**United Educators of San Francisco**

**Executive Board**

Wednesday, December 5, 2018 4:15 p.m. **Minutes**

***Call to Order and Quorum @ 4:37PM***

# Agenda Approval of Minutes and Financial Report

1. Roll Call A.J. Frazier, Sergeant at Arms
2. M/S/C​ Approval of Minutes Katie Waller-O’Connor
3. M/S/C Financial Report​ VanCedric Williams

* We are at about 42% of the way through the school year, in relation to the Union budget we are at about 39%
* Bargaining money spent on organizing with 5 keys (classified 45 members) ● $8,200 was donated to the union for the Scatena fund

# Reports

1. High School Division Report - no report given
2. Middle School Report - 2nd Tuesday in January next meeting with district
3. Elementary School Division Report - no report given
4. Early Education Division Report - workers comp complaints (having to lift kids up, change diapers, etc. ) this is forcing Early Ed to be out of compliance since the ratios should be 8 kids to 1 adults and adults are needing to leave the classroom to change diapers etc.
5. Substitute Division Report - written report below:

* The UESF Substitute Divisional meeting was not scheduled for the month of November.
* There are however, two major items which are to be shared with the UESF Executive Board.
* *UESF/SFUSD SUBSTITUTE PAYMENT AGREEMENT FOR NOVEMBER 16, 2018 -* ​After

receiving many telephone calls and email messages on Thursday, November 15, 2018, from Substitutes who had already accepted and/or planned to accept work assignments for Friday, November 16, 2018, we were presented with the question of ‘pay to our Substitutes’ due to the school’s closure. The initial response from the district was ‘No Pay for

Substitutes.’ After a meeting with the Superintendent and his Staff your UESF Officers were able to come to an agreement with SFUSD.

Below are the results of that agreement:

* Core Substitutes will be paid for 11/16​
* Prop A​/Guest Teacher Substitutes will be paid for 11/16
* Substitutes who have reached ​ ​40 days​ of continuous service within an assignment will be paid for 11/16; they receive a temporary teaching contract on the 40th day and are thus compensated
* Substitutes who are on their way to 40 days will not be paid as they have not reached the 40 day status; however, SFUSD will not count 11/16 against them towards obtaining 40 days of continuous service
* On any matter where a Substitute must have X days of continuous service to qualify for a status or benefit, the District will not count 11/16 against them

The agreement would be implemented as accurately as possible. Concerns or questions were asked to be directed to SFUSD right away.

* *TSAP JOB CLASSIFICATION ASSIGNMENTS -* ​It has come to our attention that we may have questions about the ‘Substitute Job Assignment’ where the duty is shown as “Assistant Principal” also known as ‘TSAP’ (Teacher Serving As Principal/Assistant Principal). According to our Contract, compensation is contractual but may have not been complied with by the district. We are gathering data for a review of this process. Hopefully, we will share our findings at the next meeting.

# Officers Reports

1. Executive Vice-President’s Report Elaine Merriweather

* DISCUSSION - about employees being asked to keep timelogs and submit to districts in order to get paid.

○ Concerns with being disciplined for coming to work late or leaving early; the extra time that will be required to complete these logs, etc.

* Submit Nominations Now for the 2019 Human Rights Awards - *Nominations must be*​ *received by Wednesday, January 8, 2019*
* Know an educator who deserves to be recognized for their work in human rights and social justice? The deadline to submit your nominations for the 2019​ ​ CTA​

Human Rights Awards is ​ Wednesday, January 8, 2019!​

* Nominations are being accepted in the following categories:

○ ORGANIZATION AWARD CATEGORIES

■ CTA Chapter Human Rights Award

■ CTA Service Center Council Human Rights Award

○ INDIVIDUAL AWARD CATEGORIES

■ American Indian/Alaska Native Human Rights Award in Honor of Jim Clark

■ César Chávez “Si Se Puede” Human Rights Award

■ CTA Peace and Justice Human Rights Award

■ Human Rights Award in Honor of Lois Tinson

■ Leadership in Lesbian and Gay Human Rights Award in Honor of Nancy Bailey

■ Pacific Asian American Human Rights Award

■ Physically/Mentally Challenged Students’ Issues Human Rights Award

■ Women’s Issues Human Rights Award

* Presentation of the 2018 Human Rights Awards will be made at the Equity and Human Rights Conference on March 2, 2019 at the Fairmont Hotel in San Jose.

○ Submit your award nominations​ ​online​ before January 8, 2019. Only those nominations that comply with the program ​criteria and procedures​ ​will be considered by the Human Rights Awards Selection Committee.

○ If you have any questions, please contact the Human Rights Department at (650)

552-5313 or email ​humanrightsawards@cta.org​.

* The CTA Institute for Teaching Presents: IFT GRANTS / For CTA Members & Local

Associations

○ The CTA Institute for Teaching has established a competitive grant program for CTA members to support strength-based teacher driven innovation on behalf of students and public schools.

○ The grant application process is open to individual CTA members, small teams of educators and affiliated local associations. Applications can be submitted from

January 1, 2019 – April 30, 2019​. The awards will be announced in June 2019.

○ Detailed grant information can be found on the IFT website – [www.teacherdrivenchange.org](http://www.teacherdrivenchange.org/)​ – by clicking on the grant link.

* Competitive Educator Grants will be awarded in amounts up to $5,000.
* Competitive Impact Grants will be awarded in amounts up to $20,000.
* QUESTIONS? Please contact the CTA Institute for Teaching

○ 5333 Mission Center Rd., Ste. 200

○ San Diego, CA 92108

○ Phone: (619) 683-3990 | Fax: (619) 683-3994

○ Dick Gale, IFT Manager / Program Director: ​dgale@cta.org

* Local Updates - The new UESF Organize & Resist​ ​T-shirts have arrived. Place your order before they’re gone!

2. Vice-President for ParaEducators Carolyn Samoa

* PD’s being offered at school sites
* Working with Para’s to help connect them with community colleges and SF state ● District is short 66 para’s
* District payroll made decision to hold $250 off of the para’s paychecks, people wanted the check before Thanksgiving but this did not happen. People should contact the Union if they did not get the $250.

# M/S/C President’s Recommendations for Expenditures Elaine Merriweather

1. CTA GLBT Issues Conference Dec. 7-9, Palm Springs 1@$500.00=$500.00
2. CTA Issues Conference 3@$600.00 each=$1,800.00
3. Chinese Progressive Association (Sponsorship of Event) $500.00

M/S/C (3 abstentions) 4th Expenditure added: (call the question: yes 23, opposed 2,​ abstention 1)

1. CA Educators Raising to support UTLA $150.00

1. Endorsement of Mass Solidarity Meeting for UTLA and OEA…………Ariela Rothstein

# Resolution: Ruled out of Order by President

2. Calling for a San Francisco Municipal Bank Anabel Ibañez, et al

**M/S/C (1 opposed, 2 abstentions)** Table this Resolution till next meeting

# M/S/C Executive Session Elaine Merriweather

# Sergeant at Arms Report A.J. Frazier

* 29 present
* 5 excused
* 7 unexcused

# New Business​ ​/​Good of the Order

* Prop G has been challenged - information session will be held December 12th to answer members questions about this challenge.
* 500 million Starwood members credit card info has potentially been hacked.

# Adjournment @ 6:38pm