**United Educators of San Francisco**

**Assembly Meeting**

Wednesday December 19, 2018 4:15 p.m.

**Minutes**

Call to Order(Quorum achieved at 4:37PM; meeting called to order by Elaine Merriweather)

***Approval*** ***of Minutes and Financial Report***

1. ***Roll Call*** Sgt. at Arms reported quorum achieved at 4:37PM)
2. ***Approval of Minutes***

Two months of minutes need to be approved because quorum was not achieved last month

October 2018 minutes M/S/C (25/0/2)

November 2018 minutes M/S/C (29/0/2)

1. ***Financial Report (VanCedric Williams)***

Treasurer’s report M/S/C (32/0/1)

***Reports***

1. High School Committee Report (Julian Quinonez)

New laptop computers are being distributed to high school teachers and should be completed by January; meeting with Assoc. Superintendent Sanderson scheduled for 1/10

1. Elementary School Committee Report No report delivered

Middle School Committee Report (Lisa Beth Watkins)

MS Committee meeting with Assoc. Superintendent scheduled for 1/8 at 555 Franklin

1. Early Education Committee Report (Betty Robinson Harris)

Early Ed Committee met with admin to discuss toilet training; addressing issues related to out-of-cycle evaluations

1. Para-Educators Division (Carolyn Samoa)

PLN is meeting monthly, 3 new members have joined; PLAN can do on-site PDs (contact Janet or Ray); next meeting with admin is scheduled for January

1. Substitute Division (Earl Lene De Santiago)

The UESF Substitute Divisional meeting was not scheduled for the month of November. written report appears on pg. 16 of the packet; issues related for payment for 11/16 (school cancelled due to air quality) reached agreement with SFUSD regarding this

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;

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 are to be directed to SFUSD right away.

Sub Division is also looking at issues related to represented subs serving as assistant principal/principal. We are gathering data for a review of this process. If you have input, contact VP Subs deSantiago.

Brother K. Robinson requested a change from “substitute teacher” to “guest teacher” — this was brought to division meeting with some members liking the idea, others not.

1. Retired Division (Rudi Faltus) Report deferred to February 2019.

***Officers Reports***

1. Executive Vice-President’s Report (Elaine Merriweather)

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

Wear “Red for Ed” on 1/11 in support of UTLA

1/12 mobilization and rally in support of Oakland EA

Planning is beginning for our spring Membership conference

Due to a district error, the academic calendar (’19 - ’20) has not yet been formalized and will be brought back to E-Board and Assembly

Freedom Foundation information has been blasted out to our members — DON’T BE FOOLED!

Page 36 of packet outlines the process for nominations for CTA Human Rights Awards (nominations due by 1/8/2019).

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.

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.

COPE Report Anabel Ibañez

*“Prop G” has been challenged*

*City Attorney Herrera believes challenge will fail*

*SFUSD will continue with the 7% add-on (for now)*

*We are partnering with SFUSD in pursuit of ERAF funds received by the city*

*Plan for keeping members informed/activating the membership shared*

Resolutions: The Quality Teacher and Education Act (Alan Lovaasen, et al)

WHEREAS, The Quality Teacher and Education Act (QTEA) of 2008, sometimes called “Prop A” was established for teachers and para-educators to receive eighteen (18) paid hours of Professional Development (PD), some full time SFUSD employees are excluded from enjoying the benefits of the QTEA program.

WHEREAS, most teachers and para-educators have opportunities to enhance and customize their own professional learning and have ample opportunities to plan and/or collaborate with colleagues, attend district, UESF or external PD conferences, workshops and training sessions; these opportunities are not available to 400-600 Core, Prop A, established, priority, day-to-day, or Early Education substitutes, and those individuals that have attained Tier 2 pay status.

WHEREAS, most teachers and para-educators can attend book clubs, committee meetings, or engage in professional training relevant to their specific job, substitutes, no matter what category or status, are excluded from any paid workshops, classes, or online training that could greatly improve their job performance.

WHEREAS, the Commission on Teacher Credentialing (CTC) requires all Early Education Teachers to have 105 professional growth training hours every five years to renew their teaching permit, SFUSD does not offer any training to help substitute teachers meet this requirement, nor do they reimburse substitute teachers or substitute para-educators for their efforts, even with the recent passage of Prop G. If the 105 hours of training is not completed by the substitute teacher within a five-year period, the district prevents the substitute from working as a teacher in Early Education schools until this requirement is met.

WHEREAS, beginning in January 1, 2018, California Health and Safety Code 1596.8662 requires all licensed employees to complete training as specified in their mandated reporter duties, and to renew their training annually, the district does not pay substitutes for the required on-line training.

WHEREAS, the district is requiring all Early Education School employees, (clerks, house parents, teachers, para-educators, and substitutes) to pass an on-line, self-paced training module on “pesticides,” the district again does not reimburse substitute clerks, house parents, para-educators and teachers with this required training.

WHEREAS, the district has provided teachers and para-educators who work only 15 - 16.25 hours a week, are paid QTEA professional development hours and appear flexible on how these hours are spent and/or established, while full-time Prop-A and priority substitutes who work as much as 37.50 hours a week are not given any opportunity for paid training to improve their job performance. Relevant training might help reduce the high turnover rate of substitute teachers and prevent shortages on key dates when substitutes are in demand. Training can also help all substitutes face challenging situations professionally and legally, to reduce the chances of substitutes not being asked to return to certain school sites. Further, ongoing training can only help substitute educators teach successfully in an inclusive learning environment to accelerate student achievement.

RESOLVED, that UESF Executive Board and Assembly endorse this resolution and demand that SFUSD provide Substitutes with the minimum eighteen (18) hours of professional growth training so as to allow them to benefit from the Quality Teacher and Education Act, and Prop G, the Living Wage for Educators Act, as do other certificated and classified SFUSD employees.

Submitted to the December 19 2018 meeting of the UESF Assembly, as unanimously approved by the UESF Executive Board, on November 7, 2018, by Alan Lovaasen, Kit Bell, Paul Bodner, William Chadwick, Gabrielle Lavelle, Erasmo Martinez, Linda Plack, Sherry Linker, and Earl Lene De Santiago

⁃ M/S/C (31/0/0 — unanimous passage)

Sergeant at Arms Report A.J. Frazier

24 schools represented with 41 members present

***New Business/Good of the Order***

*Sister Ariela rothstein shared information and flyers for the 1/12 OEA support event*

Sister Katy Waller (our UESF Secretary) has given birth to a baby boy (William)

*Adjournment*

*⁃ Meeting adjourned at 5:53PM*