

**United Educators of San Francisco
Executive Board**
Wednesday, April 5, 2017 4:15 p.m.
Minutes

Order of Business (Committee of the Whole @ 4:23 p.m.)

- Roll Call (Called to order with quorum/ @ 4:27 p.m.) A.J. Frazier, Srgt. at Arms

Approval of Minutes and Financial Report

1. Approval of Minutes M/S/C..... Lisa Gutierrez Guzmán
2. Financial Report (None given)

President's Recommendations for Expenditures M/S/C as amended Lita Blanc

1. Chinese for Affirmative Action Gala 6/8/17 5@\$200.00=\$1,000.00
2. Labor Fest Booklet \$300.00
3. NEA Black Caucus (April 22-23) \$700.00
4. CTA Organizing Conference (retroactive) meals & transportation.... up to \$800.00
5. CFT Convention (retroactive) \$455.00 + \$34.00=\$489.00
6. COPE Labor Council Dinner 4/13/17 \$750.00
7. ESP Conference (Retroactive) Up to \$580.00

DEBATE AND DISCUSSION: President explained the expenditures

Officers Reports

1. President's Report Lita Blanc

+ This Saturday, CTA Legislative Breakfast @ Westin Millbrae @ 9:00 a.m. (sign-up w/Sister Eberhardt if interested)

+ 15 UESF members @ CFT Convention, resolutions supporting immigrant rights, academic freedom

+ New superintendent Vincent Matthews, Sister Blanc spoke to people in areas where he was recently and to Board of Education, keeping a close watch

+ Update on bargaining: District came w/a compensation package (3%-4%-3%), proposal to add two days to calendar year, a modest amnt. of \$ in dependent care, would have to sign off on contract by 6/30

DEBATE AND DISCUSSION: New superintendent—Broad alum, pro-charter; progressive resolutions @ CFT Conv.; SFUSD wants “Meet and Confers” whether or not we have increased state \$; quality of PD days; dep.care; PDs re: positive behavior training, SPED, restorative practices; declaring “our number”; benefits of PDs for paras; Board of Ed’s role in bargaining; reductions part of District’s offer; having your own child where you work

Sister Solomon: + Barg.Team hasn’t put forward a counter proposal yet

+ Increase in SFUSD’s contributions and ours for STRS, coming out of general fund, doesn’t affect paras

- + BOE briefed generally re: barg., but don't know details (need to let them know)
 - + 10% w/o cuts, don't know if they want to suspend sabbaticals
 - + Improved pregnancy leave through laws, now guaranteed that pay will not go below \$150/day (from our proposal)
 - + Having child in school where you work not a bargaining issue
 - + Won't get 30% raise w/o layoffs, have to be militant and realistic
- (Motion to extend debate for 15 minutes)

2. Executive Vice-President's Report Susan Solomon
 - + CFT Racial Task Force: Completed work and wrote report, will be on CFT website, now need implementation
 - + Protecting Our Schools/Protecting Ourselves: Task force which Sister Kitchell's working on
 - + S.F. Labor Council: Ad-hoc committee formed to address common issues w/other unions (immigration, single payer health care, etc.)

Special Order of Business

1. Organizing Report..... Sarah Wilson and Ken Tray
 - + Money proposal helps us engage members: Contract Action Meetings, communication structure, tee shirts, Work to Rule, number of turnout @ our rallies
 - + 4/11 rally, getting people out sends strong message to District (passed out leaflets for sites and sign-up sheets); joint action w/Bay Resistance; goal: 400 people (Sister Blanc) + Talking about membership meeting @ Assembly meeting
 - + Phone Banking on Monday from 4:00 – 8:00 to send reminders to the “Yes”es (Brother Tray) + Coalition w/Bay Resistance and Jobs w/Justice
 - + Looking @ allies to promote issues of Bargaining for the Common Good
 - + Future of unionism

DEBATE AND DISCUSSION: Speaking at Board of Ed (contact Matthew, if interested); getting 100 people inside to speak and support speakers, ways to get people out to rally, membership mtg to start strike vote and relationship w/4/11; info about budget on web site; representation @ all 120 schools; president and Executive Board helping to get members out; calling people from home, giving out members' numbers; long-range strategy for bargaining, central spot for ph.-banking

2. Bargaining for the Common Good..... Anabel Ibañez and Cynthia Lasden
 - + Presentations from Anabel and Cynthia:

(Sister Ibanez): Three take-aways from mtg. re: BFCG: 1) Takes a long time, 2) Have to organize w/in union and have deep understanding of BFCG; 3) Have to be able to form/straighten relationships w/community groups, particularly parents

(Sister Lasden): Need to understand BFCG and Open Bargaining; BFCG: Working w/allies and other unions, engaging them, using barg. process to challenge private and public sector; Open Bargaining: More of a transparent approach (what do our members want, nothing hidden), Calif. Alliance for Community Schools (coalition of large districts building movement)

DEBATE AND DISCUSSION: Clarifying questions and comments, follow-up summary, have to be w/the community for them and they for us

PROCEDURAL MOTION: Table resolution re: California Alliance to Community Schools to Assembly (Passed) and "Culture of UESF" to May Executive Board (PASSED: 22 yes, 0 no, 3 abstentions); dispense w/divisional reports (no objection)

DEBATE AND DISCUSSION; Floating holidays for paras

Resolutions

1. California Alliance for Community Schools (TABLED TO ASSEMBLY)Lita Blanc
Whereas UESF has been involved with the Statewide Strategy Network of eight large urban educator unions since its inception a year ago and

Whereas on March 23rd, the Statewide Strategy Network announced the formation of a new coalition called the California Alliance for Community Schools (CACS) which will expand the network to include other labor and community partners to pursue statewide campaigns for adequate resources for all schools, safe and supportive school environments, charter school accountability, shared decision-making at schools sites and lower class sizes and

Whereas the California Alliance for Community Schools complements our participation in our local Close the Gap Coalition and our participation in the national Alliance to Reclaim Our Schools (AROS)

Therefore, be it resolved that UESF support CACS's efforts to organize local delegations to legislators to support proposed legislation for charter school accountability and for funding for community schools and

Be it resolved that UESF inform its members of CACS's campaigns through print and digital media and

Be it finally resolved that UESF help plan and participate in CACS's summer training funded through the NEA) on Bargaining for the Common Good.

2. To Improve the Culture of UESF Meetings (TABLED TO MAY E-BOARD)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.

Divisional Reports

1. Early Education Committee Report..... Betty Robinson-Harris
+ 10 people being consolidated, direct result of other after-school program
+ No calendar for 2017-18; EED will be open on Thanksgiving week, District doesn't want to pay properly
DEBATE AND DISCUSSION: Differences in pay bet. Excel Program and SFUSD
2. Substitute Division.....Elizabeth Conley
+ HR getting better Payroll not paying people properly
3. Middle School Committee, Paraprofessional Division, Retired Division: REST OF THE REPORTS NOT GIVEN DUE TO LACK OF TIME.

Executive Session (Went into Exec. Session @ approx. 6:05 p.m.)

Sergeant at Arms Report (Written report given)A.J. Frazier
35 present, 2 excused, 3 unexcused

Adjournment @ 6:35 p.m.

Respectfully submitted,

Lisa Gutierrez Guzman