

**United Educators of San Francisco  
Executive Board**  
Wednesday, October 5, 2016, 4:15 p.m.  
**Minutes**

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**Order of Business (Informal meeting w/o quorum @ 4:20 p.m. Quorum declared @ 4:25 p.m.)**

1. Roll Call..... A.J. Frazier, Sergeant at Arms

**Approval of Minutes and Financial Report**

1. Approval of Minutes M/S/C..... Lisa Gutierrez Guzmán, Secretary
2. Financial Report M/S/C .....Antonio Mankini, Treasurer
  - + Revenues (p.10), expenditures (p.11)
  - + Appear to be on target in re: revenues; Expenditures: two items raised attn.: 5825 and 5850. IT Support: problem w/grievance data base. Legal expenses.
  - DEBATE AND DISCUSSION: Roster on who pays dues, catching mistakes Payroll is making; getting membership lists from schools (accountability); officers taking care of it; giving out personal information

**Officers Reports**

1. President's Report.....Lita Blanc
  - EXPENDITURE: M/S/C.....**CTA LBGTQ Conference.....up to \$700**
  - + Health and Welfare Fund, \$9500 awarded to eight members
  - + Bargaining Team (p.24): Balance of experienced w/a few new people, expanded from 12 to 14, security guard on team; needs to check w/one last alternate; 10/27: first BT session w/SFUSD, 9:00 – 11:00, UESF will have caucus mtg. prior
  - + “Rationale for a Collaborative Multi-Local Barg. Campaign:” Community of bargaining w/several other large unions, “Bargaining for the Common Good”
  - + Discussion @ November E-Board re: which pieces of “Draft Platform of Statewide Struggles” we can bring to our BT
  - + Looking at redesigning web site, will take several months
  - + District roll-out of teacher program, met w/TSAs, District approaching what’s fair, want TSAs to be paid if paid in past
  - MOTION TO APPROVE BARGAINING TEAM Yes: 18; No: 3, Abstentions: 2**
  - DEBATE AND DISCUSSION: Total # of names submitted (around 29), which grades teaching or taught, how many years, bios will be sent out (stated divisions of alternates); same BT for reopeners and for whole contract in Spring; unions involved in “Rational...Barg. Camp.” goal for survey distribution
2. Vice-President's Report ..... Susan Solomon
  - + National Day of Action (AROS) tomorrow, progress since we first got involved in project, organizing for it up to and inc. today
  - + Brother Lara gave report on CFT Racial Justice Task Force (p. 25)
  - + Two more meetings (after election and before next CFT convention), modeled after AFT Racial Justice Task Force, led by Loretta Johnson
  - + E-mail/call Sister Solomon w/thoughts after reading report

- + SPED: Issues re: overworking, understaffing, consolidation; looking over consolidation lists to see if consolidation justified
- + 25 staff members met at Feinstein ES w/Sisters Solomon and Montenegro re: SOAR/SPED and re: not having resources to meet needs of students
- + Eviction protection: Good UESF turnout @ last housing clinic, Mark Leno's bill approved by governor, can use school district property for housing
- + Talks w/SFUSD and Mayor's office re: eviction and other housing issues
- + Continuing to work on eviction protection
- + Remaining involved in various coalitions re: housing issues

DEBATE AND DISCUSSION: 504: some students singled out, responsibility of members, workload, gen. ed. attendance @ 504 mtg; Sister Mancillas offered srvc./consultation for questions; real estate developers and plan on building on District property, press conference in last week of October re: needs of members

(MOTION TO EXTEND THIS PORTION OF MEETING BY SIX MINUTES: Approved)

**COPE Committee M/S/C as amended** .....Ken Tray

- + Posters out for Bd. Of Ed-endorsed candidates, bring to sites, ask small shop owners if they'll put up signs
- + Prop 55 handout (ordered 4000 more, 1000 in Spanish)
- + Two flyers re: BOE candidates (one for members, other for parents)
- + Sign-up sheet, choose a date or two for site phone banking
- + \$100,000+ going into campaign
- + p. 13 ("Proposed Campaign COPE Expenditures for October 5 Executive Board Meeting")

**Amendment: \$5,000 to Prop W: M/S/C**

PULLED: Proposition V

YES: 16; NO: 5; Abstentions: 8 (on all items except Prop. V)

**MOVED TO ENDORSE PROP. V (Passed)**

DEBATE AND DISCUSSION: Timelines for voting by mail, Facebook blast, giving money for propositions and endorsed candidates, 1:1 discussions, Prop.57, more funding for Kim

**Resolutions**

1. Executive Board Priorities M/S/C..... Lita Blanc, et al  
Whereas the UESF Executive Board held a retreat on September 10<sup>th</sup> during which we discussed the results of the Listening Tour, completed a self-assessment as Executive Board members, identified priorities and reviewed the 2016-17 organizing plan that was submitted to the AFT,

Therefore be it resolved that for the 2106 (**"2016"**)-17 school year, as Executive Board members, we will prioritize becoming more active in site UBCs, attending Board of Education meetings and affiliate convention, bringing more rank and file to assembly meetings, UESF activities/ trainings and educating and organizing around contractual rights.

And further be it resolved that, UESF adopt the 2016-17 organizing plan as our organizational framework for this school year.

Moved by maker of motion;

Passed w/two abstentions

DEBATE AND DISCUSSION: Document much clearer than last time, bargaining survey, possibilities of organizing our base

2. Support for Chicago Teachers Union M/S/C **as amended**. Ellen Yoshitsugu, et al  
Whereas the CTU has been in contract negotiations for 24 months without resolution.

Whereas the CTU has been under constant attack by “education reformers” in the Chicago city administration since 2012.

Whereas the issues at stake are “recall rights” for the 1000 teachers laid off this in August, no more cuts to schools, and to keep pay steps.

Whereas the CTU membership has voted twice to authorize a strike and has set a strike date of October 11, 2016, in the event that negotiations are not successful.

Whereas, in recent years, the Chicago Teacher’s Union’s community-based and rank and file organizing strategies have been a powerful inspiration for the organizing efforts of teachers’ unions around the country.

Therefore, be it resolved that UESF send a letter to the members of CTU in support of their struggle.

~~Therefore, be it resolved that in the event that CTU does go out on strike that UESF donate \$1000 to the CTU strike fund.~~

**(AMENDMENT by substitution): Be it finally resolved that the UESF President write a letter to the Chicago Teachers Union (CTU) on behalf of UESF to inquire what support CTU needs from us and that the President report CTU’s response to the Executive Board and Assembly. If time sensitive, the President is authorized to respond appropriately to CTU’s request before the report to the Executive Board and Assembly; and that whatever action UESF takes will cost no more than \$500.”**

Moved by maker of motion;

YES: 18; NO: 5; ABSTENTIONS: 4

DEBATE AND DISCUSSION: Union brothers/sisters who might need monetary donations closer to us, writing letter after they go out on strike or if imminent, making contact now

3. SOA Watch Border Convergence M/S/C **as amended** ..... Derrlyn Tom

Whereas Mexicans and Central Americans are forced out of their home countries by violence and poverty caused in great part by a history of U.S. military intervention and exploitation, and forced privatization of publicly-owned industries, utilities and social services, and

Whereas, “free trade” agreements such as NAFTA and CAFTA are the mechanisms to increase profits for transnational corporations by creating sources of cheap labor, and

Whereas people from Latin America continue to be forced to flee from U.S. trained repressive security forces and economic and social conditions caused by U.S. policy, and

Whereas we cannot look at immigration reform without looking at its root cause and cannot discuss police brutality or the prison industrial complex in the U.S. without discussing its root purpose, and

Whereas Latin American refugees are confronted with a militarized border, racist immigration laws, and xenophobic rhetoric in this election cycle, and

Whereas many of our immigrant students and their families continue to be targeted and attacked, even when they arrive to our city and schools, and

Whereas state violence is used to exert control and oppress our communities in order to maintain an exploitative racist system that economically benefits the few,

Whereas the School of the Americas Watch Convergence on the US/Mexico border has been endorsed by

Therefore be it resolved that UESF endorse the School of the Americas Watch on the US/Mexico border from October 7 to 10, 2016 in Nogales, Arizona to express our continued solidarity with our immigrant families, and be it

Resolved that UESF express its outrage of so many for-profit detention centers around the country that hold and separate families like the Eloy Detention Center in Arizona, and finally be it

Resolved that UESF submit a written report-back **(AMENDMENT:) in the Educator and including a linked article in an e-mail blast** from the border by members who will be going to the convergence ~~at~~ in Nogales, Arizona.

Moved by maker of motion; Amendment passed w/one abstention  
DEBATE AND DISCUSSION: Medical care for immigrant families, terror experienced by families on both sides of the border

**Divisional Reports**

- 1. Early Education Committee Report..... Betty Robinson-Harris
  - + ADA/low enrollment, Christy Devine will be meeting w/EED Committee @ next division mtg.
  - + Workshop @ next meeting re: accessibility, a lot of barriers affecting parents
  - + Meeting the needs of special needs students, don't always know who's assigned to help the students
- 2. Paraprofessional Division..... Carolyn Samoa
  - + Governor vetoed summer employment benefits for paras on last day
  - + Para phone banking tomorrow night (350 Rhode Island)
- 3. Substitute Division..... Elizabeth Conley
  - + Made preliminary step for improving transportation for subs, met w/MTA reps, trying to get free MUNI passes for those before poverty line
- 4. Retired Division ..... Diane Doe
  - + 50 people have RSVP'd to new retiree luncheon
  - + Changes: Blue Shield/Blue Cross eliminated, addition of United Health Care

**Special order of Business** .....Diane Doe (p. 21)

- Retiree By-Law Additions and Changes: M/S/C  
UESF RETIRED DIVISION BYLAW CHANGE PROPOSAL

An addition to ARTICLE V. ELECTIONS AND TERM OF OFFICE

**Add the following new language, a new *Section 6*, following the current *Section 5*:**

*Section 6. In the event of an uncontested election (one candidate for each office) the election of officers will occur at the May Membership meeting. All members of the Retired Division (except associate members) in good standing at the conclusion of the March membership meeting shall be eligible to vote, and a plurality of votes cast shall be sufficient to elect for any office.*

Renumber current Section 6, *Section 7*.  
Renumber current Section 7, *Section 8*  
Renumber current Section 8, *Section 9*  
Renumber current Section 9, *Section 10*

**Process:**

RD Executive Board votes to recommend change to membership. April 28, 2016  
Proposed change is read to members at May Membership meeting. May 18, 2016  
Bylaw change is voted on by members at September Membership Meeting, September 28, 2016  
Bylaw change is submitted to UESF Executive Board for approval. October meeting

**CHANGES:**

ARTICLE V. ELECTIONS AND TERM OF OFFICE

Section 1. At the regular Retired Division meeting in January of even numbered years, the secretary, or an officer designated by the Executive Board, shall announce a blanket nomination of all Retired Division members in good standing to every elected office of the Retired Division.

Section 2. A nomination form shall be mailed to all members along with the announcement of the March membership meeting. Candidates for office shall accept nomination no later than the close of nominations at the March membership meeting.

Section 3. An election committee composed of non-candidates shall be appointed by the chairperson and approved by the members present at the March membership meeting. The committee shall determine rules for conducting the election. The rules shall include the format of the ballot, the format of candidate statements to accompany the ballot, the date when ballots shall be mailed, and the time and place where ballots shall be counted. UESF Bylaws shall serve as guidelines for election procedures.

Section 4. All members of the Retired Division (except associate members) in good standing at the conclusion of the March membership meeting shall be eligible to vote, and a plurality of votes cast shall be sufficient to elect for any office.

Section 5. The election shall be held by mail and shall be completed two weeks prior to the May membership meeting of even-numbered years.

*Section 6. In the event of an uncontested election (one candidate for each office) the election of officers will occur at the May Membership meeting. All members of the Retired Division (except associate members) in good standing at the conclusion of the March membership meeting shall be eligible to vote, and a plurality of votes cast shall be sufficient to elect for any office.*

*Section 7. Officers shall assume their duties as of June 1.*

*Section 8. All duly elected officers shall hold office for two years and shall be eligible to*

run for additional terms of office.

*Section 9.* Any officer elected to replace a resigned officer shall serve out the unexpired term of the replaced officer.

*Section 10.* The recall of any officer of the Retired Division shall be consistent with those procedures set forth in the Constitution and/or Bylaws of the United Educators of San Francisco.

\*Changes are printed in italics.

Moved by maker of motion

**GOOD OF THE ORDER:** Petition to be presented to Brd of Ed, upcoming Housing Clinic

**Sergeant at Arms Report**.....A.J. Frazier

+ 32 members present, three excused, five unexcused

**Adjournment @ 6:12 p.m.**

Respectfully submitted,

*Lisa Gutierrez Guzman*