

**United Educators of San Francisco
Assembly Meeting
Wednesday, November 19, 2008, 4:15 p.m.
Official Minutes**

Minutes

Approval of Minutes Susan Solomon
M/S/C with 2 abstentions to accept the October 15, 2008 Assembly meeting minutes as presented.

Financial Report and COPE Financial Report..... Elaine Merriweather/Ken Tray
M/S/C with 1 abstention to accept the October 31, 2008 Financial Report as presented.

USP Retirement Research funds, in the amount of \$8000, is a grant from AFT. Requests for funding have also gone to CFT and CTA. This is for research about alternatives to PARS.
M/S/C to accept the October 31, 2008 COPE Financial Report as presented.

Special Order of Business

1. 2009-2010 Instructional Calendar Survey ReportDennis Kelly

The instructional calendar is a mandatory subject of bargaining. The discussion has been broadened to PTA, SEIU, and UASF. SFUSD brought 3 proposals to the first meeting, all with earlier start dates. Starting earlier is useful for high schools because then the first semester is completed before winter break. The superintendent's idea is to have an intersession during winter break, and to have a way of reprogramming schools. This proposal does not seem serious as there are probably not many students who would come in during the break, and it is not known who would do the reprogramming and work during the break. For any changes, UESF needs explicit details from the district—the cost, the intersession plan, how it will impact our members.

The survey results, from about 1000 participants, were on page 25 of the meeting packet. The next calendar meeting with the district is on November 20.

Suggestion: Create a hardcopy survey for paraprofessionals and substitute teachers and paras to get a thorough response from them. Problem: A three-week intersession would mean 3 weeks without pay for paras and subs, and no Memorial Day paid holiday for paras.

UESF will bring information about private and parochial schools and recreation programs that provide childcare to help inform the discussion.

M/S/C with 1 abstention to move the 3 calendar proposals into negotiations with a request that the District provide detailed information about the educational benefits of these plans.

Resolutions

1. M/S/C In Support of Immigrant Children and Their FamiliesPJHR Committee

Whereas UESF has previously defended immigrant workers and their families;
and

Whereas SFUSD has endorsed and publicized a detailed pro-immigrant and anti-ICE raid policy (SFUSD Resolution: No. 74-24A2, page 56 of the Student/Parent Handbook); and

Whereas there has been an intensification of ICE (Immigration and Customs Enforcement) raids and deportations nation-wide and locally; and

Whereas San Francisco must be strengthened as a sanctuary city and SFUSD needs to be supported and strengthened in its commitment to ALL children, especially those most vulnerable to scape-goating;

THEREFORE BE IT RESOLVED that UESF reiterate its commitment to defend the rights of immigrant children and their families; and

BE IT FURTHER RESOLVED that UESF request that SFUSD post and publicize Resolution 74-24A2 at every school site; and

BE IT FURTHER RESOLVED that UESF encourage all UBC's to make sure that Resolution 74-24A2 is, in fact, posted and publicized appropriately at all sites; and

BE IT FINALLY RESOLVED that UESF request information from SFUSD about collaboration between the district and community organizations such as the SF Immigrants Rights Commission in regard to the monitoring of the implementation of SFUSD's policy as outlined in RESO 74-24A2.

There have been incidents of an administrator asking teachers to get Social Security numbers from students so that they are allowed to eat meals provided at school. That is not district policy.

Reports

1. President's ReportDennis Kelly

a. Bargaining Update

We have had our only bargaining date in November. They offered the day before Thanksgiving, two half-days in December and another half-day. In spite of this, we are still making progress, but slowly and tediously. UESF selected Health and Safety, Evaluations, and Grievances. The District is recommending expedited arbitration, which has been recommended before.

b. "Prop. A" FAQ was on page 12 of the meeting packet, and is on UESF's and SFUSD's website. Criteria have not yet been established for master teacher and whole-school bonuses. Members were asked to make sure people see it.

c. "Balanced Scorecard": The district desperately wants UESF to be partners in the plan. What is it? What happens if a school doesn't have a plan? No clear answers. The Human Rights Commission had a 4-hour hearing about the BSC and Strategic Plan because of the social justice aspect. Brother Kelly spoke at the hearing, saying that UESF is supportive of the goals, but skeptical of the plan. At the next meeting with the superintendent, UESF will present its case more thoroughly. Eric Hall spoke with the president of the Charlotte Mecklenburg local, and BSC has not actually been implemented. In Cedar Rapids, this is the first year. SFUSD has said these districts are using them. Brother Kelly's letter to the District included the educational and social justice goals developed by UESF (Cynthia Lasden, Lita Blanc, Tom Edminster, Derrlyn Tom wrote these goals).

2. Vice-President's Report.....Linda Plack

◆ 2310 Mason Street Building Report was included in the meeting packet. Sister Plack will bring a resolution to the next Executive Board meeting based on the report.

◆ Sister Plack attended a CTA task force meeting and learned that mid-year cuts are quite likely. The governor is not taking the budget deficit seriously. Last spring, UESF passed resolutions, which were then brought to CFT and CTA, about correcting how budgets are passed. CTA has surveyed 800 likely voters who support the 2/3 majority because they don't trust the legislature. A majority also wants to keep Prop. 13 the way it is, and not reinstate the vehicle license fee. Those polled were only in favor of an increased sales tax.

◆ Kelly, Plack and sometimes other officers regularly visit school sites. Members were urged to invite them to their sites.

- 3. Rules Committee Report..... Tom Edminster
 (Included in packet, including proposed amendments, the Oct. 5, 1989 language regarding Dues and Financial Arrangements, and a pie chart, which has a few numerical errors, illustrating the UESF dues structure.) Brother Edminster gave background information for the report. The Article XIV, Section 7 proposed amendment should include Appendix M. Brother Kelly asked the body to thank the committee for its ongoing hard work. The proposed definition of "adjunct" does not exclude bargaining unit members who are already members.

What does "full notification of the membership" mean? This subject was addressed on page 16 of the Rules Committee recommendation. Suggestions were made for the tentative calendar on page 16. A decision needs to be made about the definition of "dues structure." There was a discussion about what "adjunct member" means.

- 4. PJHR Committee Report Lita Blanc
 (Included in packet)

- 5. COPE Committee..... Ken Tray

The fall campaign was a success overall. Winners of the school board elections: three out of our four endorsed candidates, Yee, Fewer and Norton. Wynns was the fourth candidate who won, in third place. UESF was more involved in the Board of Supervisors election than ever before, and was especially helpful to Mar. Winners of the Board of Supervisors: three of our four endorsed candidates in the first place in ranked-choice voting, Chiu, Mar and Avalos. Campos, the District 9 candidate UESF endorsed for 2nd place in ranked-choice voting, won.

6. Divisional Reports:

- a. High School Committee Report..... Kathy Melvin
 (Included in packet)
- b. Child Development Committee Betty Robinson-Harris

The Task Force is continuing to function and work hard. This is the first time in 20 years that the union and district are working together on CDP issues. Site managers are asked to volunteer to enter the pilot program. This program is a cost-savings measure. There have recently been many allegations of child abuse against our members. Investigations take as long as 6 months, all of which time the accused educators are kept on paid administrative leave. The increase in reports is due to an increase in staffing in State Licensing. There is currently a nationwide search going on for a CDP director, as the former CDP director is now the Chief Administrator for CDP. From First Five, the state-funded program for preschool, the city and county borrowed over \$1 million for wages. There is controversy because the additional \$5000 now being paid to pre-K teachers is not being paid to educators who work with babies up to three years old.

- c. Paraprofessionals.....Carolyn Samoa

There was a meeting with the PARS director, who stated that the PARS system in San Francisco is unique. Administration of medication and medical procedures cannot be done by teachers, per the contract, so paras are being directed to do it. By law, there are 7 steps that should be taken before a para can be directed to do it, and then it has to be voluntary. It is Tom Ruiz's goal to make it mandatory. The ruling that just came down last week prohibits anyone but nurses from administering medications.

- d. Substitutes Liz Conley

(Report included in packet)

- e. Retired Division..... Gerry Meister
Speaker at today's meeting, attended by 50 members, was John Rothman.

Good of the Order

Announcements: Rally on November 20, 4:30 at 55 2nd St. to protest the Hispanic Scholarship Fund's policy of granting scholarships only to individuals with legal status. Core substitutes: Last spring, when there were layoffs, the District said it had to layoff core subs because they were permanent employees. This year, they were hired as temporary. The district hired a known anti-union law firm, Jackson Lewis, who convinced the judge to throw it out and back to PERB. PERB will rule that it has to go back to court.

Adjournment: at 6:37 p.m. in memory of Hank Wilson, who was responsible for the creation of the anti-discrimination clause in the UESF contract.

Respectfully submitted,
Susan Solomon