

**United Educators of San Francisco
Assembly Meeting
Wednesday, September 19, 2007, 4:15 p.m.
Final Minutes**

Minutes

Approval of Minutes Susan Solomon
M/S/C to accept the minutes of the May 16, 2007 Assembly meeting as presented.

Financial Report

Treasurer Elaine Merriweather was at a meeting in Washington, D.C. to meet with George Miller about NCLB. M/S/C to accept the report as presented.

Special Orders of Business

1. Proposed Bylaws Amendments (1st Membership Reading)..... Dennis Kelly

a. 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)

- b. Standing Rules Committee, Articles VIII and X: The language for the proposed amendment was not available at this meeting. It was presented at the June 2007 Executive Board meeting.

Both proposed amendments will be mailed to the membership before October's Assembly meeting.

Resolutions *

1. M/S/C Endorsement of October 27th "End the War Now" Demo.....Adrienne Johnstone (not present for vote)

Whereas, according to the latest Gallup polls 70% of people oppose the continued presence of U.S. troops in Iraq; and

Whereas, nationally coordinated regional mass demonstrations have been called for October 27 under the slogan "End the War Now" by both UFPJ (United for Peace and Justice) and the October 27th coalition (in the Bay Area) to give public evidence of the depth and breadth of sentiment opposed to the war and occupation in Iraq and the waste of resources that should be used to meet human needs in this country and around the world; and

Whereas, UESF is affiliated with US Labor Against the War, which has endorsed and urges participation in the October 27 regional demonstrations; and

Whereas, more than 40 community, labor, student, faith-based and political organizations in the Bay Area have formed a unified coalition in the Bay Area to sponsor a massive antiwar demonstration in San Francisco on that day; and

Whereas, these actions offer an opportunity for organized labor to mobilize to express labor's demand that all U.S. troops and private contractors be brought immediately and safely home, all U.S. bases in Iraq be dismantled and abandoned, and that resources now spent on wars be invested in meeting human needs; therefore

Be it resolved that United Educators San Francisco endorses and urges its members and their families to promote and participate in the October 27 antiwar demonstration in San Francisco; and

Be it further resolved that United Educators San Francisco will encourage members to march in the labor contingent by publicizing the demonstration through email and through flyer distribution; and

Be it finally resolved that United Educators will make a contribution in the amount of \$50 to the October 27 Bay Area Coalition to help defray the expenses of that demonstration.

2. M/S/C Community Outreach Committee.....Stanley De Bella (not present for vote)

Whereas it has been a policy of this union to enlist the aid of community members in its endeavors and in turn aid those community members in turn. (i.e. We support The Chinese for Affirmative Action, Centro de La Raza, Coleman Advocates, etc. and they show their support for us), and

Whereas it has been an expressed desire of this union to increase said outreach to the community through various clubs, churches and fraternal organizations etc. and that this support be continuous and on-going whether we presently have an action or not.

Therefore Be it resolved that the United Educators of San Francisco create a Community Outreach Committee to coordinate our efforts to become a vital working member of the San Francisco community and that this committee be funded at a starting amount of \$500.00 per year and become permanent line item in the Union budget, and

Be it further resolved that the membership will be surveyed, via a one page survey, to determine what community organizations our members currently participate in so that we may facilitate outreach to those organizations.

3. M/S/C Support Teachers 4 Social Justice Conference Karen Zapata

Whereas Teachers 4 Social Justice is a non-profit organization that promotes peer-based approaches to professional development for teachers and functions with volunteer assistance without grants and funding and

Whereas Teachers 4 Social Justice has been presenting an annual conference for educators since 2001 and will present the 2007 conference on Saturday, October 13th and

Whereas the conference is free of charge and includes lunch and

Whereas the workshops presented at the conference deal with many issues that SFUSD teachers struggle with: war and current events, building classroom community, and ethnic studies curriculum and

Whereas many teachers involved in the organization are SFUSD teachers and activists within UESF

Therefore let it be resolved that United Educators of San Francisco will publicize this event, including but not limited to an announcement in their monthly newsletter and email blasts, and any other effective means to publicize the conference among educators and

Let it be further resolved that UESF will have a table at the conference, being a visible presence for members as well as saying a few words of welcome at the opening and

Let it be further resolved that UESF will donate \$250 or more to the presentation of the conference.

Change of venue: The conference will be at the formerly-named Ben Franklin Middle School campus. It has become a national conference. Thus far, 900 people have registered for the conference. Brother Kelly will make sure someone from UESF will be present to make opening remarks. (He and 12 other members will be attending the CTA State Council that weekend.) Jonathan Kozol will speak. Lita Blanc circulated a sign-up sheet at the meeting for UESF members to staff the UESF table.

*All Resolutions passed with a recommendation for approval from the Executive Committee.

NCLB: California Congressman George Miller has included in the reauthorization bill provisions that would enable a district to override contractual provisions, thus allowing for merit pay. UESF representatives have lobbied Miller and others extensively. Miller, who has been a strong ally of education, has become adamant about his position. NEA President Reg Weaver pointed out the problems to Miller, who responded, saying that teachers are clamoring for pay for performance. Another provision: tracking of individual students to indicate when they have had bad teachers. House Speaker Nancy Pelosi has now joined Miller and is listed as a co-author. CTA representative Shannon O'Hara delivered thousands of fliers to the meeting with information about making phone calls to Congress to express our disagreement. Members were strongly encouraged to make the calls and to spread the word at their sites.

Reports

1. President's ReportDennis Kelly
 - a. Ratification of Contract: Questions and comments were solicited. There was a lengthy discussion and debate about various aspects of the tentative agreement.
 - b. QEIA: Brother Kelly asked Derrlyn Tom, who is working for UESF to disseminate information at the QEIA schools, to report.
2. Executive Vice-President's ReportLinda Festa Plack
 - a) Talking with young new teachers is extremely important. Help make them part of the union. Brother Kelly and Sister Plack are visiting schools to meet new teachers. Members were encouraged to make an appointment for them to visit their schools.
 - b) Victory: Everyone who had to report to work before the work year started will be paid for that time. Content specialists and psychologists were ordered to come in early, but were not told they would be paid.
 - c) Teacher housing: UESF has been pushing this issue for a long time. The mayor is involved. Possibilities include rent subsidies for new teachers and affordable, below market-rate mortgages for teachers and paras. In June, the district requested recommendations for housing. District owns a lot of property, and perhaps some of it can be used for housing.
 - d) Mary Anne Ahtye will conduct a UBC training at Balboa High School on October 9.

- e) At the Fall membership conference on Saturday, October 20, workshops will include: special professional development presented by the Baseball Hall of Fame; Techniques for working with English Language Learners, presented by AFT; home ownership for teachers and paras; and understanding Williams Complaints.

3. ParaprofessionalsCarolyn Samoa

The first meeting is September 26. Members were asked to take flyers about the meeting. In response to a question about a shortage of special education paras, members were asked to call Sister Plack at the office if there are shortages at their sites so she can bring this issue to the attention of the district. Eric Hall suggested looking at job postings. We have found that principals may say they are looking for paras, but the district is not posting.

4. Substitutes.....Daniel Markarian for Liz Conley

The first meeting is Thursday, September 20 at Civic Center Secondary School.

5. COPE Committee.....Ken Tray

The committee is hoping to see finalized language soon for the educator recruitment and retention initiative. Several meetings are being scheduled to meet this goal, so the initiative can be placed on the June 2008 ballot.

6. Retired Division Gerry Meister

STRS is doing a workshop from 1:00-4:00 on Oct. 16 for retirees on managing income. There is a limit of 60 participants. Fliers were available at the meeting.

7. Sergeant at Arms Report Roberto Michel

There were 52 UESF members in attendance. There were 6 high schools, 3 middle schools, 3 K-8 schools, 12 elementary schools, and 3 CDPs represented, as well as the Substitute, Retired, Health Program and Pupil Services Divisions.

Good of the Order: Classes are being moved around daily at Marina. Mission and Washington High Schools are overenrolled. Ninth grade class size is a concern at Lincoln and Washington. ISA and O'Connell High School are underenrolled. Praise was given to Hilltop School. It provides an excellent program for pregnant and parenting students but has been struggling for years to maintain the program. Brother Kelly added that the staff is a very active group, and UESF maintains contact with the Building Representative and the UBC.

Adjournment was at 6:26 p.m.

Respectfully submitted,
Susan Solomon, Secretary