

**United Educators of San Francisco  
Assembly Meeting  
Wednesday, March 21, 2007, 4:15 p.m.  
Official Minutes**

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President Kelly opened the meeting by announcing that UESF Communications Director Matthew Hardy had received 11 communication awards from the CFT. The award certificates were on display at the meeting.

**Minutes**

Approval of Minutes ..... Susan Solomon  
M/SC to accept the minutes of the February 21, 2007 Assembly meeting as presented.

**Financial Report** ..... Elaine Merriweather

M/S/C to accept the February 28, 2007 Financial Report and the COPE Financial Report as presented.

Ken Tray reported that the COPE balance is very healthy, giving UESF increased influence.

**Special Order of Business**

1. AIFL Students Report
  - a. Christina Yick (student at Galileo)
  - b. Miguel Butler (student at ISA)

AIFL is the American-Israeli Friendship League. Christina and Miguel are student ambassadors. They described their experiences in New York and Washington D.C. with meeting Israeli students and visiting many historical and contemporary sites.

Marie explained that the students presented today because the organization is going to pay for 6 students to participate in the program again. She described the application process. Applications, which principals have at all high the schools, were also available at the meeting.

2. Nominations for Executive Board and Labor Council ..... Susan Solomon

The nominations from the floor that were added to those already nominated as of March 14, 2007 were:

Executive Vice-President: Jeremiah Jeffries

Vice-President, Substitutes: Elizabeth Conley

Certificated Representatives:

Middle School Representative: Larry Blake, Michael McCachran, Mark Murray, Marilee Hearn

Elementary School Representative: Darcie Chan Blackburn, Michael Leahy

Substitutes: Johanna Von Gottfried

Support Services: Susan Kitchell

Bilingual: Maria Ponce

At Large: Tom Edminster

Classified Representatives:

Child Development: Karen Quinn

Special Education: L. Diane Johnson, Gina De Leon

Community Relations: Mary Lavalais

San Francisco Labor Council Delegate: Tom Edminster, Earl Lene De Santiago, Roni Howard, Vince Quackenbush, Jeremiah Jeffries

Nomination form and statements had to be submitted prior to adjournment.

3. Appointment of the Election Committee..... Dennis Kelly/Charlie Hibbard

M/S/C to appoint Pat Holleran, Steve Merlo, Gerry Meister, Judy Grady and Sandra Mack as the Election Committee. Charles Hibbard is the Election Committee chair. Brother Hibbard reviewed the *Ethical Guidelines for Campaigning*, printed on the back of the nomination form. He described how the Election Committee will enforce the guidelines. It is difficult to do so because there is no enforcement language in the UESF Constitution and Bylaws, and the committee is small and the school district large. Therefore, a file will be kept of written allegations, if any, of campaign guidelines, and if the results of any election are challenged, the file will be made available. On the UESF website, there will be an elections section, with the opportunity to post photographs of and longer statements from all candidates. The bylaws are silent on the use of the website. There will be a mailing sent to retired members and members on leave which will be financed by the candidates. It was suggested that the UESF bylaws be revised to address some of the concerns raised today. There was further discussion about campaign rules.

M/S/C to move the agenda at 5:13.

M/S/F to discuss, as a change to the orders of the day: whether to change the agenda to include a discussion about including a poll about electronic voting on the ballot.

**Resolutions**

1. M/S/C Opposition to I.C.E. Raids ..... Tom Edminster

Whereas for May 1st, 2006 UESF endorsed and participated in the nation-wide demonstrations to defend immigrant workers from racist attacks and supported the AFL-CIO's call to oppose the guest worker program and to demand complete and full legalization for all immigrant workers; and

Whereas, in response to these demonstrations, the Immigration and Customs Enforcement agency (ICE) has participated in raids all across the country which have served to intimidate immigrant workers who would stand up for their rights; and

Whereas, these raids have now come to the Bay Area and included the detention of 3 immigrant parents who waited to pick up their children at a Redwood Elementary school and these raids have now come to San Francisco, a sanctuary city; and

Whereas, the ICE raids are intended to create an environment of fear compelling immigrant workers to quit their jobs and to intimidate their children from attending school, from participating in after-school activities and in making getting an education increasingly difficult for our immigrant students; and

Whereas, SFUSD and UESF are committed to serve all our students regardless of race, ethnicity, nationality or documentation status; and

Whereas, the AFL-CIO and UESF understand attacks of the rights on immigrant workers and their children threaten rights of all workers under the slogan "An injury to one is an injury to all;"

Therefore be it resolved that UESF join the San Francisco Board of Supervisors in expressing opposition to ICE raids in San Francisco, including at or in our schools,

and that UESF urge both the SF Labor Council and the Board of Education to join us in our opposition; and

Be it further resolved that UESF urges the Board of Education to join the Board of Supervisors in expressing opposition to the ICE raids in writing to the Department of Homeland Security and that UESF also request that the Board of Education join UESF in a joint delegation to local Department of Homeland Security Offices to express this opposition to ICE raids in the Bay Area; and

Be it further resolved that UESF urges the Board of Education to draft protocols for SFUSD administration which would bar all ICE raids on school premises even in cases where agents possess warrants; and

Be it finally resolved that UESF urges SFUSD and the Board of Education to organize "Know Your Rights" meetings for students and parents hosted by schools that serve immigrant families.

At its March 7 meeting, the Executive Board authorized Derrlyn Tom to participate in an event that addressed the ICE raids issue.

2. M/S/CU Elementary Report Cards.....Cynthia Lasden for Elem. Comm. Whereas SFUSD developed a new elementary school report card this year without teacher input that is currently being piloted in several schools; and

Whereas the primary purpose of a report card is for the teacher to report student progress to the parent; and

Whereas any report card should be easily understood by the parent; and

Whereas previous report card "pilots" were silently adopted; and,

Whereas teachers using the new report cards for two grading periods report numerous problems which make them ineffective for teachers, parents and students, including:

- the RCs merely list the content standards verbatim; they are written to hold teachers accountable for teaching the standards rather than to authentically assess students
- the RCs only cover English Language Arts and Math standards; no other content areas are addressed adequately
- the RCs lacks space for teacher narratives which are most helpful to parents and students
- teachers received no training in how to interpret the language used in new RCs ("below basic, basic, proficient") nor the rubric used (scores from 0 - 4)
- the RCs take an average of three times longer to fill out than their prior version
- the RCs are useless for Language Immersion Programs, in which the primary language of instruction is other than English until the 3rd grade
- the Spanish translation of the RC does not reflect the District Spanish Language Arts curriculum or standards

- the RC language is daunting, confusing, and inaccessible to parents and students and is not practical nor helpful for communication with teachers during parent conferences;
- there is no translation into other home languages for parents

Therefore, be it resolved that UESF Executive Officers communicate the above problems for teachers, parents and students to above the appropriate District body: and,

Be it further resolved that UESF ask for a clarification of the pilot-to-adoption process; and,

Be it further resolved that since there are alternative RCs being administered at some elementary schools which meet the standards, address all the subjects being taught, and which are in the languages other than English, the SFUSD should explore these alternative RCs, if they have not done so already, before implementing the RC pilot.

Be it finally resolved that UESF state elementary teachers' opinion to NOT accept this pilot until teacher input is seriously taken into account and the problems are addressed.

Six members spoke to the problems with the new report cards and in support of the resolution.

3. M/S/C as amended: Maternity Leave Benefits ..... Cynthia Lasden  
Whereas UESF members currently receive no maternity or paternity benefits; and

Whereas under our current Contract the only way to take time off to deliver a baby is to use individual sick days, which includes asking for a doctor's permission note for being absent more than three consecutive days; and

Whereas it takes many more than three days to give birth and be ready to return to work, during which time the member is not sick; and

Whereas California State Disability Insurance (SDI) offers the vast majority of State workers maternity and paternity benefits during a newborn's first year that include but are not limited to six weeks paid maternity leave and twelve weeks parental bonding leave; and

Whereas our profession is dominated by women, and is dedicated to the healthy development of children, youth, and future generations;

Therefore let it be resolved that UESF organize a committee that will investigate and propose options for maternity and/or paternity and adoption leave that are more reasonably aligned with both members needs and the State's current standards.

M/S/C amendment: in the therefore, to add "and adoption" following "paternity."

Members attending the meeting were encouraged to join the committee. The committee will be publicized through an e-mail blast.

4. M/S/C CELDT ..... Earl Lene De Santiago and Darcie Chan Blackburn for Elem. Comm.

WHEREAS...for this school year, 2006-2007, the CELDT was given to ALL ELL students, kindergarten through twelfth grade, and was administered either by the classroom teacher or other support teachers at each school site. This has resulted in more time and work at the critical beginning of the year time for the teachers when classroom climate is being established, especially for kindergarten. The CELDT was administered by the 1st-12th grade teachers and support staff, only; and

WHEREAS...the district no longer does the placement testing of new students nor makes the determination as to the level of English Proficiency for a student but places the student immediately into a regular ELD class. At some sites, students have been in this country for only a month or two, were never placed at the CEC, FEC or MEC and were assigned by the district directly into an ELD class, and

WHEREAS...the new Brigance tests issued this school year are now more involved and extensive than the previous versions and require individual attention and much more time to administer as they are one-on-one tests, and

WHEREAS...the funding necessary to hire substitute teachers for conducting these additional requirements is coming from the individual school budget. Some sites have the funds to hire substitutes to cover the classes while students' teachers administer the test while many schools do not have the funds in their budget to hire substitutes for this additional testing, and

WHEREAS...some sites had the CELDT and Brigance tests administered by persons who are not trained in the procedures for conducting these tests,

Therefore be it resolved that UESF shall recommend to the district:  
That they administer and determine the level of English Proficiency for student placement prior to the student's assignment at a particular school site; and

That the district provide staffing each year for the administering of the new Brigance test, and

That the CELDT be administered by the Multi-lingual or non site-support district personnel which is trained to ascertain the level of English Proficiency for new students; and

That the district will assume the responsibility of funding these testing requirements as a district expense rather than as a school site expense.

Many members, representing most UESF divisions, spoke in favor of the resolution.

5. M/S/C Support of Substitute Organizing Forum .....Pamela Routh  
Whereas union representation for substitute educators is important to substitutes so that they have a bargaining agent for their wages, working conditions, rights and responsibilities, and for other educators, so that substitutes are organized and coordinated with other educators for common concerns; and

Whereas most substitute teachers are outside of large urban areas and are not presently represented in unions, and are therefore at the mercy of local boards of education for the establishment of wages and working conditions and are usually not given fair compensation and protections; and

Whereas the state and national teacher unions have limited resources and do not always have the financial or staffing resources to do extensive organization of substitutes; and

Whereas experienced union organizers, labor union historians, including Fred Glass of the CFT, and Bay Area substitute union representatives will share experiences and present workshops on various aspects of organizing substitute teachers and the Labor Chorus will sing;

Therefore, be it resolved that UESF will endorse, encourage and support participation in the conference on organizing substitute teachers at Laney College on March 30 and 31, and April 1.

6. M/S/C Repealing the Social Security Offset .....Sandra Mack  
Whereas there is a continuing teacher shortage throughout California, and

Whereas a number of our members have a work history prior to becoming teachers or paraprofessionals, and

Whereas the federal Social Security Offset provision diminishes or "offsets" the Social Security pension that an individual earned in non-school work if that person has a CalSTRS, CalPERS or other public pension, and

Whereas the recruitment of teachers, paraprofessionals, firefighters, police and other public workers is made more difficult when prospective employees learn that to accept work in the public sphere jeopardizes the Social Security pension they have already earned, and

Whereas more than 162 members of the House of Representatives have agreed to cosponsor the bipartisan Social Security Fairness Act (H.R. 82) to eliminate the offset, and

Whereas the S206 has been introduced into the United State Senate with eight bipartisan cosponsors to eliminate the Social Security Offset, and

Whereas both the American Federation of Teachers and the National Education Association have urged local affiliates to take action to help assure passage of these bills

Therefore be it resolved that the United Educators of San Francisco take specific steps to coordinate the efforts of members in support of passage of H.R. 82 and S206, and

Be it finally resolved that UESF offer to work with other local groups, including other public workers, ACORN, the California Alliance of Retired Americans (CARA), the San Francisco Labor Council, and Senior Action Network (SAN) toward eliminating the Social Security Offset.

At its annual convention from March 16-18, CFT reaffirmed its position on this issue.

7. M/S/C Substitute Teacher Recognition Day .....Sandra Mack  
Whereas, a strong, effective system of free public education for all children and youth is essential to our community; and

Whereas, Monday, May 7, 2007 through Friday, May 11, 2007 is National Teacher Appreciation Week; and

Whereas substitute teachers and paraprofessionals play a vital role in maintaining continuity of instruction and a positive learning environment when the regular classroom teacher or paraprofessional is away; and

Whereas, by the twelfth grade the average child has spent the equivalent of one full year with substitute teachers; and

Whereas the child development program and special education program are particularly dependent on the commitment of substitute paraprofessionals,

Be it resolved that the United Educators of San Francisco publicize the Monday of Teacher Appreciation Week as Substitute Recognition Day; and

Be it further resolved that the United Educators of San Francisco encourage members to take specific steps at their school sites to recognize the contributions of substitute teachers and paraprofessionals on Monday, May 7, 2007, and

Be it finally resolved that United Educators of San Francisco invite the San Francisco Unified School District to join with us in celebrating the contributions of substitutes by declaring Monday, May 7, 2007 as Substitute Recognition Day.

- 8. M/S/C Prop. H Disbursement .....Peter Gevorshin  
Whereas substantial public funds are being infused into arts education through Prop H and categorical state funds; and

Whereas in SFUSD there already exist sequential standards-based arts programs delivered by credentialed teachers (largely to fourth and fifth grade students); and

Whereas there is a need for this sequential standards-based program to be extended to include kindergarten through third grades, thereby also including mainstream special education students; and

Whereas non-credentialed arts providers (who are not hired centrally by SFUSD) are supplanting credentialed teachers; and

Whereas non-credentialed visiting artists may augment or complement, but not supplant credentialed teachers, and there are already separate sources of funding for the contribution of visiting artists such as the Arts Education Program; and

Whereas non-credentialed art providers cannot provide prep or release time; and

Whereas many credentialed art teachers are artists;

Therefore be it resolved that UESF demand that elementary arts teachers who are funded through Prop H funds and categorical state funding be credentialed tenure track teachers, hired through the Human Resources Department of SFUSD.

**Reports**

- 1. President's Report .....Dennis Kelly

- a. Bargaining Report: The 2 most recent copies of Table Talk were available at the meeting, as was a poster-sized version of the second edition. It shows the comparative salaries in SFUSD, which is 12<sup>th</sup> out of 13<sup>th</sup> in the percentage of the budget spent on salaries in the largest 13 school districts in California. The UESF bargaining team presented a special education proposal that would control how many special education students can be in general education classes. The district made a staffing and assignment proposal to address hard-to-fill positions and hard-to-staff schools, except that it really did not address hard-to-staff schools. The district has not responded to UESF's compensation proposal. The district's scattergram on budget had inaccuracies and was aligned incorrectly.
- b. There will be a professional development survey developed by the teachers who are on the Professional Development Labor-Management Committee. The survey distribution and collection process was described. There will be a survey for substitute professional development.

There was a recommendation that there be a show of UESF strength at the April 24 school board meeting.

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

- a. Panelists, presenters and participants were thanked for their participation at the March 10 UESF conference on Safe and Orderly Schools.
- b. Report on CFT convention: Dennis Kelly and Elaine Merriweather were elected to be CFT Vice Presidents. Janet Eberhardt was elected to be Northern California ESP Vice President. Carolyn Samoa, Tom Edminster and Linda Plack each received a CFT Pride of the Union award. Brother Edminster was the elections chair. Brother Edminster gave a report on the election, describing the process and the results. Twenty-six candidates ran for the 24 vice president positions. The president and secretary-treasurer elections were contested. Marty Hittleman is the new president and Dennis Smith is the new secretary-treasurer. Art Pulaski spoke rousingly of the Sheila Kuehl health coverage reform bill. Sister Plack mentioned the other speakers, including Lynn Woolsey and Gilbert Cedillo. UESF does not send as many delegates as we are entitled to due to budgetary constraints, which is something we may want to examine.
- c. May 8: retirement event for school district employees at the City Hall North Light Court. The district and the mayor are interested in honoring retirees.
- d. The mayor's "Teacher of the Month" program has turned into the "teacher of whenever we get around to it." All teachers selected will be honored on May 8.

3. Paraprofessionals .....Carolyn Samoa

The biggest issue at the last meeting was retirement. Paras receive a small pension, making it very difficult to afford to retire. Nathan Ladyshensky did a presentation.

4. Substitutes .....Sandra Mack

Sister Mack urged members to read newest *SubWay* carefully, and to pay particular attention to the emergency sub coverage plan at their sites. Often, if a substitute teacher participates in the emergency sub coverage, they do not get the additional compensation ( a portion of the sub dock rate) that the other teachers do.

Sister Routh reported that the Substitute Committee has requested a meeting with Human Resources' Angie Sagastume in order to discuss the problems of the new substitute call system.

5. Retired Division ..... Gerry Meister

Bart Duncan spoke at the division's meeting today. Open enrollment packets will arrive in about a week. Members who are in HealthNet should pay close attention. If members are not changing anything in their health plan, they need do nothing. The division also passed a resolution about the social security offset. The division's second annual art show and sale is on March 25. A flyer about the event was distributed at the meeting.

6. Sergeant at Arms Report ..... Roberto Michel

Present at this meeting: delegates from 18 elementary schools; 6 middle schools; 7 high schools; 2 CDCs; 1 from SHP; 1 from substitute division; 1 from retired division; 1 each from itinerant music/arts program and multilingual department; 3 visitors.

**Good of the Order** There was a discussion about whether the item which Jeremiah Jeffries raised earlier in the meeting could be raised in this section of the meeting. The Assembly meetings have not had New Business and Old Business sections this year. Brother Jeffries challenged the decision of the chair, who ruled it out of order, sustaining two points of order. The body made a determination earlier in the meeting, and an item cannot be raised repeatedly at the same meeting, according to Robert's Rules of Order. A quorum was called for; a quorum was present. A procedural suggestion was made to Brother Jeffries as to how to bring this forward at the next meeting.

**Announcements:** Teachers 4 Social Justice will be holding an event, called Public Education 411: Counter Recruitment and Demilitarizing Our Schools, at 6:00 p.m. at New College of CA in the KPFA Room at 19<sup>th</sup> and Valencia on Saturday, March 24.

**Adjournment at 6:52** in memory of teacher Sarah Perez's 5-year old child.

Respectfully submitted,  
Susan Solomon, Secretary