**United Educators of San Francisco**

**Assembly Meeting**

Wednesday September 12, 2018 4:15 p.m.

**Minutes**

***Agenda*** ***Sign-In (Committee of the Whole called @ 4:27 p.m.; Quorum declared @ 4:43 p.m.)***

Introductions of all people in attendance

General Announcements

* Janus decision again

Need to work extra hard to maintain membership

Remind folks about the 11% raise that the union achieved for UESF members

Pay union dues and inform new members about the importance of belonging to the union

Make sure union dues are being deducted from your paycheck

Provided forms to sign up as well as can sign up online

If you are not sure if someone is a union member

Call the union office, fill out another form

<http://www.uesf.org/resources/3673/>

* Sat Oct. 13 Burton High School: UESF Fall Membership Conference

Register to attend

Prop G will be offered to members who attend

Divisional Reports

1.High School Committee Report Claire Merced or Kevin Hartzog

* Meeting first week of school with 8 different HS sites out of the 16 sites
* Diversity of problems: supporting sped students, back to school night, need to still hire more teachers, prop A form difficulties, Galileo lost parking, emergency credentials not getting support, clarification on lock down procedures and ability for teachers to be able to lock the doors from the inside of the classroom and what to do when teachers/students need to use the restroom in these lockdowns, no student email accounts for new students
* District needs to establish a lockdown procedure

2. Elementary School Committee Report Darcie Chan Blackburn

Tuesday, September 12, 2018

Elementary Committee meeting with LEAD (Leadership, Equity, Achievement, Development)

UESF: Darcie Chan Blackburn,

SFUSD: E’leva Hughes Gibson, David Wong

Agenda Items: Since the Elementary Committee had not yet met, I decided to use last year’s notes as a reference for general topics that need to be covered at the beginning of every school year.

1. Prop G Passports
2. Release days for F&P 3. Buildings and Grounds:
3. Faculty/Site Based Meeting Schedules
4. Comprehensive Safety and Disaster Plan
5. Behavior Teams
6. Report Cards
7. Certificated Positions still vacant on nonclassroom positions. 99% classrooms staffed
8. Ten day count has been done. Allocations for WSF, SPED funds will go out this Friday. This establish how any students are assigned to a site and what their identified needs are.
9. SPED Situation with runner

Assessment Schedule Prop G Passports – I had difficulty finding the link to the passport on the district website. David Wong suggested that I check with Mimi Chwang for the link. I did this after the meeting and she emailed it to me. I will attach the file to my notes.

Release days for F&P – I heard that at least 1st grade teachers were going to be given 2 release days for the first round of F&P assessments. I asked E’leva for a more detailed description of what support would be provided for F&P assessments this year for grades K-2.

Buildings and Grounds:

1. We agreed the protocol for addressing outstanding building issues (ones that are not addressed within 2 weeks). Members should ask their site’s secretary for the Work Order number and date and send this info along with the name of the school site to

Darcie or Beatrice. We will then share this info (and provide the school’s cohort

name) with LEAD so they can follow up on this.

2. David will send cohort list of schools to me.

Faculty/Site Based Meeting Schedules: LEAD will send a reminder to their administrators that they need to establish a meeting schedule for the year that adheres to the language in the contract. I will remind people at Elementary Committee meeting to make sure their UBCs know that they must take place in this process. They should send this meeting schedule to UESF.

7.2.6 Site-based Meetings

7.2.6.1 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.

7.2.6.2 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.

Meetings within the work day may include:

Comprehensive Safety and Disaster Plan: Each site needs to have an emergency response plan in place by October 1st

14.1.1 Each work site to which teachers are regularly assigned shall have a comprehensive safety and disaster plan, which shall be updated annually by October 1st of each school year.

14.1.1.1 The site administrator shall develop or modify the plan after collaborative input from the UBC, classified employees, the site council and/or the parent-teacher organization at the site. The plan shall be submitted to the Superintendent or his/her designee for approval.

Behavior Teams: Each site needs to establish a Behavior Team and communicate the school’s behavior plan to all its members.

LEAD will remind their administrators of this and I will remind teachers during the Elementary Committee meeting.

21.2.3 Within the first four weeks of each school year, unit members, in collaboration with school site administration, shall 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 A school behavior team shall be established at each school site. Such team shall include one or more classroom teachers, a Student Support Services unit member, and a paraprofessional/paraeducator (for example, a family liaison or elementary advisor). The site administrator shall be responsible for the implementation and monitoring of a school-wide behavior plan that is based on school-wide student behavior procedures and norms as developed by the school behavior team and the site administrator.

Report Cards: LEAD will remind their administrators to provide the current version of the Report Card rubric to all their teachers.

I will send my copy of last year’s link:

to David and he will check to see if it still applies to this year. Then I can send it out to Elementary Members.

SPED Situation with runner– My site has a new student who does not have an IEP who runs out of the classroom repeatedly. To address this safety issue, our administrator has assigned one of the SPED paras to shadow him. This has resulted in the loss of support to the student who has an IEP that the para is assigned to.

LEAD described the process for addressing this. They reach out to Pupil Services to have behaviorist come out. They first want school to first do due diligence to have tiered supports in place. An SST request needs to be filed.

Assessment Schedule:

a. E’leva provided me with a copy and we decided to look over it at another date to schedule discussions about upcoming assessments and to make sure the appropriate protocols are being presented to members.

b. At this point the assessments occurring in Elementary are the Language Assessments for ELLs and the F&Ps.

Next meeting Tuesday, October 9, 2018, 4:30 at 555 Franklin, 3rd

Floor Room 307 (the Sunshine Room)

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Room 307 (the Sunshine Room)

Contacts:

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E’leva Hughes Gibson hughese@sfusd.edu Cohort 5

Regina Piper piperr@sfusd.edu Cohort 1 schools (panhandle Richmond)

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Enikia Ford-Morthel Cohort 3 fordmorthele@sfusd.edu

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Lizzie Hull Barnes, Math Department

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Buildings and Grounds – Kevin Konnolly at konnolyk@sfusd.edu 641-3540

LEAD – Leadership, Equity, Achievement, Development – Supervising 6 cohorts K-8 and 1 for High School.

# Ritu Khanna khannar@sfusd.edu

David Wong provided the link to access all report card information:

* Contract Articles Sited:



3. Para-Educators Division Carolyn Samoa

* Should have gotten 2nd check today with the “living wage UESF para educators” line item on the left.
* Will be sending a guide on how to read your paycheck
* 26th we will be reviewing how to read your checks & will review the new contract language
* Make sure paras got paid for the professional development that they attended
* Para institute aug 15 and aug 16 650 paras attended at st. mary’s this was the first year that they got paid at their rate for 7 hours
* Still working on setting up a PD for the Early ed paras

4. Substitute Division Earl Lene De Santiago

* Problem: not being given keys to have access to various parts of the building brought this problem to labor relations, assistant superintendent notified all the schools that keys must be provided to substitutes
* Subs signing into the sub system has some challenges that are still getting worked out

5. Retired Division - no report Rudi Faltus

 6. Early Education Committee Report Betty Robison-Harris

* mandated child abuse training online use of prop A to complete
* there is a substitute manual but issues with admin not using this manual/guide
* designated teacher parking spots not being allowed for other educators
* floating holidays available for paras; 4 days instead of 3
* potty training children for teachers making teachers jobs more time consuming and difficult

Approval of Minutes and Financial Report

1. Roll Call A.J. Frazier, Sergeant at Arms
2. Approval of Minutes Katie Waller O’Connor
* May 16, 2016 Assembly meeting M/S/C (2 abstentions)
* December 20, 2017 Assembly meeting Minutes M/S/C (2 abstentions)
1. Financial Report M/S/C Van Cedric Williams
* page 21: funds our affiliates send to us; highlighting health and welfare fund as an available resource; this is a grant not a loan and members don’t have to pay the money back
* with Janus tried to reduce overall budget by 10% to prepare for the effects of Janus
* funding for release time has increased because of the salaries that increased

Officers Reports

1. President’s Report Susan Solomon

President’s Report

September 5, 2018

1. Committee Appointments

**Committee Chair appointments**:

* Elementary School: Darcie Chan Blackburn
* Middle School: Lisa-Beth Watkins
* High School: Kathy Melvin and Kevin Hartzog
* Early Education Department: Betty Robinson-Harris
* Special Education: Brittny O’Connor
* Paraeducators: Vice President for Paraeducators Carolyn Samoa
* Substitutes: Vice President for Substitutes Earl Lene De Santiago

**Committee appointments**

* Health and Welfare
	+ Elaine Merriweather, Chair
	+ Alan Lovaasen
	+ Cathy O’Byrne Shewchuk
	+ Claire Merced
* Personnel
	+ Elaine Merriweather, Chair
	+ Carolyn Samoa
	+ Tom Harriman
	+ Julia Fung
	+ Cynthia Lasden
	+ Diane Thompson (served in summer 2018)

Additional committee appointments will take place after the September Executive Board retreat.

1. Freedom Foundation CA Public Records Act information request update: Upon advice of CTA Legal Counsel, I sent a letter to SFUSD, requesting again that SFUSD deny a response to the request, and specifically, to “decline to furnish the Freedom Foundation with the work email addresses of its employees,” as doing so would be a violation of the SFUSD “Technology Acceptable Use and Security Policy,” which provides that “District computers … [and] electronic mail … are to be used solely for SFUSD business and educational purposes.”
2. The Primary School: For over a year, UESF has been meeting with SFUSD and representatives of The Primary School ([www.theprimaryschool.org](http://www.theprimaryschool.org)). Currently, there is a private Primary School in East Palo Alto, funded by Chan-Zuckerberg; the organization has an interest in opening a *public* Primary School in SFUSD. The purpose of our meetings is to determine whether that is possible under the provisions of our collective bargaining agreements and District policy. As stated on its website, its mission, vision and goals of The Primary School are the following:

**Our Mission**

Our mission is to foster each child’s well-being as a foundation for academic and life success by drawing on the strengths of the child’s entire community including family, educators, medical and mental health providers.

**Our Vision**

We envision a world in which every child, regardless of background, becomes a healthy and productive adult.

**Long-Term Goal**

Develop a **game-changing**, **replicable**system of care:

* **Replicable:** Able to be built in another community with ordinary humans and public funding
* **Game-changing:**  Fundamentally and predictably changes the life trajectory of our most in-need children across academic, soul, and health outcome areas

In my opinion, The Primary School will be in San Francisco in some form in the future, either public, private, or charter, so it is in our interest to explore the feasibility of it being a public school with a staff represented by UESF. The AFT has been extremely helpful in advising UESF on this work. The Primary School staff with whom we have been meeting understands that UESF’s process involves bringing information and any potential agreements to the UESF Executive Board for discussion and approval.

1. CFT’s Racial Equity Task Force (also sometimes called the Racial Justice Task Force) Steering Committee met on August 29. UESF teacher and Executive Board member Anthony Arinwine was welcomed to the Committee, and he led us in the discussion portion of the meeting. Background: In the spring of 2017, the Task Force, which included UESF members Frank Lara, Elaine Merriweather, and Susan Solomon, produced a comprehensive report, *Reclaiming the Promise of Racial Equity for Black Males in California (* <http://cft.org/images/Convention/2017_Convention/CFT_Racial-Equity-Task-Force-Report-2017.pdf> ). A year later, very little had been done to implement the recommendations, so the Steering Committee was formed, which includes UESF members Anthony Arinwine, Elaine Merriweather, and Susan Solomon. Last week’s work of the Steering Committee was to prioritize one or two of the four priorities contained in the report, a difficult task, with the goal of presenting a report to the California State Assembly’s Select Committee on the Status of Boys and Men of Color in February 2019. (Assemblymember and Superintendent of Public Instruction candidate Tony Thurmond is a member of the Select Committee.) A report on the August 29 meeting is forthcoming. To summarize, the Steering Committee selected *Priority 2: Provide professional development and cultural competency/racial equity/unconscious bias training that helps teachers and other school staff understand their own personal biases,* with the second choice being *Priority 1: Develop and implement programs to intentionally help identify, recruit, develop and retain Black male educators and classified staff.* The Steering Committee’s rationale was that in order to get to *Priority 1*, we have to work on assuring that conditions and systems are in place that will ensure that work in education is a desirable profession.
2. Consultant William (Bill) Anthony Pritchett, one of the co-facilitators of the Task Force meetings, has been doing groundbreaking work on Construction of Race workshops and seminars. (A number of UESF members and SFUSD students have participated in his workshops.) Last spring, Bill and I met with Landon Dickey, SFUSD’s Special Assistant to the Superintendent for African American Achievement and Leadership Initiative to discuss ways in which we might bring Bill’s work to SFUSD. Though nothing definitive has come out of that meeting yet, Bill is now preparing a proposal for UESF that would focus on work that UESF and the African American Parent Advisory Council can do together. We will review the proposal at a future Executive Board meeting.
3. Executive Vice-President’s Report Elaine Merriweather
* data membership specialist Amanda has been hired
* region 1 leadership conference oct 4-6 we get a rebate if new members want to go to this conference
* housing meeting francis scott keys site oct 3 at 5:30pm

COPE Report Anabel Ibanez

* UESF has endorsed School board candidates
	+ Faauuga Moliga
	+ Alison Collins
	+ Li Miao Lovett
* Devos & Trump are trying to privatize education & threat of Janus
* Tony Thurmond for superintendent; opponent will go after our pension
* 19 candidates running for school boards; charter school’s will pour money into the school board race to make sure the school board becomes charter school friendly
	+ Josephine Zhao has dropped out of the school board race
	+ precinct walking 10am
	+ thursday 20th kick off phone banking, working with CFT phone banking 4:30-8pm
* Prop C increase affordable housing tax on businesses that make over 4 million dollars
* Prop 10 stabilize housing costs/rents
* Prop 5 oppose local services to give tax break for the wealthy
* Annabel can come out to school sites to make presentations

Resolutions

1. Passed - Unanimously Resolution Veterans and Affordable Housing Bond Act Prop. 1 Anabel Ibañez, et al

**WHEREAS,** housing affordability is an urgent issue facing educators, families and communities across California, and the cost of housing means many people and families can’t afford other basics like food and transportation; and

**WHEREAS,** addressing California’s lack of affordable housing must be an urgent priority at a time when more than half of California households that rent (more than 3 million) spend more than 30 percent of their income toward rent and nearly one-third (over 1.5 million households) spend more than 50 percent of their income on rent; and

**WHEREAS,** the devastation of the housing crisis is evident in homelessness in our communities; and

**WHEREAS,** California’s homeownership rates are at the lowest point since the 1940s and recent housing production levels are far short of the state’s projected housing need for 180,000 new homes per year; and

**WHEREAS,** the proceeds from the 2006 housing bond that helped create and preserve affordable apartments, urban infill infrastructure, and single-family homes have been expended; and

**WHEREAS,** even though federal funding for affordable housing comprises a significant portion of California’s resources to support affordable housing, with a decline of 51 and 66 percent, respectively, in funds allocated to California by the crucial funds from the U.S. Department of Housing and Urban Development’s Community Development Block Grant (CDBG) and HOME programs; and

**WHEREAS,** last year the Legislature passed, and Governor Brown signed SB 3 (Beall) that placed the $4 billion Veterans and Affordable Housing Bond Act on the November 6, 2018 general election ballot; and

**WHEREAS,** the Veterans and Affordable Housing Actdedicates funding to help military veterans have a safe place to call home, provides stable housing for struggling families, people experiencing homelessness and individuals with disabilities; and

**WHEREAS,** the Veterans and Affordable Housing Act builds affordable homes for hard-working people, enabling them to live in the communities where they work and near transit to reduce long commutes and curb pollution; and

**WHEREAS,** the Veterans and Affordable Housing Act invests in Californians’ priorities: building homes, creating jobs and boosting the economy; the initiative is expected to create 137,000 jobs and pump $23.4 billion into California’s economy; and

**THEREFORE BE IT RESOLVED,** that United Educators of San Francisco hereby supports the Veterans and Affordable Housing Bond Act on the November 6, 2018 ballot to infuse much needed funding to support important affordable housing projects and spur housing construction statewide; and

**FINALLY LET IT BE FURTHER RESOLVED** that United Educators of San Francisco supports and can be listed as a member of the Veterans and Affordable Housing Act coalition.

*Submitted, as passed by the UESF Executive Board, to the September 12, 2018 meeting of the UESF Assembly by Susan Solomon, Anabel Ibáñez, and Ken Tray.*

1. Passed - 1 abstention Endorsement of Phil Ting for 19th Assembly District Anabel Ibañez, et al

**Whereas,** Phil Ting was elected to the State Assembly in 2012, representing the 19th Assembly District, which spans the Westside of San Francisco as well as the communities of Broadmoor, Colma, Daly City, and South San Francisco; and

**Whereas**, as California continues to face new challenges from the federal government, Assemblymember Ting has focused on protecting and persisting onward with progressive policies that expand opportunity for all, equal rights, and protections for our environment; and

**Whereas,** Assemblymember Ting is the Chair of the Assembly Budget Committee after having served as Chair of the Assembly Committee on Revenue and Taxation; and

**Whereas,** the Soda Industry had threatened to pass a Statewide initiative that would have prevented any government entity to increase any revenue sources for public services including the passage of Prop G, as the Chair of the Budget Committee Assemblymember Ting played a pivotal role to stop the Soda Industry from moving forward with their initiative at the legislative level; and

**Whereas,** Assemblymember Ting has a 100% voting record in support of public education and opposes the expansion of Charter Schools.

**Therefore Let It Be Resolved,** that UESF solely endorses Phil Ting as the District 19th Assembly Representative, and make a $500 contribution to his campaign.

*Submitted, as passed by the UESF Executive Board, to the UESF Assembly meeting of September 12, 2018 by Susan Solomon, Anabel Ibáñez, and Ken Tray*

1. Passed -1 opposed Carmen Chu for Assessor Recorder Anabel Ibañez, et al

**Whereas,** the Assessor-Recorder is responsible to locate all taxable property in the County and identify the ownership, stablish a taxable value for all property subject to property taxation, list the value of all property on the assessment roll, apply all legal exemptions, maintain public records, collect City revenues from the recording of legal documents, conduct fair and efficient assessments, improve Customer Services and Technology, and ensure equality in all assessments; and

**Whereas,** In San Francisco, Assessor Chu is responsible for generating close to $3 billion in annual revenue which pays for public education and other services like housing programs, public safety, senior services and street maintenance and cleaning; and

**Whereas,** Assessor Chu has implemented new technologies and improved business processes that has closed the gap on a decades old assessment backlog and brought in over half a billion dollars in additional revenues above and beyond projected growth helping to balance budget deficits and pay for additional investments in homeless services including navigation centers, housing, transportation and other local services; and

**Whereas,** Assessor Chu endorsement of Prop G and support helped generate votes among the Chinese American community to ensure SFUSD educators continue to work and live in San Francisco.

**Therefore Let It Be Resolved,** that UESF will endorse Carmen Chu as the Assessor-Recorder for San Francisco.

*Submitted, as passed by the UESF Executive Board, to the UESF Assembly meeting of September 12, 2018 by Susan Solomon, Anabel Ibáñez, and Ken Tray*

1. Passed - Unanimously David Chiu for 17th Assembly District Anabel Ibañez, et al

Whereas, in 2014 David Chiu was elected to the California to represent the 17th Assembly District, which encompasses eastern San Francisco; and

Whereas, he has served as Chair of the Assembly Housing & Community Development Committee. He also sits on the following legislative committees: Budget; Business and Professions; Judiciary; Arts, Entertainment, Sports, Tourism, and Internet Media; and

Whereas, Assemblymember Chiu has authored 34 bill that have been signed by Governor Jerry. The bills addressed the state’s housing crisis, protected tenants, assisted LGBT families, upheld a woman’s right to choose, promoted sustainable transportation options, and facilitated voting by young people; and

Whereas, Assemblymember Chiu has a 100 % voting record in support of public education and opposed expansion of Charter Schools.

Therefore Let It Be Resolved, that UESF will endorse David Chiu as the representative of the 17th Assembly District.

*Submitted, as passed by the UESF Executive Board, to the September 12, 2018 meeting of the UESF Assembly by Susan Solomon, Anabel Ibáñez, and Ken Tray.*

New Business

 Sergeant at Arms Report A.J. Frazier

Adjournment 6:00pm