

**United Educators of San Francisco
Assembly Meeting
Wednesday, September 21, 2005, 4:15 p.m.
Minutes**

Minutes

Approval of Minutes Susan Solomon
The minutes of the May 18, 2005 Assembly meeting were accepted as presented.

Financial Report.....Elaine Merriweather

M/S/C to accept the 2005-2005 budget as presented. There is a new line item, "Installments to SFUSD," to reflect our repayment to the district for release time.

M/S/C to move into COPE. M/S/C to accept the COPE financial report as presented.

M/S/C to move out of COPE.

M/S/C to amend the order of business.

President's Report.....Dennis Kelly

- a. Negotiations: A new edition of *Table Talk* just came out. At the last negotiations session, we presented our economic proposal and most of our remaining proposals. The district is reviewing their work to assure they have everything on the table. We will determine when we complete the exchange of counterproposals if we will reach impasse. One issue that was resolved was regarding the 12-month certificated pay calendar. After changing the work year from 181 days to 184 at UESF's urging, the district said the computers couldn't be reprogrammed and said those on the 12-month pay calendar would get 3 extra days' pay in December. UESF rejected this plan, and the district was able to do the reprogramming after all.
- b. SEIU: The district declared impasse before SEIU did. One mediator was selected out of the five offered. SEIU is conducting a strike authorization vote of its members this week. If the members authorize a strike, and mediation fails, SEIU officers will have the authority to call a strike.
- c. Administrative Vacancy: Arlene Ackerman's resignation will not have a huge impact on negotiations, but her lame duck status will. She has no compelling interest in the district's long-term plans. It would be in our best interest if a new superintendent, or an interim, is put in place soon. The decision rests with the school board as to whether it is worth it to buy out her contract and who the interim would be. The board is evidently not in unanimity yet on a target date for Ackerman's departure.

M/S/C to amend the order of business.

M/S/C (unanimous, less one) SEIU – UESF Solidarity Resolution.....Alita Blanc & Cynthia Lasden

Whereas UESF supports SEIU 790's struggle for a decent contract;

Whereas SEIU 790 is conducting a vote that could result in strike authorization;

Whereas the outcome of one union's contract struggle will directly affect the other's contract;

Be it resolved that UESF continue to publicly support SEIU 790's struggle for a fair contract.

Be it further resolved that the leadership of UESF will keep our membership informed in a timely fashion about the status of negotiations between SFUSD and SEIU 790 as well as about negotiations between SFUSD and UESF;

Be it finally resolved that UESF will continue to work with SEIU 790 to maximize the impact of any actions that might be taken to ensure a fair contract for both SEIU 790 and UESF members.

M/S/F Should SEIU 790 go on strike, UESF recommends that its members not cross the picket line.

Cynthia Lasden asked for volunteers to staff the UESF table at the Teacher 4 Social Justice conference on October 15.

Special Order of Business

- 1. COPE CommitteeKen Tray

Brother Tray spoke about the importance of defeating the governor's propositions 74, 75 and 76. We must get our members to phonebank and precinct-walk. He introduced CTA representative Shannon O'Hara, who delivered a Power Point presentation. (Paper copies were distributed.) Brother O'Hara stated that there will be a contract someday—there always is—but if these resolutions pass, our work lives will change dramatically. Brother Tray described phonebanking. There was a brief break while members signed their school up for phonebanking.

Robin Brasso urged members to write letters to the editor. To get on her mailing list, contact her a rbrasso@uesf.org.

Brother Kelly reported that Michele Modena of Human Resources does not want UESF's Back-to-School-Night letters distributed. She wrote a letter to some teachers, stating that the union is asking them to do something wrong. One principal called the police because Dorothy Geoghegan was distributing the letter on the public sidewalk outside of a school. The police took no action against Sister Geoghegan, as she was exercising her free speech rights. Suggestion: try to inform a school's staff if you will be leafleting outside their school. Sister Blanc was thanked for creating and leading this project.

Resolutions (1 thru 4 recommended by the Executive Board)

- 1. M/S/C Black Caucus Jeremiah Jeffries

Whereas, our partner union AFT has an established Black caucus as well as numerous locals of various teacher unions also have a Black caucus that contributes to the voice of Black teachers in their districts and nationally, and

Whereas, UESF recognizes the necessity to support and retain quality Black educators at all levels of staffing within the district, and

Whereas, over the last five years SFUSD has lost at least 32% of its Black teachers and 32% of its Black classified staff, and

Therefore Be it resolved that today UESF establishes a permanent Black Caucus Committee (BCC) until such time that the committee itself feels that it is no longer needed, and

Be it Further Resolved that UESF's Black Caucus Committee shall work to:

- Foster leadership development and empower Blacks to become active participants and leaders in UESF and in the larger education community;
- To assist Black school workers who have discrimination complaints;
- To promote, support and assist the organizing of Blacks within UESF;
- To encourage Blacks to be greater activists in community and political Affairs, and

Be it Further Resolved that the BCC serve as a support and networking opportunity for black educators, and to provide education and training for its members, and

Be it Further resolved that the membership of the BCC shall be open to any dedicated UESF men and women, classified and certificated who self-identify as Black who will work within UESF's to forge changes that will benefit Blacks and the entire UESF membership, and

Be it Further Resolved that the BCC will determine any additional goals, structures and leadership for the caucus, and

Be it Further Resolved that staff will be given time to do work for the BCC as long as such work does not interfere with staff ability to carry out their duties in a timely fashion, and

Be it Further Resolved that a minimum of 4 organizing release days, for two designees of the caucus (one classified and one certificated) to fulfill record keeping, organizing and administrative duties for the BCC, will be provided, and

Be it finally resolved that UESF will establish a separate voice & written mail box for the BCC and establish a linked page for the BCC on the front page of the UESF website, to be monitored and maintained by a designee of the BCC.

Brother Jeffries motivated, expressing how it would have benefited him when he started teachers. There was some discussion about the possibility of forming an Ethnic Minority Affairs Committee instead, but no formal motion was made.

[Tricia Bozak was introduced by DK.]

Points of information: AFT does not have a Black Caucus; it was folded into one group. NEA does. UESF has met with three groups, including NAACP and ACORN, about attracting and retaining qualified teachers and specifically in some cases, African American teachers.

Brother Kelly introduced Tricia Bozak of CTA, who is working on the campaign to defeat Propositions 74, 75 and 76.

2. M/S/C Resolution on September 24 Anti-War DemonstrationTom Edminster
Whereas UESF has stood firmly and clearly in opposition to the invasion of Iraq, reflected in our early and continuing membership in United States Labor Against the War [USLAW] and in our support for mobilizations since before the US invasion and occupation; and

Whereas UESF has also consistently attempted to keep young people from becoming cannon fodder in this endeavor—including support of the “opt out”

provision for local students and the College Not Combat local ballot initiative;
and

Whereas national mobilizations against the Iraq occupation will occur on
September 24th, and there will be a local mobilization here in San Francisco;

Therefore be it resolved that UESF endorse and support the Sept 24th anti-
Iraq occupation mobilization; and

Be it finally resolved that UESF seek to mobilize its members to participate in
the local labor or "College Not Combat" contingents of the San Francisco
demonstration.

3. M/S/C Endorsement of Local Appearance by George Galloway, MP.....Tom
Edminster

Whereas UESF has opposed the invasion of Iraq and its continued occupation
since before its occurrence; and

Whereas UESF recognizes that the international character of anti occupation
sentiment and mobilization has been part of its strength; and

Whereas George Galloway, Member of (British Parliament), has been a
consistent voice against the Iraq war and occupation, including his
appearance May 17 at a US Senate hearing, when he turned the proceedings
into a condemnation of the war in Iraq; and

Whereas, George Galloway, MP, will be in San Francisco on Wednesday,
September 21st, at Mission High School;

Therefore be it resolved that UESF endorse and publicize the appearance of
George Galloway, MP, as an important contribution to anti-Iraq
war/occupation sentiment.

4. M/S/C Resolution for Support for SB701.....Elaine Merriweather

Whereas we know that research has proven that preschool is a valuable experience
for young children, and

Whereas Senator Carole Migden has introduced a bill SB 701 (San Francisco
Childcare subsidy Pilot Plan) that would enable more families of San Francisco to be
eligible for the Child Development Programs and maximize the use of available
contracted dollars, and

Whereas with the existing child care income eligibility cut-off, a person who makes
over 75% of the average local income is not eligible, this adds an unreasonable
burden on working families in high cost counties; and has created a hardship for
many families in the Bay Area who reach the 75% income limit, and

Whereas quality Title V CDD contracted child development programs are being
reimbursed at half the cost of care in these highest cost counties and are at risk of
closing;

Therefore Be it Resolved that United Educators of San Francisco support SB 701 and the effort to preserve the Childcare for our neediest children.

5. M/S/C In Support of Chronicle Workers..... Linda Plack
Whereas, the union workforce at the San Francisco Chronicle has been hit by union busting demands from the Chronicle's parent Hearst Corporation, and

Whereas, the San Francisco Chronicle is no longer locally owned, but merely another investment property in the privately held Hearst corporate empire, and

Whereas, Hearst has demanded huge concessions in jurisdiction, just cause, staffing levels, shift language, overtime, vacation, sick leave, and wage cuts up to 60%, and

Whereas, despite its claims of losing money, Hearst has failed to show records that are independently audited fiduciary documents admissible in any legal proceeding to establish the validity of the claimed losses, and

Whereas, many of the concessions demanded would not reduce the claimed "losses" but are obvious attempts to break the strength of the union and force many workers to quit in disgust,

Therefore, Be It Resolved, that, in solidarity with the workers still bargaining at the San Francisco Chronicle, the United Educators urges our affiliates and the public to pledge to cancel their subscriptions to the Chronicle if the Hearst/Chronicle locks any of its employees out of work, or imposes conditions upon any of them, or any union is forced to strike to win a contract, and to that end, the union will make available a "Pledge to Cancel" petition for members and

Be it Further Resolved that UESF will forward copies of this resolution and petition to the San Francisco Labor Council affiliates.

Reports

2. Executive Vice-President's Report Linda Plack
- a. E. and E. Broad/Broad Acres: Sister Plack and Brother Kelly just returned from Washington, D.C., where they attended a Broad Foundation event. Eli and Evie Broad have contributed \$400 million to public education. SFUSD is one of the top 5 contenders for a Broad prize, which is for scholarships for graduating high school students. SFUSD was a runner-up, so it was awarded \$125,000. Seventeen people were there from SFUSD. (Only the superintendent, school board president and union president were expected.) Brother Kelly has written a letter asking what funding paid for sending all the district people. Kelly and Plack attended many workshops; very few union people were there. Management types see the teachers and unions as separate. Merit pay was a major focus. The big focus was on teaching and learning, but the word "teacher" was rarely spoken; one of the scholarship recipients spoke it first. And how do you measure learning? By standardized tests. And how do you reward? By looking at test results.
- Broad Acres (no connection to Eli and Evie Broad) is a school in Montgomery County, Md. which underwent reform without reconstitution. Kelly and Plack, who have been meeting with SFUSD about reform without

reconstitution at Malcolm X Elementary School, met the principal of Broad Acres at the NEA convention, and heard of it from others, who praise it highly. When district representative heard Plack and Kelly were going to visit Broad Acres, they said they had to go too, but they went separately. The main focus at Broad Acres is always that the teachers know best. Mark Murray made the point that these states are willing to fund their schools. (In Maryland, the average/student/year is over \$11,000, and it is higher than that in Montgomery County.)

3. Paraprofessionals Bradley Reeves

Paras will be phonebanking Thursday, September 20. The meet-and-confer last week was about paras' hours being reduced and about paras being transferred without regard to our contract, especially in Special Education. The district's argument is that Special Education personnel are centrally assigned. The district appeared to capitulate, but there is nothing in writing yet. UESF memorialized the conversation and is awaiting a response. A letter from Brother Reeves to paras regarding hours of work and breaks was distributed at the assembly meeting.

4. Substitutes..... Sandra Mack

"Subway", the substitute newsletter, will now be going out to all substitutes and to building representatives. There is a victory in the unemployment insurance case for substitutes. The law states that no school employee is available for unemployment insurance during school recess periods, with certain exceptions. In 1984, there was a clarification: when summer school is in session, school is not in recess. The District appealed and was found wrong.

5. Social Activities Committee Susan Solomon

The September 10 barbeque in Golden Gate Park was a great success. Sister Solomon thanked all those who helped, and in particular, Lidia Baranda-Larin, Kit Bell, Pat Crawford, Earl Lene DeSantiago, and Roberto Michel.

Good of the Order: The Assembly observed a moment of silence to honor former AFT president Sandy Feldman, who died on September 18.

Adjournment: M/S/C to adjourn at 6:49 p.m.

Respectfully submitted,
Susan Solomon, Secretary