

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

Minutes

Approval of Minutes (5) Susan Solomon
M/S/C with one abstention to accept the minutes as corrected.

Special Order of Business

1. M/S/C Constitutional Amendment (Second 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. Oakland Education Association. Ben Visnick

OEA President Visnick acknowledged Brother Kelly's eloquent words of support. He distributed their posters and their newsletter, *Advocate*. He talked about the coalition of labor unions, community-based organizations and parent groups with whom they are working. They have a pledge from AFSCME that, should they go on strike, their picket lines will be honored. He described 800 RIFs that went out yesterday. They are asking their members to arrive and depart from school at the same time, work only during their work day, and take their duty-free lunch. (This is called "work to rule.") They are fighting Open Court, the scripted curriculum.

3. HSS Candidate..... Sharon Johnson

Ms. Johnson introduced herself and gave her labor, personal and work background. Proposition C allows for the election of a member to the HSS board. Campaign flyers were available at the meeting. Now that it is possible to elect a board member to HSS, it is very important to have a member who will represent our interests.

4. Appointment of Election Committee..... Dennis Kelly

The following members have been recommended for appointment to the Election Committee, with Charles Hibbard continuing as chair. M/S/C the appointments of Pat Holleran, Eric Friedman, Jennifer Moffitt, David Hathwell, Patrick O'Brien, Charles Hibbard, Claire Trepanier, Gerry Meister and Bob wattles.

5. Close of Nominations for UESF Executive Board and Labor Council..... Susan Solomon

Nominees for:

President: Dennis Kelly, Kent Mitchell

Executive Vice President: Rudi Faltus, Michael McCachren, Linda Plack, Suzette Ross

Vice President for Paraprofessionals: Peggy Gash, Bradley Reeves

Vice President for Substitutes: Sandra Mack

Treasurer: Elaine Merriweather, Carol Mobley

Secretary: Susan Solomon

Sergeant-at-Arms: Roberto Michel

Teacher Representatives

High School: Teri Camajani, Stanley DeBella, Claire Merced, Derrlyn Tom, Ken Tray

Middle School: Marilee Hearn, Karen Anzaldo, Larry Blake, Mark Murray, Van Cedric Williams

Elementary School: Alita Blanc, Daniel Brady, Sandra Chin Mar, Earl Lene DeSantiago, Dennis Dunne, Joli Gordon, Cynthia Lasden, Michael Leahy, Rebecca Villones

Special Education: Robin Brasso, James Galgano, Jenifer McKitrick

Child Development Program: Betty Robinson-Harris

Bilingual: Lisa Gutierrez-Guzman

Counselors: Tim Reidy

Substitutes: Martin Greene, Lisa-Anne Lee, Vince Quackenbush, Pamela Routh

At Large: Judith Christensen, Tom Edminster, Luisa Ezquerro, Rosie Gozali, Susan Kitchell, James Samuel, Linda Wells, Ken Wright

Paraprofessional Representatives

High School: Deborah Boero, Toni Gill

Middle School: Aracelly Martinez, Renard Monroe, Gloria Perryman

Elementary School: Mary Lavalais, Justo Villalobos

CDP: Yong Ping-Chiu, Deborah Sanford-Page, Kathryn Tobie

Special Education: Madeline Cabading

Bilingual: Dolores Escobar, Frankie Wong

At Large: Scott Brown, Janet Eberhardt, Theresa Hayward, Vernice Ross, Carolyn Samoa, Karen Warren

Labor Council Delegates: Darlene Anaya, Kit Bell, Janet Eberhardt, Tom Edminster, Rudi Faltus, James Galgano, Martin Greene, Adrienne Johnstone, Dennis Kelly, Hene Kelly, Mary Lavalais, Sandra Mack, Kent Mitchell, Gale Ow, Linda Plack, Vince Quackenbush, Bradley Reeves, Carolyn Samoa, Susan Solomon, Ken Tray, Frankie Wong

Ballots will be mailed May 2 and will be due on May 16, and will be held at the post office. They will be counted on May 17, and results will be announced on May 18.

Resolutions (both recommended by the Executive Board)

1. M/S/C Res. Against Dream School At Mission HS..... Derrlyn Tom
Whereas Mission High School is an east side, urban high school with a large percentage of English Language Learners (ELL), Latino and other immigrant

students, African American, low-income and otherwise educationally disadvantaged youth (EDY); and

Whereas Mission High School was reconstituted in 1997, completely gutting the faculty and administration and lowering test scores; and

Whereas the teacher turnover has slowly declined from **50% (each of the 3 years following reconstitution-- experienced teachers first, followed by new hires)** to the present 15%; and

Whereas in the last 3 years, Mission High School has regained stability, and an improved reputation within the larger community; and

Whereas Mission High School has met or surpassed growth targets in all areas of standardized tests; and

Whereas Mission High School is implementing a reform model supported by the staff and parents; and

Whereas a dedicated staff has initiated many innovative programs such as: a Wellness Center, library media center, and multi-disciplinary learning communities; and

Whereas this dedicated staff has done amazing things with students and **wants to continue working with these same students**; and

Whereas Mission High School does not want to be reconstituted again; and

Whereas teachers and paraprofessionals at Mission High School do not want to reapply for their jobs; and

Therefore, be it resolved that United Educators supports Mission High School's opposition to Dream School status and seeks language in the current contract negotiations protecting against reconstitution, forced re-staffing and imposition of Dream School status at any school.

There is great support from the staff as well as from many parents who attended a recent meeting. Cynthia Lasden thanked the staff at Mission.

2. M/S/C Res. In Support of Sharon Johnson for HSS Board..... Gerry Meister

Whereas the United Educators of San Francisco, active and retired, strongly supported Proposition C in November 2004, which restored an independent Health Service System and required that a Board representative appointed by the Mayor be replaced with one elected by HSS members this spring, and

Whereas Sharon Johnson is the only candidate for that new position who strongly supported Proposition C, and

Whereas Ms. Johnson has had extensive experience in city government, from 1979 when she started as an administrative aide to Supervisor Harry Britt until she retired as executive director of the Commission on the Status of Women in 1994, and

Whereas Ms. Johnson has been a longtime Health Service System member, first when her father worked for Muni, then as a city employee with five children and from 1994 to the present as a retired city employee, and

Whereas, since her retirement from city employment, Ms. Johnson has enhanced her already strong background in local and statewide health issues while serving as State Senator John Burton's chief of staff from 1997 to 2004 and is now director of his Foundation for Children Without Homes,

Therefore be it resolved that the United Educators of San Francisco endorse Sharon Johnson for the new position on the Health Service System Board and urge all members to support her candidacy in any way possible, and

Be it further resolved that UESF direct its Labor Council delegates to support her candidacy as well.

Reports

1. President's ReportDennis Kelly

- a. Report on Negotiations: The day was spent on substitute issues. The district wants to be able to take away subs' right to choose where to work. They want to eliminate the core sub positions as well. The next negotiations will be on CDP; then catch-up; then 2 para meetings. Sunshining of the district's proposals for the paraprofessional contract will be done at the first school board meeting of April. The district finally gave us a large stack of papers—the financial information we had requested. The district is mandated to spend 55% of the budget on direct classroom instruction. The average in comparable districts in California is 62%. SFUSD spends 54.69%. The difference is roughly \$30 million.

Table Talk, now three editions, is being distributed. The district is sending out e-mails and hard copies of their "negotiations updates", including to students at Lowell and Washington. Brother Kelly gave several examples of unacceptable district positions or proposals, including those on NBCT pay, additional pay for any additional "required work" at Dream Schools, and STAR school initiatives for next year.

We refused to eliminate sabbaticals. They suspended sending out the sabbatical eligibility letters. On March 15, they told us the letters went out this week. The program is intact.

Question: Is there a way to be removed from the district's e-mail list? It was reported that one principal was given an order to get teachers' e-mail addresses, and that if a recipient of the district e-mail tries to respond, the response gets bounced back. The employer has the right to read employees' e-mail that is received through the employer's account. There was a discussion about how e-mail operates.

- 2. Executive Vice-President's Report Linda Plack
 - a. Organizing Team will be meeting on Thursday, March 24, 4:30. Adrienne Johnstone will be facilitating.
 - b. Activity at the Assembly meeting: letter-writing to legislators re: legislative update on issues affecting UESF members (See handout.) Letters were written and addressed to Mark Leno and others on the distributed list. Four members won raffle prizes as a result of a drawing from names of those who completed letters at the meeting.

Thanks to members who have come to Board of Education meetings. On March 22, the focus will be on CDP and the proposed cuts, and what they want to do with the UBCs. This is not a financial matter, but a power play. We need to talk about the importance of UBC work. We are proposing that building reps be excused from extra duties and from homeroom assignments. The district has ruled this out so far at the bargaining table.

New UESF tee shirts are coming in. The second batch is almost gone.

Those wishing to attend the May 21 GGRC Legislative breakfast were asked to sign up. It was reported that student teachers are being approached about jobs and guaranteed jobs if they will accept any assignment.

- 3. Paraprofessionals Bradley Reeves

Brother Reeves extended an invitation to all—in particular, candidates for the executive board-- to attend the para meeting next week, which will be about contract issues and support and job descriptions. Members need to be aware of what their job descriptions are and have a hand in writing them. Please come to April 5 board meeting. Also, as of this Friday, 10 out of 30 attendees to Cal USP (CTA) training on Saturday will be UESF members. He encouraged members to invite members of the bargaining team to their schools.

M/S/C to extend meeting.

- 4. Substitutes..... Sandra Mack

Thanks to Bradley Reeves from the sub division for his support. Sister Mack gave a report on the issues that were raised regarding subs. (See handout.)

- 5. Social Activities Committee Susan Solomon

Save the date: On May 20, there will be an end-of-the-year dinner honoring retirees at the Irish Cultural Center. After today's meeting, there will be a get-together at Tangerine, a restaurant at 16th and Sanchez Streets, for members who received layoff notices, as well as members who wish to show support. Recipients of pink slips will receive a free drink.

- 6. Divisional Committees

- a) High School Derrlyn Tom

The district is planning to waive the swimming requirement, which is that all students must know how to swim in order to graduate. Re: AP preps—Dr. Tom said that they are in place for next year since our expired contract is still in effect.

- b) Elementary School Susan Solomon

At the first meeting with elementary school ISOs this year, the response to many of the concerns raised by the committee was that the UBCs were the venue that should be used to address concerns and solve problems.

c) Child DevelopmentBetty Robinson-Harris

The committee has finalized some contract proposal language. They are correcting language in the current contract, including that on pre-1986 salary freeze, medicine administration, and augmented hours. The new director, Jason Wang, has initiated a strategic, 2-year plan, but has included only 2 CDP representatives for the 12-member committee.

d) Retired Division..... Gerry Meister

The division now has 518 members.

Good of the Order

On March 16, the school board will be meeting as a committee of the whole on military recruiting and JROTC.

On March 23, at Mission High school, there will be a teach-in on the Iraq war hosted by Global Exchange.

There was a press conference this morning targeting the school board and pumping up the superintendent. There was a planned rally to support her.

Vince Quackenbush will bring a resolution to the next month's meeting re: proposed changes to California's Marriage Act.

On April 12, 6:00, there will be a planning meeting at Everett Middle School for the upcoming Teachers for Social Justice Conference.

Announcements: There is an anti- Iraq war march on March 19. Flyers were distributed. The labor contingent is meeting across the street from Mission High, by the tennis court.

Election Committee report: Candidates statements will be posted on a web site, with statements up to 300 words and a photo. Mindy Pines is working on it. Guidelines will be sent out to candidates.

There will be a candidates' forum, time and place TBA.

Adjournment: The meeting was adjourned at 6:23 p.m. in memory of

Respectfully submitted,
Susan Solomon, Secretary