They want to talk about groups of proposals, rather than reviewing them all at once. They wanted to limit us to 5 participants; we refused, so they brought in 10 of their administrators. They have not sunshined the para proposals; they said they will on February 22 or March 8. We proposed specific dates for bargaining for paras, CDP and substitutes. They did not object. They wanted to talk about economic issues first; we declined. With Article 26, Living Contract Committee, we proposed significant changes, including renaming the article. They characterized our proposal as an elimination of the article. They responded to our demand for all MOUs and side letters by saying they would do a search. They wanted to eliminate sabbaticals at first, and then eliminate split sabbaticals, and asked us for information about these; we said they collect the information. We made a request for information about TSAs. They rejected our proposals about department heads and athletic directors. UESF will be starting a publication, Table Talk, to be distributed through building representatives. The district sent an e-mail to our members about the first bargaining session, and noted that they do not have enough e-mail addresses. UESF has asked how they got the addresses and expressed concern about some of the content—what was omitted, how things were phrased. Brother Kelly listed the people representing each side in negotiations.

b. Rebecca Crowell (sp?), CORO fellow, was introduced. As soon as she arrived to work with UESF, she began the task of working on the Solidarity Surveys. She distributed a spread sheet, detailing the responses so far.

c. Dream School interviews: This year, the district said they did not want union participation; they would select a union member from each site. Just before the interviews began, they called the UESF office to ask for union representation. Several of the interviews were covered. Not much participation happens, but it is a way to witness the process. If anybody would like to participate in future interviews, starting tomorrow, contact Brother Kelly, and UESF will arrange for release time. The schedule for these interviews, some of which will take all day, was announced.

At job fairs, the positions at the Dream Schools have been announced. The district has removed the restriction that applicants must have 3 years' experience. Most of the applicants at Sanchez and Revere Elementary Schools were new hires and from out of the district.

The superintendent has maintained that reconstitution is court-ordered. At the curriculum committee meeting, board members began a discussion about having reform without reconstitution. Dan Kelly suggested that UESF be involved in every school. There is no plan at this time. This could be a glorious opportunity for authentic school reform, or it could be a trap for the union.

The district did not talk about layoffs in our bargaining unit at last night's meeting. School closures would mean a cost savings by not maintaining the buildings, and not having custodians, secretaries, administrators and deans.

2. Executive Vice-President's Report.....Linda Plack

An Organizing Team is being developed to support the negotiating team. Tee shirts and buttons are being distributed. Building representatives will be receiving an invitation to attend a meeting at Sinbad's Restaurant. All members should be urged to turn in a

Solidarity survey. If the district does not see that we are outraged at their proposals, they will act accordingly.

The March 12 spring conference will include workshops on financial planning, education issues, Education Research and Development, No Child Left Behind, and organizing training.

The governor is proposing merit pay for teachers. A fact sheet on the state bill supporting merit pay, SCAX1, was distributed. Members need to write to Jackie Speier to urge her to vote against the bill. There was a letter-writing activity at the meeting. Members received UESF pins upon turning in their letters to Speier.

The school district has refused to meet with UESF on special education issues because we have a staff member who was formerly a special education teacher, and is currently a lawyer who specializes in special education law. UESF was going to file a grievance, but the district finally agreed to meet. The meeting will be on March 3, room 136, Washington High School.

At the last school board meeting, many UESF members spoke about the value of AP prep time. The issue UESF will address at the next meeting is the district's proposed elimination of additional pay for National Board-certified teachers.

Every site is supposed to have an available copy of every stipulation of applicable special education law.

Follow-up is needed for the survey. "Summaries" should be distributed to every member. It is also online, which is easier to photocopy, and will be in *The Educator*. Kudos to communications director Mindy Pines for her reporting on negotiations.

Jocelyn Won is responsible for the food at meetings. She was thanked for the special food for today that was selected to celebrate Black History Month.

3. Paraprofessionals Bradley Reeves

Three papers were distributed at the meeting. Please distribute these at sites: i) CODESP schedule. ii) Cal-ESP Leadership Development Academy information. It is an excellent training, and we can send up to 20 participants. iii) announcement about training for paras working with children with autism. The class is limited to special education paras.

4. Substitutes Sandra Mack

- a) The regular committee meeting was last Thursday. Members went through negotiations proposals thoroughly.
- b) The professional development for new substitutes, scheduled for January 24, was unilaterally canceled by the district. The union is filing a grievance, asking that it be reinstated.
- c) There will probably be a grievance filed on behalf of a substitute who is being denied the full 100 days of extended sick leave.

5. Social Activities Committee.....Susan Solomon

About 100 members attended the get-together at Castagnola's Restaurant on February 4. Many thanks to committee members Lidia Baranda-Larin, Kit Bell, Pat Crawford and Earl Lene DeSantiago for making the event a success.

6. Divisional Committees

- a. High School Derrlyn Tom

There was a very good turnout at the last meeting. Extra effort was made to contact high school teachers. There was also a good turnout at the meeting with Dr. Tom the next day. He does help to clarify things, and he supplies water.

b. Elementary SchoolSusan Solomon

The first meeting with the elementary ISOs has been scheduled for February 22. They wanted to postpone until March 8, but the committee insisted on the February date. At its next meeting, the committee will focus on union activity training.

c. Child Development..... Betty Robinson-Harris

15-35 members attend committee meetings. The new director, Jay _____, is a former site manager. Ongoing concern: staff is requested to have medical exams and to have medical records onsite. A required medical exam has to be paid for and time off given for an appointment. The director has redefined how teachers can take vacations. He is developing a “strategic plan” for what he wants to do with CDP. At the next committee meeting, there will be training on establishing an emergency substitute plan.

d. Retired DivisionGerry Meister

The division monitors the Health Service System. This is an advance notice about a change for the next fiscal year. If you are in Kaiser, the vision care has been changed to VSP, unless you have Senior Advantage. VSP is a better plan. You can go to the eye doctor at Kaiser, and get your glasses at VSP. The election of a representative on the Health Service Board is very important, as this will provide representation for our members. Mitchell Katz is a mayoral appointee. The school district gets health services from HSS. This is, therefore, not a district activity, but a HSS one.

Announcements and Good of the Order

CFT had an emergency State Council meeting to deal with the governor’s education proposals. Sandra Mack and Susan Solomon attended.

Over 400 signatures have been collected so far on Adrienne Johnstone’s petition stating that UESF members should receive a 12% raise. Petitions can still be sent in. She also had flyers available for action to stop military recruiting. UESF is on record opposing military recruitment.

There will be informational meetings at Everett Middle School tomorrow, one at 4:00 and one at 6:00, on Medicare deductions for those who currently do not have Medicare deductions. It is very important for members to understand the ramifications of this situation. UESF will probably have to lobby for them. This is over \$300/month for Medicare A.

There are meetings announced in the WAD about how the District handles student placement. UESF’s position is that our members’ children should be able to go to school at the sites where their parents work. Members should attend these meetings.

Aracelly Martinez is recovering from her surgery and says hello.

A memorial service for Brother Anthony Alvite will take place on Saturday, February 26, from 12:00-5:00 p.m., at Enola Maxwell Middle School. Wear a Hawaiian shirt. The February executive board meeting was adjourned in his memory.

Adjournment: The meeting was adjourned at 6:10 in memory of Craig Shankel, a former student and the son of retired members John and Mary Lou Shankel.

Respectfully submitted,
Susan Solomon, Secretary

