

United Educators of San Francisco
Executive Board
Wednesday, October 3, 2018 4:15 p.m.
Minutes

Roll Call, Approval of Minutes and Financial Report

1. **M/S/C unanimous** Approval of Minutes Katie Waller O'Connor
2. **M/S/C unanimous** Financial Report Van Cedric Williams
 - Retreat in Berkeley pushed us a little over budget however CTA will be reimbursing us for some of these funds.
 - We are negotiating our mortgage trying to set that payment for the next several years at a better rate.
 - Trying to make reductions on the budget in preparation for Janus; strategic plan.
 - Concerns shared about conventions & conferences being high at 82% and the need to keep a watch on these expenditures.
3. **M/S/C unanimous** COPE Financial Report Anabel Ibañez
 - \$18,249.42 available for issues PAC
 - \$100,787.56 available for candidates PAC
 - Anticipated funds into COPE \$16,650, \$13,000, \$10,000, applied for a \$50,000 grant

Reports

1. Elementary Committee Report

Elementary Committee Meeting - Wednesday, September 26, 2018

Darcie Chan Blackburn, Beatrice Montenegro,
Schools: Feinstein, Harvey Milk Academy, Lakeshore

Agenda Items:

1. Assist supe meeting highlights
2. Fountas and Pinnell assessments
3. IEPs
4. Let us know about member discipline at sites that violate the contract.
5. Agenda for meeting with Assist Supes
6. Agenda for next month's meeting

Issues Presented at Assistant Supe Meeting:

1. Requested a digital copy of the Prop G passport to distribute to Elementary Teachers. Was distributed with email about today's meeting.
2. Buildings and Grounds Reports about specific site issues. Please email Darcie and Beatrice about work orders that are not being addressed after 2 weeks. Provide the: site name, work order number, date of work order, what the issue is.

3. Discussion about F&Ps and request for a description of dates and which grades will have 2 release days.
4. Reminded Admin to make sure Principals set up Faculty and Site Based meeting schedules for the year that adhere to the contract.
5. Need Comprehensive Safety and Disaster Plan by Oct. 1st .
6. Need a Behavior Team and a behavior and discipline policies in place and communicated to ALL members of the staff with the first 4 weeks of school.
7. More detailed notes sent to UESF and were provided with the email about today's meeting.

F&P:

- F&P Should be 2 days for all grades for each trimester.
- Kinder release dates not aligned with report cards. Need one for KRI early in the year and one closer to the report card time for F&P running records. Since they are younger, they are not yet having reading groups and also need this earlier time in the year to establish routines.
- Next Kinder F&P date is after conferences. Need it more aligned with report cards.
- Check in with us about what dates make sense.

IEPs

Feinstein – parent of student with IEP wants to pull student out of site, because IEP not being followed. We need a procedure to follow to get legal support to make sure IEPs are implemented.

Sheridan – many students not yet receiving their IEP minutes due to: not enough RSP minutes, not enough paras at the site, and 2 new students without IEP which are requiring para support for safety reasons (running, bathroom assistance).

Need an easy to use form for any teachers to use to keep track of the minutes being missed.

There is a UESF form available for us to fill out to record that a student is not getting their minutes.

Is there something we can do on a larger scale since this is a big issue with the district.

Sheridan was successful in the past with legal action against the district for not meeting IEP goals. District had to provide tutoring to makeup missed minutes. Beatrice can share what the decision was at Sheridan. She will check with the lawyers from this case to see if they have a template they used for the documentation that the teacher used.

Darcie will talk with Susan about how to get legal support from CTA around this.

Susan will email the UESF created form to log when IEP minutes are not being met.

Beatrice will send out an email about how we will address IEPs with the Assistant Supes.

Darcie will contact Assistant Supes and let them know we will be discussing issues around IEP minutes not being met.

Suggestion to have substitutes at each elementary site during the first weeks of school so they are available to address extreme behavior issues that come up and so para support for students with IEPs are not compromised.

Meeting with Assistant Supes Agenda for October 9th at 4:30:

1. F& P issues around release and dates. Looking at dates, Kinder is most effected so will not be meeting grade level expectations by the end of the assessment cycle.
2. IEP minutes not being met for students.
3. Buildings and Grounds Issues
4. How do we address extreme behavior issues that are not necessarily IEP related.

Next Elementary Committee Meeting Agenda - Wednesday, October 25th at Rosa Parks Elementary 4:30 pm

1. Share Faculty Meeting Schedules – Please bring your site’s schedule if you have one.
2. Share Principal’s expectations – Please bring a copy of your site’s expectations
3. Discuss last meeting with Assistant Supes
4. New Issues
5. Set agenda for next Elementary Committee Meeting
6. Set agenda for next Assistant Supe Meeting.

Contract Articles Sited:

Student Discipline

21.2.3 Within the first four weeks of each school year, all school sites will review student discipline policies and procedures. Said presentation shall also include (a) information regarding teacher rights and responsibilities relative to student discipline and (b) behavior strategies in support of a positive productive approach to school-wide intervention, such as positive behavior intervention and support. This review will cover student discipline policies and procedures that will be applied for the current school year at each site.

21.2.4 Each school or site shall develop intervention alternatives to complement the District's Student-Parent/Guardian Handbook.

7.2.1.2.1 At sites where common planning time is built into the schedule, the minimum report time referred to in Section 7.2.1.2 shall be five (5) to ten (10) minutes. Common planning time shall be used for the following types of activities: team planning, student study teams, parent conferences, curriculum development, faculty meetings and other professional activities, such as instructional coaching and additional sitebased professional development.

7.2.4 Site-based Meetings

7.2.4.1 Planned Meeting Time: Planned meeting time is essential to teacher effectiveness and student success. Teachers may be required to attend no more than two (2) faculty meetings per month, such time to be considered part of the work week described above. In addition, staff will meet within the work day to:

7.2.4.1.1 Improve curriculum, instruction, and assessment in all classrooms (e.g., Instructional Leadership Teams, Grade Level Teams, and Department Teams).

7.2.4.1.2 Support teachers through opportunities for their professional growth (e.g., site-based and other non-District-wide professional development).

7.2.4.2 Site administration shall have the right to convene meetings necessitated by health and safety emergencies at reasonable times and will notify staff as soon as possible.

7.2.6 Preparation time within the workday for classroom teachers

7.2.6.1 Whenever the term “preparation time” or “preparation period” is used, it is to mean the time within the workday of teachers set aside for planning, grading papers, contacting parents and other instructional tasks to be determined by the teacher.

7.2.6.1.3 **TK/Elementary** – Within the work day, TK-5 teachers shall have one hundred fifty (150) minutes of duty free preparation time during the work week, in blocks no

smaller than twenty (20) minutes. The specific schedule for the TK-5 preparation time shall be determined by the site administrator and the UBC.

7.2.6.1.3.1 Site-based meetings shall not exceed six (6) hours per month for all TK-5 teachers, exclusive of faculty meetings but including at least two (2) hours per month for grade level planning time. These six (6) hours shall be considered part of the work week described above. Teachers shall provide input and suggestions into the agenda for one (1) such hour of grade-level planning time based on the site's academic goals.

7.2.6.1.5 **Relief Time** - Using resources made available by the Weighted Student Formula or non-general fund sources, sites are encouraged to provide additional preparation time in the form of relief time for teachers within the instructional day. Relief time, as distinguished from preparation time, is the time provided elementary school teachers during the instructional day when teachers, who may be subject specialists, teach art, music, or physical education, for example, assume responsibility for student instruction.

7.2.7 Time for common planning time, site-based meetings, after school parent events, student events, and all other meetings shall be considered part of the workweek described above. This time shall be scheduled with the concurrence of the UBC, except in case of emergency. Site administrations and UBC's are encouraged to complete the year's schedule within the first two weeks of the school year.

2. High School Division Report

2018 September 13

555 Franklin St Rm 313B

Present: Kevin Hartzog (Balboa), Kathy Melvin (Lowell), Bill Kappenhagen (High School Lead), Paul Quesada (Director of Crisis Response), Kevin Connolly (Buildings and Grounds), Davina Goldwasser (High School Lead), Alysse Castro (High School Lead)

Agenda Items with Assistant Superintendent Sanderson

- 1) Lock Down Security Measures
 - a) MOU with SFPD
 - i) In the Student Family Handbook
 - b) Maintenance, repair, and use of locks that MUST be opened with keys
 - c) Supplies needed (e.g. buckets for sanitation, emergency supplies)
 - d) Lost of institutional memory
 - e) Every site must have Emergency Plans updated.
 - f) Procedures regarding normal biological functions.
 - g) Locks, security gates, PA systems are a huge conversation at the District level
 - i) Systematic upgrade parallel with Bond for site upgrades.
 - (1) Can the timeline be shared with us and sites?
KC will check with Yonko on timeline
 - (2) UE can work with the membership to practice use of locks
- 2) Delivery delays, or extra hurdles when sites order for new keys
 - a) Keys have to be regulated for safety and storage of equipment
 - b) 8 schools have had to be rekeyed due to lost keys
 - c) If keys are lost, expensive rekeys have to take place
 - d) 4 locksmiths, 1 supervisor, one locksmith position open, one locksmith due to unfortunate circumstance working part time. So two are carrying the load.
 - e) Can we find the existing policies regarding who gets what types of keys. - Send to LEAD
 - f) Kevin can be contacted if there is a huge burden at a site.
 - g) Elevate classroom door work orders for safety.
- 3) Back To School Night expectations
 - a) Expectations and past practices regarding teachers staying after work hours.
 - i) There is no specific contract language around this.
 - ii) Past practices was giving teachers time back either by a shorter day via CPT, or late start.
 - iii) Marshall asking teachers to have a Fall and a Spring Back to School night.
 - iv) Can LEAD provide guidance for principals?
- 4) Administrators requiring pre-approval for Prop A forms
 - a) Admin was requesting pre-approval at Lincoln. Misunderstanding?

- i) *Per Nora Houseman: the process is educators request approval for the PD they hope to attend, and so long as it falls within the broad school PD goals and meets the expectations for PD Hours, the assumption is it will be approved. This is in place to ensure educators do not attend PD far outside the boundaries then later realize they can't get paid. This has happened (people attending workshops that have nothing to do with education; people thinking that babysitting or other activities count, people thinking that travel counts, etc.).*
 - ii) *All expectations are outlined here (as agreed to by UE and SFUSD):*
 - (1) <https://sites.google.com/sfusd.edu/learning-and-leadership/home/qtea-prop-a-pd-hours?authuser=0>
 - b) UESF (and everyone) wants teachers to use these hours!
 - c) We want to make this easier, not harder.
- 5) Lack of support for new and Emergency Credentialed teachers. (Marshall, Wall, Lincoln, Downtown)
- a) Particular issue with schools that have had large turnover.
 - b) What are the new teacher support structures and how can we best support schools with so many new teachers?
- 6) Removal of Parking spots (e.g. parking slots at Galileo) by the Dept. of Parking and Traffic that have traditionally been allowed (literally for decades).

Notes from Nik:

1. Yonko is exploring curb cuts to make parking official.
2. Teacher permits are only available if the curb around Galileo is added to the residential parking program (which requires neighbor compliance, a concern)
3. Construction vehicles will be removed in 4-6 weeks.
4. SFMTA has indicated they do not ticket on private property (which applies to "sidewalk" parking area) and SFPD is unlikely to care if someone is driving across the sidewalk to get to this parking.
5. Supervisor Peskin and Stefani have heard loud and clear from Galileo staff, which means that the neighbor's concerns are now less compelling.

- 7) Synergy access (email) not yet given to students who came out of the district This issue is occurring at Lowell HS (25% of students) and Balboa HS (40 students)
- a) Students entering the district didn't have sfusd emails for several weeks.
 - b) Can access google classroom, get communications
 - c) What is the process? How can we improve it?

Here is the communication from Eddie Ngo of DOT:

I just got confirmation from the team that is responsible for student email generation. Once a student is enrolled, with an active enrollment record in Synergy, a student email account is created in the back end. The student email and password is then generated, each early morning, and populated in Synergy. School site is responsible for providing email account and password to students. I believe this is because site staff needs to verify student before providing email login and password.

Site also has to ability to run U-ST800 Synergy report that would generate a list of their students' emails and passwords in mass. Here is additional instructions relating to student email account and email password.

San Francisco Unified School District

Office of Professional Growth and Development
LWEA (Prop G) Professional Development Hours
(formerly QTEA/Prop A)

We are pleased to invite SFUSD educators represented by UESF to participate in additional Professional Development offered through the *Living Wage for Educators Act of 2018*, more commonly known as the **Prop G** parcel tax or **LWEA**.

Start here! All important information about LWEA professional development hours can be found here: [LWEA PD Hours: INFORMATIONAL OVERVIEW](#)

How many hours of paid PD do I get?

Qualifying UESF certificated and classified educators receive a total of eighteen (18) hours of paid professional development for the 2018-19 SY. See complete list of qualifying educators **here**. Hours do not roll over and must be used by the last payroll deadline of the school year.

What types of PD can I attend?

All SFUSD teachers and paraprofessionals can use their hours to attend professional development which falls outside of your normal workday schedule and is not already funded by the site or department. This includes site-based professional development, central-sponsored professional development, and external (non-SFUSD) professional development. All PD must be pre-approved by your supervisor and must be in alignment with your site/department PD plan. We recommend that PD providers/facilitators utilize **[SFUSD's PD Best Practices](#)** and the **[SFUSD Evaluation and Feedback Form](#)** to gather feedback on any professional development offered.

How do I get paid?

All professional development must be logged in your **PD PASSPORT**. Please remember to have the PD provider/facilitator sign off on your hours. Once you have logged your training/PD hours you will need to submit your Passport to your Principal/Supervisor - then to your Payroll Clerk/Secretary.

For more information regarding your 18 paid professional development hours

please contact Nora Houseman, Professional Growth & Development Supervisor, at HousemanN@sfusd.edu or 415-265-6960

3. President's Report.....

1. **Workshop:** I received the following proposal from William Pritchett, with whom UESF has worked before in the CFT Racial Equity Task Force. My suggestion is that we talk with the District about the possibility of co-sponsoring this event. We can also look into whether our affiliates can help to fund it.

An Introduction to Building Racial Equity

A Workshop Proposal from W.A. Pritchett and Associates for AAALI, AAPAC, SFABE, and UESF

Overview: The *Introduction to Building Racial Equity* workshop is designed to help stakeholders in the success of Black students to unite in building a strong shared foundation upon which they can develop and implement breakthrough strategies. The workshop will help level out gaps in anti-oppression experience; establish common language for advancing racial justice; create a shared framework to disrupt the ways racism affects students, educators, and parents, and; build or deepen relationships with other stakeholders.

The curriculum is highly-interactive and experiential. Participants who complete the workshop can expect strengthened skills, some new tools and approaches, and shared commitments to develop mutually-supported action plans to create equitable success rates for Black students.

Purpose: Develop a shared understanding of:

- The origins and current implications of the race construct,
- The ways well-intentioned White people and people of color alike often unwittingly promulgate practices of White supremacy culture that sustain systemic racism and contribute to negative impacts and outcomes for students, parents, and educators.

Outcomes: Shared definitions for race-related terms. Shared knowledge of the origins and current implications of race and racism. A shared analytical framework. A shared commitment to actions that will disrupt and transform the underlying systems, culture, and practices that sustain systemic racism.

Process: A four-hour workshop that includes:

- Introductions and Core Values
- Group Agreement
- Key Racial Justice Definitions
- The Race Construct: From Origins to the Current Impact on Black Students in California
 - Building Our Shared Historical Timeline, Gallery Review, Reflection
 - Small Group Discussions, Debrief
- Key Racial Justice Concepts, Four Expressions of Racism, Shifting Systems and Culture
- Deconstructing White Supremacy Culture
 - The Invisible Everyday Practices of White Supremacy Culture in Our School Systems and some Antidotes
 - Pair and Share, Debrief
- Action Planning
 - Choosing Practices and Actions to Dismantle Systemic Racial Barriers
- Commitments and Next Steps
- Evaluation, Closing, Adjournment

Cost: \$2,500 (plus expenses)

2. **Contract printing:** After a month's delay, the District responded to my second request that we proceed with printing the contracts. Since UESF now uses a different union printer from the one we used three years ago, the District requires that it go out to bid. That process is underway.

Respectfully submitted,
Susan Solomon

4. Executive Vice-President's Report

Elaine Merriweather

The school year is starting out good for many of our educators. I visited (6) schools so far, and they were all excited about the 7% increase from Prop "G".

Quality Teacher Education Act Innovation Awards

I represent UESF on this committee and we have met twice so far. This award provides financial support to the schools that model effective school-wide strategies that are innovative. They model solutions that interrupt equity gaps. Each person on the committee read (10) applications and scored them on a rubric. The committee selected (10) schools and they will be given seed money for their design process.

San Francisco Residency Program

The San Francisco Residency Program is up and running. UESF partners with SFUSD, Stanford University, and the University of San Francisco to provide (1) year teacher residency, followed by a (3) year introduction program for emerging teachers. The program has also successfully recruited and retained candidates, as well as increased the overall diversity of SFUSD

teachers. This year we have (16) candidates for these programs. If you would like more information about the program, please email me at emerriweather@uesf.org.

Lobbying in Washington D.C.

I spent (3) days at the NEA Board Meeting in Washington D.C. It was difficult getting around on the Hill the first day due to the Kavanaugh hearing. There were many women protesting outside the Senate. Watch for my upcoming NEA Board Newsletter.

Lobby Topics:

Kavanaugh Nomination to the Supreme Court

Rejection of Betsy De Vos utilizing Title IV funds to arm teachers with guns

Spoke with the House & Senate about increasing federal investment in public education

In Solidarity,

Elaine Merriweather

5. Sick Leave Bank Report

2018 September 18

The Sick Leave Bank Committee met on September 18 (next meeting October 16).

The certificated bank received 87 days donated through that date in the open enrollment period.

The certificated bank is currently at 545 confirmed days as of that date. This includes recent withdrawals for the 2016-17 and 2017-18 school years.

There is still concern about the accounting procedures in the past. If members need to verify a donation to the bank prior to 2016, they should have their building rep email Carrie Slaughter with the following information: Name, employee ID, school year of donation, school site of donation, current site.

Anecdotally the bank has received "many more donations" between the 18th and now, Ms Slaughter is working hard to keep up with the receipt letters and accounting.

The classified bank received 15 hours donated through that date in the open enrollment period.

The classified bank currently has 273 confirmed hours total.

We clearly have a recruiting problem in the classified bank donations. The committee has had numerous conversations about this. Pamela Davis has agreed to become the classified member on the committee. She brings many years of experience to the table and has been a positive participant in the discussion.

Respectfully submitted,

Katherine Melvin
Linda Plack
Carrie Slaughter

M/S/C unanimous President's Recommendations for Expenditures Susan Solomon

- 1. Nat'l Council of Negro Women Community Awards Brunch (retro4 tkts@\$50= \$200
- 2. SF NAACP Freedom Fund Gala, 11/10/18.....5 tkts@\$150=.\$750
- 3. Special Olympics..... \$100
- 4. Jobs with Justice 11/15 Gala Solidarity Builder level - 8 tkts , 1/2 pg. ad.....\$1500
- 5. CFT CCE Conference Oct. 19-21 \$3,000

M/S/C unanimous COPE Expenditures

- 1. e-elect Phil Ting Event at Far East Cafe,10/9.....1table@ \$100
- 2. Latino Democratic Club Annual Ball in Brown, 10/11, 8 tkts, 1/4 pg ad@\$1000

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COPE Report

Anabel Ibañez



COPE Resolutions:

- 1. **M/S/C unanimous** Yes on Prop 2: No Place Like Home
Whereas, California is facing an unprecedented homelessness crisis. More than 134,000 Californians are living on the streets and as many as one-third of them are suffering from untreated mental illness; and

Whereas, research show that providing permanent supportive housing, linked to intensive services, has proven successful at getting people who are homeless and have a serious mental illness off the streets and into effective care; and

Whereas, Proposition 2 will provide permanent supportive housing linked to treatment and services to help people with serious mental

illness who are experiencing homelessness or at risk of becoming homeless; and

Whereas, Prop 2 will help adults with serious mental illness and children with severe emotional disorders and their families who are homeless or at risk of becoming homeless.

Whereas, Prop 2 will build permanent supportive housing linked to mental health treatment and services under a \$2 billion bond. The bond will be financed using the Mental Health Service Act or know as Proposition 63, the billionaire's tax that Californian's approved in 2004; and

Whereas, Prop 2 will use 6% of the annual revenue under the Act, with funding going to local communities and all California counties to support planning and construction of permanent supportive housing. The housing must be linked to support services for residents that are on site or easily accessible.

Therefore, Let It be Resolved, that UESF will endorse Prop 2 to provide permanent supportive housing linked to treatment and services to help people with serious mental illness who are experiencing homelessness or at risk of becoming homeless.

Submitted by: Anabel Ibanez, Frank Lara, Claudia Tirado, Ken Tray, Susan Solomon

2. **M/S/C unanimous** City College of San Francisco Board of Trustees Endorsements

Where As, AFT Local 2121 has endorsed Brigitte Davila, John Rizzo and Thea Selby for re-election to the City College of San Francisco Board of Trustees; and

Where As, while on the Board of Trustess they provided leadership to ensure City College maintained it accreditation and stayed open to provide quality education to thousands of students seeking a two-year degree; and

Where As, they supported the efforts to ensure that City College would be the first college to provide free tuition to San Francisco residents; and

Where As, AFT Local 2121 as a sister union stands in solidarity with UESF endorsed the same three School Board as UESF by acknowledging the we had vetted all the candidates running for the three open seats.

Therefore, Let It Be Resolved, that UESF will stand in solidarity with AFT Local 2121 by endorsing Brigitte Davilal, John Rizzo, and Thea Selby as City College of San Francisco Board of Trustees.

Supported by: Anabel Ibanez, Frank Lara, Ken Tray, Claudia Tirado, Susan Solomon

Resolutions:

1. **M/S/C unanimous** Support 10/4 Day of action and Walkout to Cancel Kavanaugh

Whereas, during the September 27th hearing of the Senate Judiciary Committee to confirm Judge Kavanaugh as a Supreme Court Judge we heard both the credible testimony of Dr. Christine Blasey Ford sharing her traumatic account of assault at the hands of Brett Kavanaugh, and the dismissal of her suffering by Senators who are bent on moving forward with a lifetime appointment of Kavanaugh to the highest court in the land; and

Whereas we know that other assault victims who have come forward have reminded us of our own assaults and brutalization and we have found solace and hope in the bravery of the survivors who have spoken up; and

Whereas we know the struggle for women's rights and against any form of sexual assault or sexual violence is a working class struggle and a union struggle; and

Whereas following the multiple allegations of sexual misconduct by Kavanaugh, the American Bar Association and the Yale Law School requested more investigation into those charges, and recently the ACLU just publicly opposed his nomination; and

Whereas we know that Judge Kavanaugh is a very conservative judge whose positions are hostile to women's rights (in particular to reproductive rights) and union rights, and that he supports legal immunity for the President of the United States; and

Whereas several organizations have called for a Day of Outrage on October 4th including International Women Strike US network, Women's March SF, Bay Resistance, as well as a growing number of organizations, are calling for a walkout at 4pm and mass public convergences everywhere in the country;

Therefore let it be resolved that United Educators of San Francisco endorses both the call for action and the rally to be held at Civic Center Plaza in San Francisco on October 4th at 4pm, and will publicize it among its members, and inform them of their rights if they wish to participate in the walkout.

Respectfully submitted to the October 3, 2018 meeting of the UESF Executive Board by Ariela Rothstein, Susan Solomon, Katie Waller O'Connor, Susan Kitchell, Frank Lara, Anabel Ibanez, and Carolyn Samoa

2. **M/S/C unanimous** Support of UTLA and OEA Contract Campaigns
Whereas United Teachers Los Angeles (UTLA) and the Oakland Education Association (OEA) are currently waging pro-active contract campaigns fighting not just for improved salary and benefits, but also for improved working and learning conditions, such as lower class sizes; more counselors, nurses, librarians, and other support personnel; less time on standardized testing; expansion of ethnic studies programs; and support for model community schools as an alternative to corporate-driven, privately-run charter schools.

And whereas UTLA and OEA are currently in mediation and are preparing to strike, if necessary, this fall and/or winter, for a contract that invests in their students, their schools, and their educators,

And whereas the success of UTLA and OEA – two of the largest and geographically central teacher union locals in the state – will set a pattern for other contract negotiations throughout California,

And whereas the powerful cross-local unity exhibited during the red state teacher strikes of last spring, resulting in increased salaries and funding for public education, brought educators together irrespective of state or national affiliation,

Therefore be it resolved that United Educators (UESF) commits to supporting solidarity actions in support of the UTLA and OEA contract campaigns, including:

- Publicizing the progress of the UTLA and OEA contract campaigns in all internal communications.
- Inviting UTLA and OEA leaders to speak before UESF elected bodies.
- Holding site meetings to discuss the issues and importance of the UTLA and OEA contract campaigns, as well as organizing solidarity actions at every work site.
- Preparing members to wear red shirts to work (“Red for Ed”) in solidarity with UTLA and/or OEA when they take a significant action.
- Staging solidarity “walk-ins” before work in the event of a strike.
- Initiating and/or joining local and regional support rallies in the event of a strike.

Be it further resolved that UESF will advocate within CTA and CFT for a similar statewide call to action.

Be it finally resolved that the UESF Executive Board will take responsibility for implementing this motion.

Respectfully submitted by Susan Solomon, Elaine Merriweather, Carolyn Samoa, VanCedric Williams, Earl Lene De Santiago, and Anabel Ibáñez

M/S/C unanimous Committee Appointments

Susan Solomon

1. David Knight, Budget Committee
2. Pamela Davis, Sick Bank
3. Cynthia Lasden, Assessment Committee

Special Order of Business

Susan Solomon

1. Follow-up to Executive Board Retreat
 - Executive Board Members signed up for committees
 - Review of Internal Planning Memo for recruiting new members
2. **M/S/C 18 yes, 2 no, 3 abstentions** Transfer of Teacher, Article 24

Sergeant at Arms Report

A.J. Frazier

- 33 present
- 2 excused
- 5 unexcused

New Business / Good of the Order

- Encourage members to sign up for membership conference at Burton High School Saturday 10-13-18 8:30am-4:00pm

Adjournment

In honor of: Quentin Baker & Mary Carolyn Nickels