

**United Educators of San Francisco  
Assembly Meeting  
Wednesday, November 19, 2016, 4:15 p.m.  
Minutes**

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*(Committee of Whole w/o quorum @ 4:25 p.m.)*

**Approval of Minutes and Financial Report (Quorum determined @ 4:53 p.m.)**

1. Approval of Agenda and Minutes M/S/C.....Lisa Gutierrez Guzmán, Secretary
  2. Treasurer's Report M/S/C ..... Antonio Mankini, Treasurer
    - + (p.10) On target
    - + (p.11) Expenses summary, can attend Friday's Budget Comm. meeting, 4:30 w/questions and/or comments
- DEBATE AND DISCUSSION: Salaries and benefits have changed by 19%, suggestion for informational on how to read one's pay check

**Officers Reports**

1. President's Report..... Lita Blanc
  - + Introductions of Jerry Eaton, CTA Director and David Goldberg, CTA Secretary-Treasurer; they spoke in solidarity with UESF
  - + "The Moment We're In" (Quote from Jewish scholar). Big stake in what's happening in world after election. "Don't mourn, organize!"
  - + Released message immediately after elec. results, inc. lesson plan from Mission HS
  - + Affirmation of right to academic freedom (p.14, 3<sup>rd</sup> paragraph); paragraphs in contract re: aca. freedom
  - + Reached out to CTA and CFT leaderships for guidance; resolution to Labor Council
  - + Met w/Myong Leigh re: balance sheet of where we're at, reaffirming commitment re: immigrant rights
  - + End-of-Semester Party on 12/9, sign-up for set-up/clean-up
  - + Housing: 3<sup>rd</sup> clinic before New Year, eviction defense (online, will go live on 11/28)
  - + "Meet and Confer:" Barg. Team = 14 UESF members + CTA/CFT reps; District came in with meager offer: \$1500 bonus for certificated, most paras, \$750 (1/2 of certificated), \$375 for others; day-to-day subs wouldn't get anything
  - + Countered w/6%. SFUSD didn't have to meet again (no right to strike, impasse, they could have imposed offer). Did meet again on 11/9, they came back w/2% for everyone; not enough and maybe not soon enough, but we made District come up with something, they found money, will be uphill fight to get good raise (Refer to p.13.)
  - + **Sister Solomon:** 2% moves our overall increase to 7%; for paras who've worked six years, got additional salary step, making their increase 17%; "Me Too" contracts of other District unions (Local 21 got their 2%)
  - + Unanimous in staying united in getting better boost for all
  - + Members' right to know what's going on; 5/10 rally, petitions signed by 2500 members, also on-line; spoke at Board of Ed many times, grant from AFT to fund full-time organizer for three years

DEBATE AND DISCUSSION: Bargaining re: aca. freedom, working w/principals, re-energizing ourselves, student walk-out, action on Inauguration Day, reports to members re: Meet and

Confer; applause to Barg. Team for increase, concern that wasn't more; ways for rank-and-file to interact w/bargaining; reinforcing UBCs

- 2. Vice-President's Report .....Susan Solomon
    - + Report from Buena Vista Horace Mann re: march/field trip in Mission ("March against Fear"); BVHM students joined up w/5<sup>th</sup> graders and Fairmount teachers
    - + SPED: Tomorrow's monthly meeting w/parents, District, 1650 Mission, 7<sup>th</sup> Floor; let Sister Solomon know if interested in attending
    - + "Schools Our Kids Deserve:" Need to continue pushing issue
    - + Deputy Superintendent Guadalupe Guerrero wants to hear what UESF stands for in re: to SPED, provided binders full of info
- DEBATE AND DISCUSSION: Addressing fear among students

**Special Order of Business:**

Matthew Hardy: Report re: bargaining survey, (goal to have out Monday after Thanksgiving; will be on line, but paper copies available if desired; will get out broadly and on system where we want to run next election; need personal e-mails; one survey for paras, one for certificated; will run through and until Winter Break )

**Resolutions**

**1) Reaffirmation of UESF's Commitment to Immigrant Students, Their Families and to Immigrant Workers..... M/S/C**

UESF has steadfastly supported the rights of immigrants, including those of our students and their families; and

Whereas if the rights of some workers are attacked, the rights of all workers are weakened; and

Whereas federal funding for the City of San Francisco may come under attack due to its status as a sanctuary city,

Therefore be it resolved that UESF hereby reaffirms its commitment to defend the rights of immigrant workers, our immigrant students and their families; and

Therefore be it resolved that UESF will take steps to publicize its support for our immigrant students and their families and our support for San Francisco's status as a sanctuary city through its publications and social media; and

Therefore be it resolved that UESF create a text/phone tree of members who commit to being part of an emergency response network in defense of immigrant rights, and

Finally be it resolved that UESF will submit this resolution to the California Teachers Association, California Federation of Teachers, American Federation of Teachers and National Education Association at the appropriate times for each of these affiliates..

*Respectfully submitted by Lita Blanc and Susan Solomon*

Moved by maker of motion  
Yes: 35; No: 0; Abstentions: 0

DEBATE AND DISCUSSION: Experiences re: similar action(s) toward Occupy encampments, connections w/actions of Jobs with Justice, have submitted resolution to Labor Coun.; how we'll respond to upcoming actions; walk-outs, need to plan now, millions of dollars may be lost if Sanctuary City status revoked; need to stand united

**2) We Stand with Standing Rock** M/S/C (unanimously)

Whereas, the \$3.8 billion Dakota Access Pipeline, if completed, would move 500,000 barrels of crude oil per day across four states, deepening already catastrophic climate change and threatening the water supply and sacred sites of the Standing Rock Sioux Reservation. Thousands of people, including members of over 200 tribes, have camped at the site for months to prevent construction of the pipeline, facing intense surveillance, arrests, pepper spray, and attack dogs. They have called on supporters to challenge the banks financing the pipeline; and

Whereas, a total of 17 financial institutions have loaned Energy Transfer Partners, which is building the Dakota Access Pipeline, a total of \$2.5billion, including \$467million from Wells Fargo. In addition to bankrolling the pipeline, Wells Fargo is behind the massive eviction and foreclosure crises, profits from private prisons and immigrant detention centers, funds payday lenders, engages in discriminatory lending, extracts wealth from black and brown communities, supports police foundations, and backs anti-worker, union-busting initiatives; and

Whereas, as union members, we believe in the fundamental right of all workers to a safe and dignified livelihood. But we need not just jobs and paychecks, but clean air, water, and soil for ourselves and for our children's children. We believe that the costs of a just transition should be funded by billionaire banks, not by workers' wallets. We believe in a labor movement that can lead with a vision of our skills being put to use repairing ecological damage, not causing it. We believe in a labor movement grounded in workers justice, climate justice and racial justice. We believe in the sovereignty, leadership, and traditional ecological knowledge of indigenous peoples

Therefore, Be It Resolved that UESF stands with Standing Rock, and will show our support by signing on as co-sponsors of the November 10 action; by publicizing the action on our Facebook page; and by including information about the action in a UESF email blast, encouraging members to attend the planning meetings and the November 10 action.

*Respectfully submitted for consideration by Susan Solomon and Lita Blanc*

**COPE Report** ..... Ken Tray. Director

- GOTV last four days, 150 volunteer shifts, outcome seriously affected by volunteers
- Swept all four spots for Board of Education, inc. retiring Jill Wynns
- Prop. 55 over 72% "Yes" in S.F.; moral victory for affordable housing, "P & U" soundly defeated (refused to stand vs. our families)
- Weiner's initiative to take away tents from homeless won by 52-48
- Prop. W passed, will create transfer tax of property sold of \$5M+, will pay for free tuition to CCSF, authored by Jane Kim and AFT 2121
- Meeting this morning talking about attacks from Trump, could undermine Prop. W

DEBATE AND DISCUSSION: Kamala Harris, Sandra Fewer; appreciation for COPE Director's work; people working hard @ sites and couldn't volunteer; new stage, need to get involved

**Divisional Reports**

1. Elementary Committee Report (see attached, p.17)..... Darcie Chan-Blackburn

+ Division Meetings 4<sup>th</sup> Wednesday of this month, 11/30

+ Principals Expectations

+ Grievance re: seven-hour workday

DEBATE AND DISCUSSION: ADA law does not require doctor info; Prop A increase, some people maxing out hours, transferring hours to others

2. High School Committee Report ..... Eddie Brilmeyer

+ Teacher/para shortage, lack of T-10s, amount of administrators at top

+ Para anger re: pay and other issues (let HS Committee know about issues)

+ SPED classifications (Mild-to-Moderate, Moderate-to-Severe, etc.): how determined

+ Injuries from SOAR Program

+ Training, enrollment, etc.

DEBATE AND DISCUSSION: Similar issues @ other sites, need to ask members if they want issue(s) to be shared w/superintendent, difficulty of getting principals to respond; reaching out to Pupil Services, Safety Care Training

3. Retired Division .....Diane Doe

+ Working closely w/active division

+ Bi-monthly meeting w/John Rothman, spoke to about 50 people

+ Encouraged other retirees to attend meetings

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

+ 46 members from various divisions

**Good of the Order / Announcements: National Education Week; Today is day to honor ESPs.  
Adjournment @ 6:12 p.m**

Respectfully submitted,

*Lisa Gutierrez Guzman*