

**United Educators of San Francisco
Assembly Meeting
Wednesday, April 18, 2007, 4:30 p.m.
Official Minutes**

Before the Assembly meeting began, COPE Director Ken Tray introduced San Francisco Supervisor Tom Ammiano, who is a candidate for State Assembly. He gave a brief statement on current issues, and then there was a question-and-answer period.

Minutes

Approval of Minutes Susan Solomon

M/S/C to accept the minutes of the March 21, 2007 Assembly meeting minutes as corrected.

Financial Report Elaine Merriweather

M/S/C to accept the March 31, 2007 Financial Report as presented. Sister Merriweather explained that the Travel/Bargaining line item under expenses is high because last year CTA responded to UESF's request for emergency funding, and the check came late, so it was placed in that line item.

Ken Tray pointed out the COPE balance is quite healthy, which will enable UESF to support upcoming campaigns, including for a parcel tax and for local elections.

Brother Kelly introduced teacher and union member Richard Knights from Liverpool, National Union of Teachers of England, who is visiting schools and UESF this week. He pointed out what our countries' educational systems have in common, such as high-stakes testing and schools being judged just on testing. England has "Fresh Start," which is its version of reconstitution, and it has been a disaster.

Special Order of Business

1. Forum for Contested Elections..... Election Committee Chair Charles Hibbard

There is one contested executive officer election, that for Executive Vice President. Brother Hibbard explained the rules of the forum, including the question-and-answer portion, which was 20 minutes long. The candidates, Linda Plack and Jeremiah Jeffries, each spoke for 3 minutes. The Q-and-A followed.

At 5:06, M/S/C to extend the Q-and-A by 8 minutes.

Brother Kelly pointed out that two sign-up sheets were being circulated at the meeting, one for phonebanking in preparation for the April 24 rally, and one for the April 21 CTA Legislative Breakfast in Burlingame.

Announcement: On May 1, there will be a march and rally in support of immigrants' rights, starting at noon at Dolores Park.

Resolutions (forwarded from the Executive Board)

1. Carried: Resolution on Electronic Voting Jeremiah Jeffries

Whereas the strength of the union is in the participation of its members,

Whereas some UESF members have expressed interest in pursuing an electronic balloting option,

Whereas this general election is a great opportunity to poll UESF members who participate in UESF elections

Whereas adding a poll question to this ballot would save time and energy to get significant member input

Be it therefore resolved that UESF will include the following statement and poll question on the ballot for UESF executive board and labor council:

UESF is looking for direction from the membership regarding pursuing a hybrid model of internet-based voting and current paper ballots (for those that request them) or to continue to use paper ballots alone. Please answer the following poll question:

Would you like to be able to vote on-line? Yes = (A) No = (B)

Would you like to be able to learn about candidates and issues in UESF elections on-line? Yes = (A) No = (B)

M/S/C amendment that the question be split into two questions on the ballot, one about voting on-line and one about learning about candidates.

2. Carried as edited and amended: Save Our HealthcareKen Tray
Whereas our union is fighting to protect our health care at the bargaining table, but we also know that we need new legislation to really protect our members' health care over the long term; and

Whereas health care costs have risen dramatically, and 15 to 20 percent of the cost of premiums for our members go to pay for the uninsured; and

Whereas more and more employers are trying to reduce costs by putting more of the burden of health care on the worker; and

Whereas the only way to lower costs and protect our health care is to reform the current system; and

Whereas more than eight percent of Californians who are uninsured are employed, and more than half of them are employed full-time; and

Whereas in order to create an affordable, quality health care system it is important that employers and government share responsibility and risk with consumers; and

Whereas labor leaders and allies across California have worked together to develop a set of principles that outline the needs of working families in reforming the health care system; and

Whereas the California Labor Federation is building a coalition consisting of unions and allies called "It's Our Healthcare," which is dedicated to promoting these principles for real health care reform in the state of California; and

Therefore, be it resolved that UESF supports Labor's principles developed by the Executive Council of the California Labor Federation and will actively support those goals as a means to achieving affordable, quality health care for all Californians; and

Finally be it resolved that UESF joins the California Labor Federation and other members of "It's Our Healthcare" coalition. We will mobilize our members through online activism and field mobilization to call on elected representatives in every branch of local, county, state and national government to support our principles so that quality health care in California is affordable and accessible to all.

A member spoke to the urgency of improving our dependent health care benefits now, as the costs continue to rise drastically.

M/S amendment: add "and retired" before "Californians" on the last line of the first resolved.

M/S/C Substitute amendment to drop "working and retired" and add "all" before "Californians."

- 3. Carried: Support for Coleman Advocates May 12 Youth Rally.....Ken Tray
Whereas the May 12th Coleman's "Advocates for Youth" rally calls for "Good Schools for All" by increasing the opportunity for all students to go on to college or living wage work, with an emphasis on African American, Latino and Pacific Islander student who are currently being left behind; and

Whereas the May 12th rally also calls for "A City That Invests in the Safety and Economic Security of Struggling Families" by increasing the city budget's investment in quality childcare, family self-sufficiency, supports youth jobs and other violence prevention services; and

Therefore be it resolved that UESF supports the May 12th Rally and encourages UESF to join the May 12th rally to demonstrate our active support for Coleman advocates and other community groups that struggle for better schools and better youth services for all of San Francisco's young people.

- 4. Carried: Re-affiliation with USLAW Tom Edminster
Whereas UESF has acted in concert with USLAW since its inception in the Spring of 2003; and

Whereas UESF has encouraged the affiliation of CFT and CTA to USLAW (E Board 12/3/03; Assembly 12/17/03); and

Whereas UESF affirms its intention to continue to be a part of and help in organizing anti-war voices and sentiment in the US labor movement, and

Whereas our sister local (of both the CTA and the CFT), the United Teachers of Los Angeles, have affiliated with USLAW [UTLA House of Reps 12/03/03];

Therefore be it resolved that UESF declare its intention to re-affiliate with USLAW for the calendar year 2007; and

Be it further resolved that UESF will seek to strengthen USLAW among labor and educator organizations locally and nationally; and

Be it finally resolved that UESF will make an annual affiliation contribution for the year 2007 of \$250 to USLAW.

Brother Edminster pointed out that the executive approved the \$250 in last week's meeting.

- 5. M/S/C Dues By-Laws Amendment (1st Reading)Dennis Kelly
Article XII. Dues

Section 2.b

Half dues—For certificated members in the K-12 Program working 0.5 FTE or less, for certificated and permit members in the Child Development Program working 0.57 FTE or less, members on sabbatical leave or paid sick leave for more than thirty work days duration and Emergency credentialed or intern teachers. Teachers or paras in the Child Development Program working as both teacher and para or substitute will

pay ~~one~~ one and a half percent of each salary for each position held plus any increases for affiliate dues after July 1, 2007, as long as the total does not exceed the single highest dues for either classification.

2.f. All UESF/COPE members have the option of withdrawing from UESF/COPE Dues and membership by notifying UESF. In the case of withdrawal from UESF/COPE, the members' alternatives are to contribute to:

- i. UESF Scholarship Fund
- ii. UESF Public Relations Fund
- iii. UESF Educational Research and Dissemination Fund.

Section 3. Dues for all members of the USP Bargaining Unit.

USP Dues are ~~one~~ one and a half percent of gross salary- plus any increases for affiliate dues after July 1, 2007.

Section 4 (new). Dues for all substitute members of the certificated bargaining unit and of the USP Bargaining Unit.

Substitute Dues are one and a half percent of gross salary- plus any increases for affiliate dues after July 1, 2007.

(re-number the remaining sections)

The need to do this is based on research into our dues structure. The portion that goes to our affiliates from substitutes and paraprofessionals actually is less than what is collected.

Susan Kitchell read aloud an excerpt of an e-mail from a Hayward teacher that was included in the meeting packet. Sister Plack reported that Marilyn Aiden of CTA reported that 98% of the teachers are staying out. On Thursday, there will be barbeque at Kennedy Park for the strikers. Brother Kelly addressed the strikers on the first day of the Hayward strike.

There were suggestions and discussion about how UESF can help to support and publicize the Hayward strike. S.F. State student teachers are being recruited to scab for \$300, so in their address to those students, Sister Plack and Brother Kelly spoke to what is wrong with being a professional strike-breaker.

Reports

1. President's ReportDennis Kelly
 - a. Bargaining Report: side letter of agreement on retirement bonus of \$400 for teachers who announce their retirement by April 27. There will be a May 8 retirement celebration for all school district retirees at City Hall's North Light Court. Next year, the date for teachers announcing their retirement in order to receive the \$400 will be March 1. There was also agreement on the wording on Academic Freedom contract language, the basis of which was developed by the labor-management academic freedom committee. There is new librarian language, which will enable a school to have a librarian working before and after school without going beyond the 7-hour work day. The district wanted to cancel negotiations last Friday; UESF refused. Discussion of budgeting for health care. District's labor relations committee: focus on stipends, which, they explained, are calculated by

dividing the grant by the number of employees they want to work on the stipended project.

M/S/C at 6:00 to extend the meeting by 20 minutes.

- b. April 24th Rally at Board of Education Meeting: possible inclusion of Hayward teachers. (UESF will invite them.)
- c. Professional development surveys should be filled out at a staff meeting soon, so they can be tabulated. Suggestion: do the surveys at the beginning of the meeting.
- d. Mark Murray spoke about ER and D training. UESF is recruiting for summer training.
- e. Darcie Blackburn spoke of attempts to create an extended instructional day in Program Improvement Schools elementary schools by 30 minutes. Some schools are doing this by cutting recess and extending the day. Responses from the district were couched in such a way that it made it seem that it is a district mandate, and it is not.
- f. Delta Dental is going to send out a letter of apology due to the letter that went out demanding documents to prove dependents' relationship. Kelly and Plack met with various district employees. The district said there was a deadline; there is no deadline.
- g. Issue of when to start talking about a work action. Suggestion: put pressure on school board members. At
6:20, M/S/C to extend by 15 minutes.
- h. Re: article in *The Chronicle* about union president being angry at the mayor. President Kelly received a letter from Mayor Newsom the next day, explaining that he has no interest in mayoral takeover of San Francisco schools.

2. ParaprofessionalsCarolyn Samoa

- a) Many paras are saying they are not getting information from their UBCs, so building reps were encouraged to share all information with paras at their schools.
- b) Mary Anne Ahtye will be doing a UBC training on health and safety at the next para meeting. The training is open to all UESF members.

3. SubstitutesSandra Mack

A written report was submitted. In addition, a motion was passed at the Substitute Division meeting to ask the Executive Board and Assembly to give direction to delegates going to the NEA/RA to pursue advocating for professional salaries for subs. Most subs do not receive a living wage. Pamela Routh met with Angie Sagastume and Becky Lowe to recommend changes to the substitute assignment system.

4. Retired Division Gerry Meister

Sister Meister reminded all members that open enrollment is over on April 27. If members have HealthNet and do not submit forms, they will automatically be placed into Plan 1, which will mean a significant difference in dependent coverage.

5. Sergeant at Arms Report Roberto Michel

There were delegates from 6 high schools, 7 middle schools, 15 elementary schools, 2 K-8 schools, and one each from the substitute division, retired division, and School Health Programs.

Announcements: Flyers were available for the Teachers 4 Social Justice's "Public Education 411: Supporting Youth Impacted by Parental Incarceration" on Thursday, April 26, 6:00-8:00 at New College.

11:00- 1:00 housing workshop on Saturday, April 21. Information is in The Educator.

Today was Day of Silence for GLBTQ Youth. There were great events at Washington High School for this.

Freedom Schools will have a May 12 event at the Lutheran Church.

Wear maroon or orange on Friday in honor of the Virginia Tech students.

Adjournment: at 6:39 p.m. in memory of retired teacher Gloria Seich, paraprofessional Rose Reed, teacher Sandra McCabe, and the students and teachers killed at Virginia Tech.

Respectfully submitted,
Susan Solomon, Secretary