

**United Educators of San Francisco  
Executive Board**

Wednesday, November 1, 2017 4:15 p.m  
Minutes.

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**Order of Business (Committee of the Whole called to order @ 4:15; Quorum declared @ 4:26 p.m.)  
Agenda**

**Approval of Minutes and Financial Report**

1. Roll Call..... A.J. Frazier, Sergeant at Arms
  - Introduced Sasha from CFT/AFT who is helping get out the 11/8 vote
2. Approval of Minutes M/S/C **as amended**..... Lisa Gutierrez Guzmán
3. Financial Report ..... Elaine Merriweather
  - (p.8/9) Banners all over The City, very busy getting organized, got a grant and are looking 2/ getting money back (expenditures now, but may be modified if moey from grant)
  - Bargaining expenses, inc. bringing in Five Keys Barg. Team again
  - Main auditors coming in for whole week, audit two weeks ago from CSO Pension Fund (a few things were found and are being corrected)
  - Health and Welfare Grants available through December
  - •Sister Blanc) Scatena Fund deadline coming up

DEBATE AND DISCUSSION: Where auditors are from (AFT)
4. Sarah Laedem, Calif.Domestic Workers Coalition/Lindsay Imai Hong, Hand-in-Hand: Presentation re: supporting domestic workers w/ political climate (e.g., “Sanctuary Homes”)  
DEBATE AND DISCUSSION: Giving materials to family liaisons @ sites

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

1. NAACP Dinner, Saturday, Nov. 4.....\$1,200.00
  - Sister Blanc sent around a sign-up list for another four seats, if become available
2. NPE Conference (Retro) .....\$150.00
3. National Association for Young Children Conference .....\$600.00
4. CFT Convention Orange County, March 23-25 (15 [delegates@\\$600.00](mailto:delegates@$600.00))=\$9,000.00

**Resolution**

- Support of California Virtual Educators United as They Stand-up for California Students and Educators at California Virtual Academies **M/S/C** unanimously Lita Blanc, et al  
WHEREAS, as union educators, we are committed to providing the best instruction for all students and to strengthening California’s public education system,

WHEREAS, charter educators in California do not automatically benefit from Education Code provisions that provide just cause and due process protections such as those applying to certificated educators at traditional district schools,

WHEREAS, educators at California Virtual Academies (CAVA) formed California Virtual Educators United/CTA/NEA (CVEU) in 2014 and have been fighting to improve conditions for both students and teachers for over three years,

WHEREAS, administration has thus far refused to agree to a fair contract with reasonable salaries, workload provisions, or a transparent process for ensuring job security that would protect CVEU members from unfair treatment and retaliation,

WHEREAS, CAVA receives the same per pupil funding as traditional district schools, yet sends close to 50% of that public money to the for-profit K12 Inc. for fees related to management, curriculum, technology and other services, including tens of millions of dollars annually,

WHEREAS, many recent research studies have found students at online charter schools have weaker academic performance than conventional schools,

WHEREAS, CVEU members at CAVA believe student performance and teacher retention will improve when more resources are focused in the classrooms rather than being sent to the for-profit K12 Inc. to satisfy shareholder demand,

WHEREAS, CVEU is preparing to hold the first ever strike authorization vote at a virtual charter school,

WHEREAS, we recognize charter educators’ struggle for job security, fair salaries, and rights is important to protecting our profession and public education everywhere,

WHEREAS , CTA is actively supporting and publicizing the struggle of CVEU

THEREFORE BE IT RESOLVED that UESF strongly supports the CVEU members in their struggle to negotiate a fair first contract that ensures public resources stays in their classrooms,

THEREFORE, BE IT FURTHER RESOLVED that in the event the CVEU has to strike in order to gain a first contract that addresses job security, fair salaries and workload, UESF/ will pledge \$500.00 to a strike fund to support CVEU members and their important struggle for all educators to defend public education.

Moved by maker of motion

DEBATE AND DISCUSSION: Unionized online charter strike, amount enough

***Special Order of Business***

1. Contract Negotiations..... Lita & Susan
  - (Sister Solomon) 8:00 a.m. – 10:45 p.m., bargaining ½ day tomorrow and all day on Friday, District moving on our proposal
  - Tent. Agreement on renaming “hard-to-staff” schools (will be called “high potential”
  - District acknowledged prioritizing certain P.D., part. Restorative practice
  - “Workload” vs. “caseload,” part. for SPED: victory
  - Stu. Discipline: Barg. unit members and admin. working together; have to have re-entry conf. if suspended from class and school (w/parents, admin. and students); support from “Family, etc.” Dept. by request, if needed
  - Up to six hours/month + two faculty meetings in elementary schools: UESF proposed including additional meetings that count towards the 6 hours (haven’t settled yet.)

- Now have parents on what will be joint Union/District/Parent committees.

DEBATE AND DISCUSSION: Re-entry conferences (which type of conferences count, will restorative practice be used and how), “unit members”, “time out” vs. “student suspension by teacher”

2. Elections Committee Report ..... Leslie Clark

- Passed out report re: upcoming elections w/emphasis on CFT Convention
- Election Chair opened up nominations for CFT Convention

**PROPOSAL: Nominations to be open Mon., 11/6 and closed 11/17 (PASSED)**

- Sister Blanc pointed out proofreading and spell check process.

MOTION: All candidate statements are published as submitted without alterations.  
(Passed)

- (Sister Blanc) Proposal to appoint Amber Lancaster to Election Committee (teacher @ June Jordan) Passed w/three abstentions

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DEBATE AND DISCUSSION: Process for CFT to nominate oneself and when paper form will be available (Monday @ union office, if possible), form on web site not ready, pushing off timeline, requirements of affiliates 25-word cut-off, whose responsibility for proper spelling and grammar on ballots, adding box for author to check or not, retirees running as active members

**Officers Reports**

1. President’s Report.....Susan Solomon for Lita Blanc

- Numerous site visits to sign-up 11/8 commitments, updates re: bargaining
- Turn in commitment cards
- Phone Banking
- Brother Quiñonez organized gas cards for those bringing 3+ people to strike vote meeting
- WORDING ON VOTE: “Shall the UESF President be authorized to call a membership meeting for the purpose of authorizing a strike?”

DEBATE AND DISCUSSION: Location of strike vote, time when people can start to vote, when presentation starting, lang. of what we’re voting “yes” or “no” on, when votes will be counted, color-coded cards

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

- Parcel Tax: Importance of getting it passed, logistics, getting simple majority, June ballot, could be up to \$60M/year

DEBATE AND DISCUSSION: Who will pay parcel tax (corporation and individuals)

**Divisional Reports**

1. High School Committee Report (None given)..... Claire Merced

2. Elementary School Committee Report (See written report).. Darcie Chan Blackburn

3. Paraprofessional Division Report ..... Carolyn Samoa

- Janet Eberhardt: Eight new inductees in Para Leadership Network, doubling members to 16, excited to get started
- 11/29: Division Meeting
- Lunar New Year = Floating Holiday, can’t use it during Thanksgiving Week

DEBATE AND DISCUSSION: Role of Para Leadership Network, how to find out more re: Para Leadership Network, request to Phil Hu to get link to put on web site, explanation of floating holiday (mandated floating holidays in contract)

4. Substitute Division Report .....Elizabeth Conley
  - 1 Day-to-Day substitutes are at-will employees, don't have paid vacation days, and just recently acquired sick leave and some health care benefits.
  
5. Retirement Division ..... Diane Doe
  - Welcome to new retirees, luncheon @ Bot House
  - Upcoming meeting on 11/16 re: volunteer jobs
  - <sup>a</sup> Annual holiday party on 12/7DEBATE AND DISCUSSION: 15 retired volunteers will help @ strike vote meeting

EXECUTIVE SESSION called @ 5:55 p.m. (non-Exec. Board members asked to leave)

**Phone Banking for Nov. 8th**

**Good of the Order: Thanks to Darcie Chan-Blackburn for written Elem. Comm. report.**

(Old Business/New Business: Not brought up on agenda due to time restraints)

**Sergeant at Arms Report (given to secretary after adjournment).....A.J. Frazier**  
27 present, 3 excused, 10 unexcused, 3 guests

**Adjournment @ 6:31 p.m.**