

**United Educators of San Francisco
Assembly Meeting
Wednesday, November 14, 2007, 4:15 p.m.
Final Minutes**

Minutes

Approval of Minutes Susan Solomon
M/S/C to accept the minutes of the October 17, 2007 Assembly minutes as presented.

Financial Report Elaine Merriweather

M/S/C to accept the October 31, 2007 Financial Report as presented.

M/S/C to accept the October 31, 2007 COPE Financial Report as presented.

Special Orders of Business

1. Forum on Proposition 92 (2008 Ballot Initiative) Dennis Kelly

- a. Pro and Con
- b. Questions
- c. Debate and vote

Fred Glass of CFT presented CFT's support position of Proposition 92. Patty Cox of CFT was also present, as was Alan Fisher, former president of AFT 2121 (community college local), and current AFT 2121 president Ed Murray, and his wife. Supporting documents were included in the meeting packet.

Sharon Lowe of CTA presented CTA's oppose position to Proposition 92.

Glass and Lowe each spoke for five minutes. A question-and answer period and a debate followed.

M/S/C with 29 ayes, 5 nays and 6 abstentions: to support the Resolution in Support of Proposition 92, the text of which was on page 12 of the meeting packet.

Resolutions

1. M/S/C to table: Resolution in Support of Black Caucus Committee.....Jeremiah Jeffries

Whereas in Sept. of 2005 UESF voted to establish a Black Caucus Committee;

Whereas the Black Caucus Committee has been meeting and successfully developed a Back to School institute for the parents and caregivers of African American Students;

Whereas the Black Caucus Committee has worked to build a network of Black educators to provide community and begin to collectively address the needs of Black educators and students,

Be it therefore resolved that UESF continues to support the work and activities of the Black Caucus Committee to fulfill and carry out their mission as set forth in the founding resolution passed by the assembly in 2005.

The resolution as printed in the meeting packet contained most but not all of the Executive Board's amendments to the original resolution. The version above is the amended version as put forward by the Executive Board from its November 7, 2007 meeting. Bylaws Section 2 on Special Committees was included in the meeting packet, as was the Committee's 2006-2007 Annual Report.

Brother Jeffries read aloud the original resolution that created the Black Caucus Committee as it was presented and accepted at the September 2005 Assembly meeting, and he reviewed the activities and the meeting schedule of the committee.

M/S amendment: Add "Be it further resolved that the Black Caucus Committee shall be reconsidered by the Executive Board and the Assembly each spring."

M/S/C 23 ayes, 6 nays and 4 abstentions to table all items before the house concerning this motion.

Point of information: None of the special committees has been officially reconvened this year.

2. M/S/C with 1 abstention: Resolution in Support of Iraq Moratorium.....Ken Tray

Whereas, the Iraq Moratorium is a community and labor based campaign to organize public displays of opposition to the war in Iraq on the third Friday of each month; and

Whereas, its goals are: "ending US occupation in Iraq, bringing the troops home now and funding human needs here at home; and

Whereas, UESF members know that human needs at home unmet and human lives in Iraq lost are an obscene price to pay for this unjust and immoral war; and

Whereas, the value of all the oil reserves in Mesopotamia are not worth the life of a single Iraqi student;

Therefore Be it Resolved that the United Educators of San Francisco endorse the Iraqi Moratorium Campaign; and

Be it Finally Resolved that the United Educators of San Francisco urge our members to attend local Moratorium Vigils on November 16 and every third Friday for the duration of this tragic conflict.

Suggestions: that UESF send notification of this resolution to Pelosi, Boxer and Feinstein, and that weekly reminders about the moratorium and the UESF anti-war buttons and ribbons go out in an e-mail blast.

Reports

1. President's Report Dennis Kelly

Resolution: Implementation of New Salary Schedule

WHEREAS, the contract settlement calls for a 3% salary schedule increase, and

WHEREAS, the contract settlement calls for the payment of the 3% to begin at midyear, making the 2007-2008 increase 1.5%, and

WHEREAS, the different pay schedules make "mid year" arrive at different times, in some cases as late as March '08; and

WHEREAS, the following schedule will allow for members to receive an increase on the December paycheck, along with retroactive pay where appropriate:

Certificated – 1.5% for 07-08 payable beginning with the December 3rd paycheck including retroactive payment to July 1, 2007 for 12 pay and Aug 21 for 10 plus pay.

USP – 1.5% beginning with the December 5th paycheck including retroactive payment to July 1, 2007.

Remaining 1.5% added to schedule effective July 1, 2008 for a net 3% increase over the 2006-2007 salary schedule for both units.

3% increase on substitute schedule effective pay period beginning January 21 going forward.

3% increase on rates on schedule B-12 effective July 1, 08 except for summer school which is effective first day of summer school.

THEREFORE BE IT RESOLVED that the Executive Board of UESF accepts this payout plan and directs the president to notify the school district so that the December paychecks can be adjusted in time.

As the Executive Board voted affirmatively for this resolution at its November 7 meeting, its inclusion in meeting packet for the November 14 Assembly meeting was for purposes of discussion and information only.

2. Executive Vice-President's ReportLinda Festa Plack

a. UESF is in a partnership for building ownership of 2310 Mason with the National Association of Letter Carriers. UESF has finally convinced NALC that we are not interested in remodeling the building, at a cost of over \$2 million, and that it is in everyone's interest to dispose of the building. NALC's building committee met and agreed that it is time to look for alternatives.

b. Brochures were available at the meeting for the mayor's "Teacher Next Door" program. One has to be a first-time homebuyer. Over \$1 million are available for \$20,000 loans that are forgivable after 10 years. Housing has to be within San Francisco. The district has declared 10 of its properties as surplus. Some can be used for teacher and paraprofessional housing. The 700 Font Street property was auctioned off at last night's board meeting for \$20,100,000. A survey is needed that would help answer these questions and more: What do teachers want? How can the property owned by the district be used to finance teacher housing? Housing is an issue in teacher retention.

3. Education Research & Dissemination /QEIAMark Murray

UESF'S Professional Development/ER and D Committee has had one meeting and will be meeting on the second Wednesday of each month. A main position being put forward is that the union should have more input into PD. UESF has members trained through AFT's ER and D Program to set up PD. The committee plans to involve members who work at the

14 QEIA schools. The Labor-Management Professional Development Committee will resume meetings soon.

4. Paraprofessionals Diane Johnson

Sister Johnson encouraged members to take and distribute flyers at their sites about the November 28 Paraprofessional meeting. The dues increase and the implementation of the new salary schedule will be discussed.

5. Substitutes Liz Conley

There will be a training for new substitutes on Saturday, November 17. Sister Conley is trying to hold the district accountable for alleged past agreements, since there is no documentation establishing that UESF has agreed to certain practices the district attempts to implement.

The substitute assignment system crashed again today.

6. COPE Committee Ken Tray

The COPE Workgroup had a work session to identify school sites for starting parcel tax campaigns at school sites. There will be a school board race in November. It appears that a number of board members will not run for re-election. Prospective candidates have been contacting the COPE chair and UESF, expressing an interest in meeting.

7. Retired Division Gerry Meister

The division had a membership meeting today, where was an excellent guest speaker who spoke on estate planning. All members, not just retirees, would benefit from the information.

8. Divisional Reports:

a. Middle Schools David Kubrin

The committee has been meeting regularly. The last meeting was well-attended. There was an unsatisfactory meeting with Joan Hepperly. After the 10-day count, new budget allocations were not made, so there are still some large classes. Hepperly has shared a plan to establish a 7-period day. UESF responded by offering to meet with her and let her know of our concerns about the possibility of added work and of a "drill-and kill" program. Next meeting: Nov.28 at Civic Center Secondary School.

b. Child Development Centers Betty Robinson-Harris

Sister Robinson-Harris is generally at First Five Commission meetings and is thus unable to give reports at the assembly meetings. Major new developments: the CDP has a new director. Meetings with her have been going fairly well. In bargaining, an MOU was signed to improve the fiscal situation for CDP. The CDP Task Force has been meeting since spring, and has been discussing changes to the staffing schedule to address fiscal and educational concerns. The new structure that is being discussed will be a pilot program at 3 CDCs (Carmichael, Cobb and Las Americas) pending Executive Board and Assembly approval. There will be three full time (7-hour) teachers in classrooms over the course of the 10.5 hour school day, rather than 6 adults as the current staffing pattern is. It has been 20 years since CDP had full time teachers in its childcare program. The target start time is January.

There is new contract language to address State Licensing's requirement to have personnel files onsite. Only the contents that are required by State Licensing will be kept onsite.

Update on First Five Commission: It recently voted on giving \$5000 to teachers and paras who have a master's or bachelor's degree in early childhood education. Some members on the Commission wanted to limit the \$5000 to teachers making under \$60,000, but Sister Robinson-Harris was able to convince them that this would be unfair to SFUSD-CDP educators.

Good of the Order: The NCLB activity at Moscone Elementary School went very well. Television channels 2 and 7 filmed educators writing postcards to Nancy Pelosi about their concerns about NCLB. Lita Blanc was interviewed. There was coverage of delivery of the postcards to Pelosi's office. Thanks to communications director Matthew Hardy for coordinating the event.

The October 14 Teachers for Social Justice (T4SJ) conference drew over 1000 attendees. Jonathan Kozol spoke. A national network of educators was established.

Announcements

T4SJ will have a 411 meeting in Oakland on November 15 which will be a conversation with the Oakland Education Association. There are plans for a forum in December and study groups in December and January. Details can be found on the T4SJ website.

Adjournment: The meeting was adjourned at 6:21 p.m.

Respectfully submitted,
Susan Solomon, Secretary

NOTE: Next Assembly Meeting will be Wednesday, December 12, 2007