

United Educators of San Francisco
Executive Board
Wednesday, September 5, 2018 4:15 pm
Minutes

Agenda

Divisional Reports

1. High School Division Report..... Kathy Melvin and Kevin Hartzog
2. Elementary Division Report Darcie Chan Blackburn
3. Middle School Division Report.....Lisa-Beth Watkins
 - a. Tues October 9th Important meeting with new head of Middle Schools
 - b. September 26th 1st meeting
 - c. middle school redesign, cameras
4. Retired Division Report Rudi Faltus
 - a. Retired Division Event at Lake Merced October 17th
 - b. Sent out 74 invitations to newly retired teachers
5. Paraeducator Division Report.....Carolyn Samoa
 - a. Paraeducators received paycheck last Wednesday, District will send out guide so that Paraeducators know how to find their pay increase labeled “Living Wage UESF Paraeducators”.
 - b. If you had your PD day, this will be listed on paycheck as “PD staff development”.
 - c. Next meeting Wednesday September 26th 4-6 in Auditorium at Rosa Parks.
 - d. Paraeducators gets to decide which 4 floating holidays they get paid for.

Approval of Minutes and Financial Report

1. Roll Call.....A.J. Frazier, Sergeant at Arms
2. Approval of Minutes Katie Waller O’Connor
 - a. August 22, 2018 Executive Board **M/S/C as amended**
 - b. August 8, 2018 Executive board COPE Committee Meeting **M/S/C**
3. Financial Report Van Williams
 - a. Moving forward we will be educating our members more about the various categories within the budget and hoping this will help to clarify things related to the budget.
 - b. Release time seems to be a little bit high.
 - c. Agency Fee Accounting - with the passing of Janus; people who don’t want to be a part of the union no longer have to pay dues even though they still benefit from the raise that the union secured for members.
 - d. Health and Wellness Fund - our members can apply for this fund they need some emergency kind of funds.
 - e. UESF have the ability to join the Educators Credit Union; through this Credit Union members have access to emergency loans.
 - f. AFT supports members with debt consolidation

President’s Recommendations for ExpendituresSusan Solomon

1. National Board Teacher Certifications Support (Meals)..... \$2,000.00

2. Senior & Disability Action Network Annual Celebration, 10/5/18, 2 tkts@ \$75=\$150.00
3. Community Schools, Milwaukee, 9/27-30/18, airfare, transport, meals: up to \$2,000.00
4. Angie Sagastume's Retirement Celebration2 \$60.00 tickets=\$120.00

Officers Reports

1. President's Report Susan Solomon

Committee Chair appointments including Personnel Cmte. :

- 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

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). 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.

a. Debate and Discussion on Primary School

3. 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.
4. 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.

Respectfully submitted,
Susan Solomon

**Community Schools Institute: A Partnership in the NEA Center for Organizing
Leadership Institute System of Support**

Building Educator Led Community Schools
Offered: September 27—30, 2018
Audience: Local affiliate teams

The passage of the Every Student Succeeds Act (ESSA) opens up opportunities for local schools and districts to implement school improvement strategies that meet the needs of students and their families. A recently released report based on an analysis of 125 studies by the Learning Policy Institute and National Education Policy Center have identified the Community Schools Model as a strong evidence-based strategy that meets the requirements of ESSA.

Milwaukee Teachers' Education Association (MTEA) is the largest teachers' union local in the state of Wisconsin. MTEA's campaign to promote and expand community schools and improve our professional practice in those schools is a key component of the union's efforts to promote public schools, grow membership, and oppose privatization.

Currently, MTEA's Center for Teaching, Learning and Public Education leads the work around Community Schools and is proud to host the Community Schools Institute. This Institute is a three-and-a-half-day training that will provide participants with an opportunity to engage in an interactive adult learning environment focused on developing campaigns to grow and sustain high quality community schools and developing the organizing and social justice frames to grow membership and build union strength.

Participants will work through numerous skills and theories in an interactive classroom setting while also having a chance to practice these skills with colleagues from affiliates throughout the country.

Participants will leave the training with a demonstrated understanding and action plan around:

- The narrative of community schools, how to win them and how to implement them;
- Building the fight against privatization by owning the school transformation space;

A concrete strategy for their worksite, including growing membership, building a stakeholder committee that moves the campaign forward.

Affiliate members, leaders, staff, community members, and school administration are encouraged to attend as teams with three to five members. Each participant should come with a commitment to advance a project in their school. Participants will be expected to share their progress and success after the training.

As a condition of being accepted to participate in the Institute, participants agree to share their organizing plan, dedicate resources to implement the plan, and provide reports on

the team's progress. One of the Institute's signature supports is to continue a relationship post-training to ensure the success of local organizing programs.

Cost: NEA will cover the cost of hotel for four nights (September 26, 27, 28 and 29, checking out on September 30), breakfast and lunch during the training, program materials and transportation from the hotel to the MTEA/Center Office. All additional costs are the responsibility of the participant.

This training is limited to 30 participants.

INTEREST ASSESSMENT:

All potential participants must fill out an interest assessment using the following link: Community Schools Institute Interest Assessment Sept 2018 https://docs.google.com/forms/d/19ewyfjUV7t9_HLWGI7QL-uIv5nddUGWSJfCkEZqTG3M/viewform?usp=drive_web&edit_requested=true

The process also requires a letter of support. Details are explained in the online form.

PARTICIPANTS

Teams of Community School activists from member locals are eligible to attend. Teams may include union members, affiliate staff, parent activists, community members, administration and school board members. A local affiliate may send a team of no more than five. We encourage careful, intentional consideration of the make-up of teams and attention should be given to establishing a team that reflects diversity in ethnicity, gender, age, and roles and responsibilities.

NEA will fund individual participants and local teams of up to five. If space is available and the affiliate assumes the expense, additional team members may be welcomed.

LOCATION

The training will take place Thursday, September 27 through Sunday, September 30 at the MTEA/Center Office in Milwaukee, WI.

TRAVEL

NEA will provide funding for individuals and affiliate teams consisting of up to five. The funding will cover the hotel costs, breakfast, lunch and snacks on days the Institute is in session, program materials, and transportation from the hotel to the MTEA/Center Office.

All additional travel costs are the responsibility of the affiliate and are not covered by NEA.

Participants are expected to cover their own flight and transportation costs. ***Note: NEA is paying the airfare for one UESF participant.***

Participants will be expected to arrive on Wednesday, September 26. The training concludes on Sunday, September 30 at approximately 12:00 PM CT. Participants should plan travel home on September 30 after 2 PM.

UESF will be sending a team of five participants:

- Leslie Hu, Martin Luther King, Jr. Middle School social worker/community schools coordinator
- Nick Chandler, Buena Vista Horace Mann K-8 Community School social worker
- Julie Roberts-Phung, Close the Gap coalition coordinator
- Amanda Hart, UESF Organizing Director
- Coleman Advocates for Children and Youth member

2. Executive Vice President’s Report.....Elaine Merriweather

- a. Event tomorrow/Thursday 5-8 at MLK to discuss Pitch Schools (Superintendent identified schools) 20 schools historically underserved schools. MLK hub, there is 2.74 million dollars per year for school use and we want to make sure we are staying involved in these kinds of events so that we can make sure the schools that need this money are gaining access to this money.

COPE ReportAnabel Ibañez

- 1. We have the main tickets that will help our candidates get elected.
- 2. Make sure other educators and parents know about and support our candidates. Important to mobilize voters to get out the vote.

COPE Resolutions

- 1. Endorse Veterans and Affordable Housing Bond Act 2018: Proposition 1 **M/S/C**

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 Act dedicates 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 by: Anabel Ibáñez, Ken Tray, and Susan Solomon

2. Endorse Carmen Chu for Assessor-Recorder: **M/S/C 2 abstentions**

Whereas, the Assessor-Recorder is responsible to locate all taxable property in the County and identify the ownership, establish 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 by Anabel Ibáñez, Ken Tray, and Susan Solomon.

3. Endorse David Chiu to Represent the 17th Assembly District **M/S/C 5 abstentions**

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 by Susan Solomon, Anabel Ibáñez, and Ken Tray.

4. Endorse Phil Ting for 19th Assembly District **M/S/C**

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 by Anabel Ibáñez, Ken Tray, and Susan Solomon

a. Debate and Discussion of Endorsements

COPE Expenditures: M/S/C:

- 1. Contribution to Gordon Mar for Supervisor campaign kickoff, District 4 \$500.00
- 2. Contribution to Alison Collins for School Board.....\$500.00

- 3. Contribution to Faauuga Moliga for School Board.....\$500.00
- 4. Contribution to Li Miao Lovett for School Board..... \$500.00

Sergeant at Arms Report.....A.J. Frazier

35 present, 3 excused, 2 unexcused

Good of the Order

- 1. Appreciate that the early education meetings have been added to the union calendar.
- 2. Members appreciated to the union for the raise.
- 3. District provided all contact info to Freedom Foundation
- 4. Special photo for Jemma

Adjournment @ 5:58pm