

United Educators of San Francisco
Assembly Meeting
Wednesday, April 18, 2018 4:15 p.m.
Minutes

Agenda Sign-In (Committee of the Whole @ 4:23 p.m.; Quorum Declared @ 5:05 p.m.)

Divisional Reports

1. Middle School Committee Report.....Lisa Beth Walker, Patty Golumb

- Asked team to bring info re: Middle Redesign, big changes in works
- Two cohorts inc. teachers and paras w/subs to look @ proposed program
- Hoping Brent Stephens will come to next week's meeting, expecting a lot of people
- Preparing a slide presentation from current teachers to present @ meeting

Sister Blanc: UESF asked SFUSD to slow down, worked out collaborative process, now have balance of 1-2 people @ schools where people applied to be a part of cohorts

DEBATE AND DISCUSSION Trend having more APs in smaller MS

2. Para-Educators Division.....Carolyn Samoa

- Paras having meeting re: MS design, calling on paras @ MS and K-8s to attend

3. Substitute DivisionElizabeth Conley

- Nothing to report, suggested that subs be called ahead of time since quite a few jobs re being cancelled 2 last minute

Approval of Minutes and Financial Report

1. Roll Call

A.J. Frazier, Sergeant at Arms

2. Approval of Minutes M/S/CLisa Gutierrez Guzmán

3. Financial Report M/S/CElaine Merriweather

^a p. 15-16, 5850 put in if needed, internal and external organizing, conventions and conferences (waiting for delegates to submit receipts from CFT)

^a Contract printing: Waiting for after passing of Prop. G w/new salary schedule

- Will have auditors report in May
- Scholarship applications @ all high schools, will give scholarships in May
- Continuing conversation re: priorities in lieu of Janus in May

DEBATE AND DISCUSSION: COPE Budget Report (done quarterly)

Officers Reports

1. President's ReportLita Blanc

- Opportunities to celebrate @ different upcoming events:

+ 4/20 action vs. gun violence: Take pics of staff with new tee shirts, post it on FB tagging Nguyen Weeks, invited by AFT to get Wells Fargo to cut ties with NRA, upcoming press conference

- + Designer chosen for educator housing, met w/them and housing group, will be three years before move in
- + Leg. B-Fast on 4/21, chance to talk to elected officials
- ≠ 4/27: TACT dinner
- + 5/3: SFABE Dinner
- + 5/4: LATA Scholarship Dinner

DEBATE AND DISCUSSION: Participants of non-officers @ 4/20 action, Reaction to gun violence @ Vis. Valley MS

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

- List of 40 consolidated teachers given to union, 16 are TSAs (involuntary transfers, still have consolidation rights)
- Event on Monday @ 3:45 for Meet and Greet w/schools,
- Budgets have been cut @ sites, sometimes big cuts and sometimes blaming salary increases for cuts
- Members should state preferences by Wednesday
- Voluntary transfers w/o being released by current principal, 5/1 – 5/8

DEBATE AND DISCUSSION: Volunteering for consolidation, how decision made re: # of admin., deadline/dates, consolidated para list, nurses may be given two schools next year/put on half-time, some principals not releasing individuals

April 4, 2018

1. Sixteen UESF delegates attended the CFT convention in Costa Mesa from March 23-25. Reports from delegates about the convention are being compiled and will be shared when completed. Some high points:

- Convention delegates joined in the Orange County March for our Lives on March 24, which had about 5000 participants. UESF member and Sergeant-at-Arms AJ Frazier gave a powerful and moving speech at the rally about his personal experiences with gun violence.
- The following UESF members received awards:
 - Dennis Kelly, former UESF President and retired UESF member, received the Ben Rust Award, CFT's highest honor.
 - Lisa Gutierrez Guzmán, UESF Secretary and retired teacher, received the Pride of the Union Dedicated Unionist Award.
 - Josephine Washington, paraeducator, received the Pride of the Union Dedicated Unionist Award.
 - Cynthia Lasden, teacher and Executive Board member, received the Pride of the Union Educational Issues Award.
 - Sean Nunley-Willis, paraeducator, received the Pride of the Union Education Issues Award.
 - Nicholas Lake, paraeducator, received the Pride of the Union Emerging Union Leadership Award.
 - Sharon Rodrigues, teacher and UESF Executive Board member, received the Pride of the Union Emerging Leader Award.
 - Anthony Arinwine, teacher, received the Pride of the Union Union Activism Award.

- Patricia Ross, teacher and paraeducator, received the Pride of the Union Union Activism Award.
 - State Superintendent for Public Instruction candidate Tony Thurmond gave a rousing speech. It is so clear that his values are aligned with ours that we have to make sure that we campaign for him. The other candidate, charter school founder and supporter Marshall Tuck, has lots of corporate money behind him, as well as the endorsement of the *San Francisco Chronicle*.
2. A UESF Special Education survey about workload has been emailed to Special Education educators. Please encourage members to fill it out. If there is a member who should have received the survey and didn't, please contact Nguyen Weeks at nweeks@uesf.org. (Based on the SFUSD job codes, there are almost 30 different job codes, so capturing them has been a bit of a challenge.)
 3. Close the Gap [CTG] coalition work: Our focus this year is on community schools, which is part of a national focus through NEA, AFT, and many community-based organization partners. Save the date for a Town Hall meeting on May 21, 5:30-7:30. CTG will be sharing information about a community schools framework, and soliciting input from school communities and community partners about what they would like to have in their schools.
 4. SFUSD has informed UESF that there will not be Special Education consolidations this year like there were last year, when half of our schools were affected by consolidations of many para-educators and some teachers. Notification of teacher consolidations will be received by April 17. The consolidation event will take place at O'Connell High School on April 23, starting at 3:45. Preference forms are due on April 25.
1. At the CTA State Council meeting, held April 7-8, several controversial pending legislative items were debated and discussed—controversial by virtue of the fact that there was no agreement on taking positions that many UESF and other delegates felt should be taken.
 - a) AB 2067 (Gallagher, Republican). CTA has a “watch” position. Requires a school district to hire or contract a school resource officer, authorized to carry a loaded firearm to be present at each school of the district during regular school hours and any other time when pupils are present on campus and provides a school district's costs of implementing this requirement shall be reimbursed as a state mandate and shall not be funded with the local control funding formula. *The concern about this pending legislation, besides the obvious call for guns at every school, was that it was not possible to get our questions answered about the rationale behind the recommendation of taking a “watch” instead of an “oppose” position on this bill.*
 - b) AB 2657 (Weber, Democrat). CTA has a “watch” position: Authorizes an educational provider to use behavioral restraints, including physical and mechanical restraints, or seclusion, only if a pupil's behavior presents an imminent danger of serious physical harm to the pupil or others; prohibits an educational provider from using a behavioral restraint or seclusion in certain circumstances, including, but not limited to, for the purpose, coercion, discipline, convenience, or retaliation; and prohibits the use of specified restraint and seclusion restraints. *Though the stated goal of this bill is to limit the use of restraints and seclusion, there was serious concern that “imminent danger of serious physical harm” is not adequately defined.*

- c) AB 2772 (Medina, Democrat). CTA has a “watch” position: Requires each school district serving students in grades 9 to 12, without a standards-based curriculum, to offer, beginning at the 2021-2022 school year, a course of study in standards-based ethnic studies and requires all students to complete a standards-based ethnic studies course to graduate from high school, commencing with the 2023-2024 school year. *One major flaw that emerged during the debate is that not all committees who considered this bill were given accurate information about it. For example, the Curriculum and Instruction Committee was not provided with the amended version of the bill that would have addressed their concerns.*
2. Currently, CTA is not involved in or supportive of the “Make It Fair” campaign, which is circulating a petition to get the “Schools and Communities First” initiative on the 2020 ballot. On the Saturday night of State Council, the Local Union Leaders United (LULU; UESF is a member) Caucus hosted a forum on this initiative, the goal of which is to reform Proposition 13. Other groups, including California Alliance for Community Schools (CACS; UESF is a member) and Local Unions Advisory Committee (LUAC; UESF is a member) also worked extensively on this issue. CFT is a member of the Make It Fair coalition, and UESF recently passed a resolution in support. Along with other local chapters around the state, we are working on a strategy to get CTA to work with the coalition.
 3. The UESF Special Education Committee, with Nguyen Weeks’ help, sent out a comprehensive survey to over 3000 UESF members regarding Special Education concerns and issues. The committee met on April 16 to review the results. A more complete report will be coming out soon. Thanks to UESF Special Education Committee Chair Brittny O’Connor for her work, and for teacher Will Patterson for helping with the survey.
 4. The UESF/SFUSD Special Education “Feasibility” Committee met on April 13. The Special Education staffing guidelines were discussed at length, and brought to the UESF Special Education Committee on April 16. Discussions are continuing on the feasibility of creating a “case coordinator” position to help decrease the workload of special education teachers and service providers.
 5. The UESF/SFUSD AP Preps Committee met for the first time on April 10. The first part of the day was spent with the SFUSD members of the committee, who shared information and data about the cost of AP preparation periods, as well as the basis for a proposal to UESF. For the rest of the day, the UESF members of the committee reviewed the District’s information, shared information about what happens at their sites, and began to develop a response to the District. The plan is to have a UESF meeting with high school representatives from every school in order to prepare for the next meeting with SFUSD.
 6. Over half of the UESF delegates to the CFT Convention, held from March 23-25, have submitted reports about their participation in the convention, as well as recommendations for action for UESF. A full report is forthcoming soon. In brief, UESF members were involved and engaged in many different committees and workshops, and took part in debate on the convention floor. First-time delegate Teyanna Walker, counselor at Washington High School, spoke at the microphone during floor debate. AJ Frazier, the UESF Executive Board’s Sergeant-at-Arms and Lowell security aide, gave a moving speech about gun violence at the March for Our Lives that convention delegates attended in Orange County.

Respectfully submitted,
Susan Solomon

Organizing ReportAmanda Hart

- Introduced Will Hackey who's doing outreach for Prop. G campaign
- 7% above what we already got + 4% negotiated for next year (
- Short timeline, Kick-Off on 4/28 @ Washington, weekend mobilizations until election
- Hustle text-banking vs. phone-banking, member-to-member communication, member-to-parent communication outside of school property
- Hustle training @ school sites
- ahart@uesf.org with follow-up questions/comments, orders
- Presented @ 26 school sites already

DEBATE AND DISCUSSION: Clarifying questions re: Prop. G, actions and texting @ sites, placards

COPE ReportAnabel Ibanez

- Have endorsed three candidates for Nov. election: J.B. Tengko, Allison Collins, Faauga Moliga
- Electing new governor (Gavin Newsom, endorsed candidate), Superintendent of Schools (Tony Thurmond, endorsed candidate), campaigning for them as we organize for Prop. G
- Increasing Super-COPE by \$5

DEBATE ND DISUSSION: Need for flyers ASAP (will arrive by 4/27)

Resolutions

1. Yes on Prop. C: Childcare for All M/S/C as amended unanimously ...Lita Blanc-et al.
Whereas, in San Francisco there are 2,400 children on the waiting list for subsidized childcare; and

Whereas, UESF has a strong commitment to SFUSD Early Childhood Department ; and

Whereas, Proposition C will be on the June ballot and if it passes it will immediately make Early Childhood Education accessible to more San Franciscans; and

Whereas, Proposition C will offset the high cost of childcare for families and increase wages to retain and attract ECE educators; and

Whereas, Proposition C will raise over 100 million dollars collected from gross receipts and the money will fund Early Childhood Education annually;

Therefore, be it resolved that UESF endorse Proposition C to show their strong support for Quality Early Childhood Education in San Francisco

and Be it Further Resolved that UESF contribute \$1,000.00 to the Proposition C campaign

Respectfully submitted to the April 18, 2018 meeting of the UESF Assembly by Elaine Merriweather, Betty Robinson-Harris. Anabel Ibanez, Lita Blanc, Carolyn Samoa and Ken Tray

Moved by maker of motion

DEBATE AND DISCUSSION: Funding

SPECIAL ORDER OF BUSINESS:

In support of the BVHM School Plan to House BVHM Homeless M/S/C as amended
unanimously
BVHM-UBC-et al

WHEREAS, child poverty and homelessness have significant implications for education achievement as children living in poverty confront a host of challenges outside the classroom, and

WHEREAS, the harmful factors accompanying child poverty and homelessness can create toxic and chronic stress, this stress impacts a child's brain and impairs a child's ability to develop normally, and,

WHEREAS, the stress of homelessness influences and impacts academic achievement and learning, and,

WHEREAS, children who are homeless and/or living in poverty have more than twice the rate of learning disabilities and more than three times the rate of emotional-behavioral disorders than children who are housed, and

WHEREAS, homeless students are more likely to need special education services because of the manner in which trauma and stress can affect learning, and,

WHEREAS, school professionals face unique issues as they try to evaluate and provide services to children who are homeless, and,

WHEREAS, the interaction between toxic stress and the many other barriers presented by homelessness and poverty results in children failing to progress through grade levels, and,

WHEREAS, San Francisco's affordable housing crisis is leading to an untenable situation for many of our city's families, and,

WHEREAS, schools can provide a valued sense of security and safety for parents and their children as schools are one of the most important institutions in a child's life, and,

WHEREAS, the centrality of a school's position enables it to do more than just educating students in essential academic skills, from providing meals to children experiencing homelessness and poverty, to diagnosing learning and behavior disorders as well as facilitating many different aspects of child development, and,

WHEREAS, schools can help students overcome the obstacles of attending school while homeless, ultimately increasing academic achievement, including increasing attendance, increasing GPA and decreasing grade retention and dropout rate, and,

WHEREAS, United Educators of San Francisco is in support of the community schools model to bring community services into our schools, and,

WHEREAS, Buena Vista Horace Mann School has put forward a bold and innovative approach to addressing the needs of their student and families facing homelessness,

THEREFORE, BE IT RESOLVED that UESF send a letter in support of the proposed plan to house the homeless students and families of the Buena Vista Horace Mann school to the San Francisco Board of Education, the mayor of S.F. and the S.F. Board of Supervisors,

BE IT FURTHER RESOLVED, that UESF will solicit the individual support of each member and keep members updated on the progress of the plan through all means of communication employed by the union, including the UESF web site and e-mail blasts, and,

BE IT FINALLY RESOLVED, that representatives of UESF leadership will speak out publicly in support of the BVHM housing plan and continue working with the Close the Gap Coalition to bring the services of community schools into all SFUSD schools, pre-K through 12.

Respectfully submitted to the April 18, 2018 meeting of the UESF Assembly by Susan Kitchell, and BVHM-UBC: Frank Lara, Rosalinda Hernandez, David Johnson, Dinora Salazar, Erica Gallegos, Marcos Espino

Moved by maker of motion

DEBATE AND DISCUSSION: Community generally positive, historical perspective, supporting school in crisis, impact on working conditions, accountability, liability, decision-making, channel of communication w/union, role of Park and Rec

SPECIAL ORDER OF BUSINESS:

Resolution and Donation in Support of Inglewood Teachers M/S/C unanimously
Susan Kitchell, et al

WHEREAS, as public educators, we are committed to providing the public education all our students deserve, and,

WHEREAS, as union advocates, we recognize that an injury to one is an injury to all, and the struggle of one is the struggle of many, and,

WHEREAS, members of Inglewood Teachers Association (ITA) are at impasse with IUSD over health benefits and comprehensive school safety language, among other issues, and,

WHEREAS, IUSD is attempting to resolve its own financial mismanagement on the backs of ITA members, IUSD students and the IUSD community, and,

WHEREAS, IUSD’s proposed 40% cut to its contribution to ITA member benefits would amount to an average 7% pay cut for ITA members, and,

WHEREAS, members of ITA are already the lowest paid educators in Los Angeles County, and,

WHEREAS, IUSD students and ITA members are forced to learn and work in deplorable conditions, and,

WHEREAS, IUSD has thus far refused to agree to comprehensive safety language that protects students' learning conditions and members' working conditions, and,

WHEREAS, ITA is preparing to hold a strike vote and is prepared to walk out for IUSD students,

THEREFORE, BE IT RESOLVED, that United Educators of San Francisco strongly supports ITA in their struggle to negotiate a fair contract that secures and protects students' learning conditions and members' working conditions and livelihoods, and,

THEREFORE, BE IT FINALLY RESOLVED, that, in the event ITA is forced to strike, UESF pledges \$750 to a strike fund to support ITA members in their struggle.

Moved by maker of motion

New Business: May 5: Prop G. event with Nancy Pelosi @ S.F. Labor Council, 1188 Franklin St, ;Balboa turning 90 years old on 5/5

Sergeant at Arms ReportA.J. Frazier

- 33 members present

Adjournment in memory of Barbara Heil, member who recently died of cancer and Doris Ward, first African-American President of the Board of Supervisors