

**United Educators of San Francisco
Assembly Meeting
Wednesday, May 16, 2007, 4:15 p.m.
Minutes**

Minutes

Approval of Minutes Susan Solomon
M/S/C to accept the minutes of the April 18, 2007 Assembly meeting as presented.
M/S/C to allow the placement on the agenda of the late "Resolution on Spring 2007
Membership Meeting." (See below for placement.)

Financial Report Elaine Merriweather
M/S/C to accept the Financial Report for the ten months ending 4/30/07 as presented.
M/S/C to accept the April 30, 2007 COPE Financial Report as presented.

Special Orders of Business

1. M/S/C Early Endorsement for State Assembly: Tom Ammiano Ken Tray
Whereas Supervisor Tom Ammiano was a long-time San Francisco public school
classroom teacher and union member, and

Whereas UESF and teachers and paras have supported Tom Ammiano for School
Board, Board of Supervisors, and in his run for Mayor, and

Whereas Supervisor Tom Ammiano is an announced candidate for State Assembly
for the November 2008 election, and

Whereas Supervisor Tom Ammiano is a champion of public schools and the
educators who do the work, and

Whereas Supervisor Tom Ammiano is a consistent supporter of the labor
movement, and

Whereas, Supervisor Tom Ammiano never met a picket line he didn't join, and

Whereas Supervisor Tom Ammiano will fight for our interests in Sacramento, and

Whereas Supervisor Tom Ammiano will make universal health care for all
Californians a top priority alongside his lifelong commitment to public schools and
public school workers, and

Therefore Be it Resolved that the United Educators of San Francisco endorse
Supervisor Tom Ammiano for State Assembly on the November 2008 ballot.

The above resolution came to the Assembly from the Executive Board with a
recommendation to pass. There were 3 concerns raised: Assembly approval is not
necessary under the new rules in the bylaws. A super-majority vote is needed of the
Executive Board/COPE to endorse. There is supposed to be a plan put in place by the
COPE Committee. There was a process used by the COPE Subcommittee in order to
recommend this endorsement. Clarification may be needed in the future as to what
needs to be done to put a plan in place.

2. Healthcare Fred Glass

Brother Glass of CFT presented a slide show about the history of healthcare legislation in the United States; SB 840, Sheila Kuehl's single-payer healthcare bill; and other current healthcare bills in California, Fabian Nunez's and Don Perata's. CFT supports SB 840, which is now a 2-year plan, but also supports incremental movement towards single-payer healthcare coverage in recognition of the fact that SB 840 is unlikely to pass in the next year or two. The slide show is available for UESF members to present. As of this date, UESF has sent in more of the support postcards than any other organization.

3. Next Tuesday and Today Matthew Hardy

Brother Hardy spoke about the detailed plans as outlined in the most recent Table Talk for encouraging the school board to settle the contract. The information is in Table Talk, a poster, UESF e-mail and on the UESF website. UESF has contacted all 7 board members in order to meet with them to tell them to settle the contract. In response to a question: The school board does not have close control in negotiations, but has total authority.

Suggestion: Contact students' parents to ask them to contact the school board.

There was a discussion and question-and-answer session about our efforts and the school board's role.

Resolutions

1. Constitutional Amendment (from April Ex. Bd. and Assembly) Dennis Kelly

Proposed Bylaws changes

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 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 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)

There were questions and concerns raised and addressed about the dues increase for substitutes.

M/S/C to postpone the consideration of the resolution until UESF's next Assembly meeting.

2. M/S/C Endorsing Professional Salaries for Substitute Teachers.....Tay McArthur
WHEREAS, our colleagues, the Substitute Teachers in San Francisco and America are being recognized in May of 2007 during National Substitute Teachers Day; and

WHEREAS, their professionalism, in the role in which they serve; also needs to be recognized with professional compensation, and

THEREFORE, BE IT RESOLVED, that UESF in its support of professional salaries for our substitutes, encourages its delegates to promote, at the NEA Representative Assembly (in Philadelphia) the CTA State Council in the Fall of 2007, the CFT Convention in March 2008 and the AFT Convention in July, 2008, a "Professional Salaries for Substitutes" New Business Item (NBI) or Resolution to be submitted, as authorized by UESF.

The above resolution came to the Assembly from the Executive Board with a recommendation to pass.

3. M/S/C as amended Resolution on Spring 2007 Membership Meeting.....Andrew Libson

Whereas, UESF has made reasonable requests of a 6% wage increase, improved benefits on dependent health care, more support in the classroom and contractual equity for certificated and classified staff,

Whereas, SFUSD seems committed to stonewalling the vast majority of UESF proposals, playing coy with financial considerations, and pushing our union into preparing for a labor dispute next fall.

Whereas, SFUSD seems once again intent on proving that they will not take us seriously at the bargaining table unless they know we are making presentations to take action at work,

Whereas, our strike preparations last year and events in Hayward this year show there is rising anger among educators at the progressive increase in work load with a slow erosion of our living standards that has led to a willingness of educators who take a stand in the name of preserving public education,

Whereas, SFUSD negotiators have promised to make a salary offer at the May 24 bargaining sessions, and UESF will get the best offer if SFUSD knows we are prepared to act quickly in the fall if this is not settled this spring and that we are making preparations now,

Whereas, not having a membership before the spring semester ends, can only mean we will have to have two in the fall and likely means a strike authorization meeting no sooner than November,

Therefore, be it resolved, that UESF will call its first membership meeting to move forward toward strike authorization on any date between June 5, 2007 and September 12, 2007.

M/S/C amendment in the resolved, after "authorization", strike "in the last week of the school year" and replace with "on any date between June 5, 2007 and September 12, 2007."

Brother Kelly exercised the privilege of the chair to give his Bargaining Report before the vote on the above resolution. (See below.)

Reports

- 1. Election Report.....Charles Hibbard

Officers

President
Dennis Kelly

Executive Vice-President
Linda Festa Plack

Vice-President, Paraprofessionals
Carolyn Samoa

Vice-President, Substitutes
Liz Conley

Treasurer
Elaine Merriweather

Secretary
Susan Solomon

Sergeant-at-Arms
Roberto Michel

Executive Board

Certificated Representatives

High School (4)
Stan DeBella
Claire J. Merced
Derrlyn Tom
Ken Tray

Middle School (3)
Larry P. Blake
Marilee Hearn
Mark Murray

Elementary School (5)

Darcie Chan Blackburn
Lita Blanc
Earl Lene DeSantiago
Sandra Chin Mar
Karen Zapata

Special Education (1)

Robin Brasso

Child Development (1)

Betty Robinson-Harris

Bilingual (1)

Maria Teresa Ponce

Substitutes (2)

Daniel Markarian
Pamela A. Routh

Counselors

Tim Reidy

Support Services (1)

Susan Kitchell

At-Large (4)

Judith Christensen
Luisa Ezquerro
Adrienne Johnstone
Gale Ow

Classified Representatives

Instructional Aides – Series A (3)

Janet Eberhardt
Aracelly Martinez
Frankie Wong

Child Development – Series C (2)

Karen Quinn-Harris

Support Services – Series P (1)

(No nominations)

Special Education – Series N, S (2)

Tom Harriman
L. Diane Johnson

Community Relations – Series R (1)

Mary A. Lavalais

Security Aides – Series T (1)

Samuelu S. Killiona

Labor Council Delegates (13)

- Patricia Crawford
- Earl Lene DeSantiago
- Tom Edminster
- Luisa Ezquerro
- Dennis Kelly
- Hene Kelly
- Claire J. Merced
- Gale Ow
- Linda Festa Plack
- Carolyn Samoa
- Susan Solomon
- Ken Tray
- Frankie Wong

CTA State Council Runoff Candidates (5)

- Claire J. Merced
- Elaine Merriweather
- Mark Murray
- Betty Robinson-Harris
- Pamela A. Routh

Many, many thanks to Elections Committee Chair Charlie Hibbard and to those members who ran.

- 2. President’s Report.....Dennis Kelly
 - a. Bargaining Report: At the end of negotiations on May 3, UESF almost declared impasse due to the district’s insulting salary offer. After much discussion, the bargaining team decided to go back to the bargaining table on May 15. On May 15, the district presented additional compensation proposals that indicated that there is more money available for raises than their initial proposal indicated. Negotiations are also scheduled for May 24 and 25.
 - b. NCLB action report: There have been meetings with other locals and CTA; with the mayor; with Pelosi’s office. There will be a campaign to work against merit pay in the reauthorization of NCLB.
 - c. 30-year paraprofessional Ida Stanford has been awarded with the CTA-ESP of the Year Award.
- 3. Executive Vice-President’s ReportLinda Festa Plack
 - a. May 7 was Substitute Recognition Day. UESF hosted a reception at Caffè Trieste for substitutes. The City of San Francisco contributed a proclamation and Superintendent Gwen Chan attended. On May 8, there was a Retirement Reception at City Hall for retiring teachers. On May 9, there was an event at City Hall for the mayor’s recognition of outstanding teachers.
 - b. Professional Development Survey (10 minutes).....Mark Murray

1300 surveys were filled out. The district’s PD was found less than satisfactory. Literacy instruction and classroom management were the top 2 categories for what kind of PD our members want. Top 2 preferences for how to deliver PD: site-based with outside experts

and site-based with teachers training each other. These and the other results will be posted on the UESF website.

4. Retired Division Gerry Meister
Tom Ammiano proposed a resolution, at the behest of Joan-Marie Shelley and residents of Sunrise on 19th Avenue, asking San Francisco's State legislators to introduce a law repealing the existing exemption from local rent control of residential care facilities throughout the state. San Francisco facilities are raising their rates by as much as 6 percent a year. Several Retired Division members spoke at the hearing, and the Board of Supervisors passed the resolution unanimously.

5. Elementary Committee.....Earl Lene De Santiago
The committee met with the assistant superintendents for the first time in over a year. Brother Kelly pointed out that the committee has been successful with the CELDT resolution and the report card adoption resolution this year.

6. Social Activities Committee.....Susan Solomon
The end-of-year party will be on Thursday, May 31, 2007 from 4:30-8:30 at the Local 34 union hall next to SBC Ballpark. All members were invited and encouraged to attend.

Announcements: A flyer was distributed with information about a housing committee meeting on May 31.

Adjournment at 6:37 p.m.

Respectfully submitted,

Susan Solomon, Secretary