

**United Educators of San Francisco  
Executive Board**  
Wednesday, March 1, 2017 4:15 p.m.  
**Minutes**

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**Order of Business (Committee of the Whole w/o quorum @ 4:20 p.m.) (Quorum called w/quorum @ 4:33 p.m.)**

- Roll Call ..... Liz Conley for A.J. Frazier, Sergeant at Arms

**Approval of Minutes and Financial Report**

1. Approval of Minutes M/S/C..... Lisa Gutierrez Guzmán
2. Financial Report M/S/C ..... Antonio Mankini
  - + Revenues: In good shape
  - + Expenditures: Importance of conferences

**President's Recommendations for Expenditures M/S/C..... Lita Blanc**

1. CTA Civil Rights Luncheon, March 4 .....\$210.00
2. Freedom Seder. April 5 ..... 4 seats @\$50.00=\$200.00
3. SFLC COPE Dinner, April 13 ..... 10 seats @\$250.00=\$2,500.00
4. NEA Black Caucus ..... 4@\$500.00=\$2,000.00
  - + Explanation of expenditures

**Officers Reports** (Reports may be made in writing)

1. President's Report ..... Lita Blanc
  - + Next Wednesday, 3/8, important LCAP/Training: Will be informative re: big chunk of budget, looking @ having PD for all and state support for safe and supportive schools
  - + Housing enormous issue: educational housing hearing coming up on 3/22, want to have 40 rank-and-filers there
  - + (Brother Tray) Housing battle reaching a peak, issue of inclusionary housing (some are speaking in our names and pitting us as "middle-income" people vs lower income people); need our voices
  - + Housing urgent issue, shout-out to Ellen Yoshitguu who housed an educator for a week, talk to Sister Yoshitsugu if you have a room available
  - + Non-Barg. Team E-Board members as observers, let Sister Solomon or Sister Blanc know if assigned date works for you to ensure subs, will re-evaluate in Fall
  - + Appointments: Gale Ow to Rules Committee (22/23 people voted for her); Julia Kim's replacement on Executive Board: Patty Golumb (SPED teacher) PASSED
  - + BARGAINING: +Myong Leigh's letter stating 1% = \$5M is an error: 1% = \$4.2M;
  - + Training for paras @ beginning of year; paras often taking the place of teachers
  - + Bulk of day bringing our contract in line w/FMLA, CFRA, etc.

- + (Sister Solomon) New law permissive, will be researching what must be done and what can be done, looking @ improvements
- + District wants to eliminate sabbaticals for rest of contract
- + (Sister Samoa) People offered sabbaticals this year will get them; offer for subsequent years
- + Rule of confidentiality @ bargaining, observers have to follow same rules as members of Bargaining Team
- + Educational in April re: Open Bargaining

DEBATE AND DISCUSSION: Status of Heidi Avelina-Smith (on sabbatical, will attend E-Board meetings in Spring); health benefits (haven't touched compensation); taking notes @ bargaining, Bargaining for the Common Good and Open Bargaining (inc. definitions); having community members as observers @ bargaining; pros and cons of opening up bargaining even more; not observing right away if have concerns

MOTION: Five-minute presentation in April with 15-20 minute question-and-answer session afterwards (Passed)

2. Executive Vice-President's Report ..... Susan Solomon

- + Galileo members presented @ Board of Ed in support of non-reelected member
- + Also spoke re: housing crisis and bargaining
- + NEA guideline re: SPED and workload

DEBATE AND DISCUSSION: Disproportionate number of students w/IEPs who are in general education classrooms, 504 plans

**Special Order of Business**

• Organizing Report..... Sarah Wilson and Ken Tray  
(Sister Wilson)

- + Rationale for organizing contract campaign @ sites and with parents/community
- + Contract Action Meetings @ sites to set up communication network
- + Commitment Cards
- + 20 sites now have contract campaign meetings scheduled
- + Sign-Up sheet for meetings passed around

(Brother Tray)

- + Bay Resistance Training @ Mission High, 1:30 – 5:30 p.m. in response to threats of Trump agenda

- + Goal: 1000 people, educator strand

DEBATE AND DISCUSSION: Looking @ alternative ways to organize; Organizing Director and Political Director working together

**Resolutions**

1. Addressing Shortage Thru Improved Educator Pathways M/S/C ..... Jeremiah Jeffries, et al

Whereas, UESF believes that all children have a right to have credentialed educators teach them and facilitate their learning; and,

Whereas, UESF has serious concerns about SFUSD acting in multiple roles (provider of program, collector of tuition and potential future employer) with interns in the current credential program design; and

Whereas, SFUSD's new credential program design is unclear about how participants will be evaluated and assessed for readiness for the classroom;

Therefore, be it resolved that UESF call upon the SFUSD Board of Education and the Superintendent to focus on the recruitment, participation and support of experienced paraprofessionals into this new program; and

Be it further resolved that UESF will again call upon the SFUSD Board of Education and the Superintendent to invest in the San Francisco Teacher Residency program, which provides excellent support for three (3) years to SFTR residents, including support after they become teachers, resulting in an overall 85% retention rate; and

Be it further resolved that UESF call on the Board of Education and the Superintendent to focus their credential programs and support on paraprofessionals, out of state credential holders, and other experienced educators to expedite their ability to obtain a clear California credential; and

Be it further resolved that UESF encourage SFUSD to convene a task force including representatives from UESF, United Administrators of San Francisco (UASF), and local institutions of higher learning to address the teacher shortage in a way that would find appropriate solutions to the shortage as experienced by SFUSD; and

Be it further resolved that UESF continue to encourage SFUSD to scale back the number of participating interns in the Pathways Program so that there can be more focused and thorough resources, including real time, in-person mentoring, for the participants; and

Be it finally resolved that UESF call on the SFUSD Board of Education and Superintendent to continue the allocation of resources to recruit and support experienced SFUSD paraprofessionals who want to become classroom teachers through the Paraprofessional Pathways programs.

Moved by maker of motion

2. May 1<sup>st</sup> Day of Action M/S/C (Unanimous) ..... Lita Blanc, et al

Whereas the date of May 1<sup>st</sup> has long been recognized internationally as a day to commemorate workers, unions and organized labor, and more recently, the rights of immigrants in the United States; and

Whereas the Trump Administration has already begun to carry out its reactionary program; and

Whereas UESF is committed to defending our rights as workers and the rights of our students and our communities; and

Whereas May 1<sup>st</sup> has been declared as a “Day without Immigrants” by San Francisco community groups, including MEDA, Our Mission NO Eviction and La Raza Centro Legal; and

Whereas the Alliance to Reclaim Our Schools (AROS), a national coalition of which UESF is a member, has identified May 1<sup>st</sup> as a Day of Action; and

Whereas UESF members turned out in force during the protests surrounding Trump’s inauguration;

Therefore, be it resolved that UESF members are encouraged to organize site-based actions, such as teach-ins, assemblies, and forums, on May 1<sup>st</sup>; and

Be it further resolved that UESF will keep members informed about May 1<sup>st</sup> AROS Day of Action plans, as well as seek input from UESF members about such plans; and

Be it further resolved that UESF will urge our members to work with site and District administration so that plans are in place to ensure the supervision and safety of all students on May 1<sup>st</sup> ; and

Be it finally resolved that UESF will provide contractual and legal advice for those members who engage in peaceful demonstrations on May 1<sup>st</sup>.

Moved by maker of motion

DEBATE AND DISCUSSION: Focus of 5/1 for Bay Area Resistance Network

3. To Improve the Culture of UESF Meetings ..... Ellen Yoshitsugu, et al  
Whereas our union faces many struggles and challenges in the next few years  
Whereas to be a fighting body we have to use our meeting time effectively and work together combining our strengths toward common goals.  
Whereas to be effective we must be respectful of one another, seek to find common ground with one another, and build a culture in which we share our points of view and listen to one another.  
Whereas to use the classroom as an analogy, as classroom educators, we know that in order for our students to really do their best work, they have to feel safe to speak their minds and listen to each other. We know that a classroom in which students are afraid and on edge is not a productive and creative place. Likewise, meetings which lack a respectful atmosphere are a poor use of our time.  
To establish and maintain productive and positive behavior in UESF internal meetings, therefore be it resolved that the UESF officers shall review the mission of UESF and draft norms for internal UESF activities and that the executive board and the assembly shall discuss and agree on those norms. Executive Board members shall sign statements reaffirming their commitment to the mission of UESF and to the group norms for behavior.  
Norms for constructive work together shall be posted and reviewed before each meeting.

Moved by maker of motion

**Motion to table to April Executive Board meeting: Yes: 18; No: 7; Abstentions: 2**

DEBATE AND DISCUSSION: "Walking the Talk"

***Divisional Reports***

1. Elementary School Committee Report..... Darcie Chan Blackburn  
 + Have been meeting with Asst. Superintendent; members were able to raise key issues with Asst. Superintendent, inc. addressing what to do when students run out of classrooms  
 + Need to get more members on committee and/or meeting w/Asst. Superintendent
  2. High School Committee and Paraprofessional Division Reports (None given)
  3. Substitute Division.....Elizabeth Conley  
 + o report given since Sister Conley serving as Sargent of Arms
  4. Retired Division.....Diane Doe  
 + Crafts and Arts Fair, 3/19, Sharon Arts Studio, Golden Gate Park, 10:00 – 5:00 (items you might want to purchase for holidays and/or birthdays)  
 + Two health providers will talk to retired division, along with presenter re: housing issues
- DEBATE AND DISCUSSION: Craft Fair

Good of the Order: B.V.H.M.'s attendance @ N.A.B.E.; looking for ways to push District re: attendance

***Sergeant at Arms Report***.....Liz Conley for A.J. Frazier  
+ 36, 1 excused, 3 unexcused, four guests

***General Delegate Assembly Adjournment @ 5:58 p.m.***

***Executive Session*** re: grievances, status of legal suit and Personnel Committee .

Adjournment @ 6:20 p.m.

Respectfully submitted,

*Lisa Gutierrez Guzman*

