

**United Educators of San Francisco
Assembly Meeting
Wednesday, March 15, 2017, 4:15 p.m.
Minutes**

Approval of Minutes and Financial Report (Committee of the Whole @ 4:23 p.m.; quorum declared @ 4:36 p.m.)

1. Approval of Agenda and Minutes M/S/C..... Lisa Gutierrez Guzmán
2. Treasurer's Report M/S/C Antonio Mankini
+ (p.8) Report; as of 3/1/17; (p.9) on track @ this time of the year

Officers Reports

1. President's Report..... Lita Blanc
+ Introductions of CTA Directors, Jerry Eaton and Sergio Martinez
(Brother Eaton) 5/1 Day of Action (AROS); (Brother Martinez) Alliances (CTA Pres Eric Hines talking to other CTA presidents up and down West Coast)
+ CFT Convention coming up, sending delegation of 15 members (meeting afterwards to pick up credentials and overview of agenda): If interested in attending, contact Sister Blanc via e-mail
+ Letter of Intent will be given to each employee starting next week, don't have to turn it in until 6/30, will sign a roster acknowledging receipt, got in writing a list of reasons that will be considered valid, all other reasons will be considered one-on-one; Human Capital Specialists will be sending out reminders
+ Bargaining for the Common Good: UESF in discussion w/allies in labor movement, Jobs w/Justice and another organization are having a conference re: B4CG (Anabel Ibanez will be in attendance); went to Close the Gap meeting to talk re: community hiring (will add labor component to promote hiring from our community), progressive taxation; part of seven-union consortium to develop collective platform, will do a press conference in Los Angeles at CTA State Council re: getting oney into the schools, over-abundance in charter schools
+ Two sides of bargaining story: our side is District needs to see educators and our students as priority; District says there has to be trade-offs ("A year out, we'll go into deficit")

DEBATE AND DISCUSSION: Seven unions (UTLA, United Teachers of Richmond, Sweetwater, O.E.A., U.E.S.F., San Diego and Anaheim) in consortium, building a Mission Bay school w/teacher shortage; money available, e-mail blasts, gag order; excessive testing, where can members go to get facts presented @ LCAP Training

2. Executive Vice-President's ReportSusan Solomon
+ (p.10) UPDATE: SPED over-budgeted, general funds need to be added, looking to double their cuts ("trade-offs"), closing positions that have not been filled

- + SPED has own article in certificated contract, art. 29, art. 7 and 9, and 18 also cover aspects of SPED
 - + Educ. Placement Center didn't complete their report, consolidations will be delayed, got a look @ staffing guidelines (may be reducing paras in some areas)
 - + AFT Program and Policy Council: Highlighted "Educators Rising" (good avenue to pursue)
 - + Pearson Testing Service
 - + E-mail from John Harris, former principal of SOTA, developing advisory committee to develop an arts center
 - + Will probably be asking for a list of which schools affected
- DEBATE AND DISCUSSION: Consolidations, Lakeshore SPED issues (discrepancies), Mission: Amount of IEP students coming in; supporting teachers whose positions might be cut;

Special Order of Business

1. Organizing Report..... Sarah Wilson
 - + Contract Action Meetings @ approx. 1/3 of all schools (42 sites)
 - + Moving members, putting pressure on District along w/bargaining table
 - + Regular tee-shirt days (take photos!)
 - + 3/22 – Emergency Hearing on Educator Housing (first big action of our contract fight)
 - + Sign-up passed around to speak/attend hearing
 - + 4/11 – Rally @ Board of Ed meeting

(Brother Hardy) + Need a large crowd overhearing educator hearing; need SPED educator to talk about effect of para or teacher housing shortage

 - + Will be rolling out intense parent focus
 - + Send info to Brother Hardy

(Sister Blanc) + UESF bumper sticker saying, "Stable, Safe and Supportive Schools"; working w/Organizing Director

DEBATE AND DISCUSSION: When will fact packet be sent out, nothing getting decided before members have a chance to give input; challenge of organizing director to put pressure on District; having one or two representative from each site to speak out on Tuesdays

2. Election Report.....Leslie Clark
 - + Gave a report on recent election for NEA Representative Assembly, NEA R.A. State Delegate, CFT Convention

(Sister Blanc) + Totals on p. 11

 - + 90% gave personal e-mails
 - + Shout out to Jerry Eton for helping us with election

+ Members in good standing/active members (retirees who are active members as subs, et al)

(Brother Mankini) \$3,000 saved by postage, probably total savings much higher, will have better accountability in future

DEBATE AND DISCUSSION: Money saving by doing electronic voting

3. Resolution on QTEA M/S/C unanimously Linda Plack, et al
Whereas UESF and SFUSD sponsored a successful parcel tax measure on the June 3, 2008, ballot called the “Quality Teacher and Education Act of 2008”; and

Whereas the purpose of the measure is to “strategically raise the salary of teachers and provide retention bonuses so that the District can compete with other districts in attracting and retaining the best teachers to support student achievement” and provide support and training to the “Child development program and K-12 teachers and paraprofessionals” and additional measures to support student achievement; and

Whereas UESF and SFUSD agreed that the proceeds from the parcel tax would be placed in a “teacher compensation” account for 71.260% and a “non-teacher compensation account for 28.740%; and

Whereas for the academic year 2013-2014 the fund balance at the end of the year was \$9,505,546: \$4,759, 604 from the teacher account and \$4, 290,943 from the non-teacher account, and for the academic year 2014-2015 the fund balance at the end of the year was \$9,148,849: \$4,469,750 from the teacher account and \$4,679,099 from the non-teacher account, and for the academic year 2015-2016 the fund balance at the end of the year was \$10,146,229: \$4,695,917 from the teacher account and \$5,450,315 from the non-teacher account; and

Whereas the QTEA 5-year projection, produced by SFUSD Budget Services, predicts that by the end of the 2022 year the ending fund balance will be \$24,404,064; and

Whereas on January 27, 2010, SFUSD and UESF signed a “Memorandum of Understanding Regarding Expenditure of Proposition A Unallocated Revenues” as a result of the “Savings clause of Appendix F (certificated) and I (classified) between the parties” in order to accomplish financial needs that both parties agreed to solve, such as increases in contributions to health benefits and increases in salaries;

Therefore be it resolved that UESF once again open negotiations for the purpose of changing the division of the proceeds of the “teacher compensation” account and the “non teacher” account; and

Be it finally resolved that UESF once again open negotiations with SFUSD for the purpose of agreeing to the distribution of overages from of the parcel tax to better achieve the purpose of the parcel tax.

Moved by maker of motion

DEBATE AND DISCUSSION: Getting resources to us, should have applied QTEA money to last raise

Resolutions

1. Addressing Shortage Thru Improved Educator Pathways M/S/C (unanimous)
.....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 one of the makers of motion

2. May 1st Day of Action M/S/C.....Lita Blanc, et al.

Whereas the date of May 1st 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 1st 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 1st 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 1st; and

Be it further resolved that UESF will keep members informed about May 1st 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 1st ; and

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

Moved by maker of motion

DEBATE AND DISCUSSION: 4/29 Day of Action re: Climate Change, May Day plans of labor unions (civil disobedience, marches and rallies), using resource of 900 retirees (getting timely information), disseminating information as soon as possible, approaching School Board members, Labor Council passed statement in support of 5/1 calling out to employers to not retaliate, publishing events, demanding superintendent who will stand for our immigrant and fellow workers, Bay Resistance training o@ Mission High a short time ago,

Divisional Reports Not to exceed 5 minutes each (Reports may be in writing)

1. Elementary School Committee Report Darcie Chan Blackburn
2. High School Committee Report Eddie Brilmyer
3. Paraprofessional Division..... Carolyn Samoa
+ Para Leadership Network up and running

- + Workshops throughout District, can access registration on-line
- + sfusd.edu
- + Division meeting, paras will come for short meeting and walk to housing hearing
- + Will get paid for attendance

DEBATE AND DISCUSSION: Clarifying questions re: registration,\

4. Substitute Division Elizabeth Conley
 - + District came through w/training for subs
 5. Retired Division Diane Doe
 - + Membership meeting next Wednesday re: health insurance is offered and re: housing
 - + Craft Fair @ Sharon Arts Studio near Merry-Go-Round @ Golden Gate Park, 10 – 5
 - + Potential retirees having problem w/contacting H.R. re: retirement
- DEBATE AND DISCUSSION: 5/4 luncheon (let retirees know about it)

Sergeant At Arms Report A. J. Frazier
 + 48 members from various divisions

Adjournment @ approx. 6:10 p.m.

Respectfully submitted,

Lisa Gutierrez Guzman