**United Educators of San Francisco**

**Assembly Meeting**

Wednesday February 20th, 2019 4:15 pm

**Minutes**

***Call to order @ 4:30pm; quorum @ 4:38pm***

***Minutes and Financial Report***

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

1,949,283 balance total cash

Reports

1. Elementary School Report Darcie Chan Blackburn

**Tuesday, February 12, 2019 4:30-5:30**

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

**UESF:** Darcie Chan Blackburn, Cathy Sullivan, Beatrice Montenegro
**SFUSD:** E’leva Hughes Gibson, Richard Curci, Regina Piper, Michelle Maghes, Brent Stephens, Kevin Connolly

**Agenda Items:**

1. Buildings and Grounds Check In
2. Special Ed Check In: how many vacancies (SPED teachers and paras) are there at this point?
3. Assessment Schedule Dates for Next Year
4. Concerns about the Large Number of Curricula Adoptions
5. Issues from Beatrice Montenegro
6. LEAD - Support Systems – What supports are needed to promote small group instruction in classrooms? Questions/Concerns/Suggestions

**Follow-up Issues for Beatrice Montenegro:**

1. Paraprofessionals using Dynavox are supposed to be paid an additional dollar. Need to talk with SPED about providing this funding.

2. Discussion of issue at Tenderloin. 10 injury reports.

Buildings and Grounds:

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.

1. Sheridan: 547934 is the work order I just submitted (9-12-18) for the water fountain, 554098 submitted on 1/22/2019 for heating. The heater was turned on but only works in some of the rooms. KC –drinking fountains did get pushed back in priority due to massive leaks of flooding. Plumbers are short staffed. Have about 6 plumbers on any given day. Sometimes 2-3. They do prioritize the younger schools first. Will adjust priorities. If you hear about a site that has submitted a work order but is waiting, flag down Kevin Connolly mailto:connollyk@sfusd.edu. Standard building temp is 68-72 degrees. Sheridan has oldest digital control system. Issues with south facing side getting overheated. They make adjustments and they need to make adjustments according to the weather. Sheridan needs to be adjusted constantly. He snapshots the school and adjusts starting earlier when the weather calls for it. He has already followed up with Dina.

2. Alvarado has a few work orders that are outstanding. Kevin will look into it.

3. Grattan issues with drinking fountains since community uses the area and children put sand in the drinking fountains. Is there a special fast track for schools that are open to the community? Any luck engaging Chris Armentrout about this? Kevin recognizes it’s an ongoing problem but he doesn’t have a good answer for this. B&G is the cheapest, fastest way to get something done in the district. Kevin will put some signage up to inform parents about appropriate use. Regina will follow up with Chris Armentrout to see if he has a creative solution for this.

4. Feinstein: one of the classroom drinking fountains is not working. A work order has been done but I do not have the number for it yet.

5. New Towel Dispensers: Why did we receive new dispensers since the old ones are only a few years old and working fine.

Kevin Connelly will tell an administrator what temperature a building is set at. The principal should email him and CC assistant superintendent.

SPED issues brought up for us to discuss with the department next month with Jenny Payne.

3. How many SPED paraeducator openings are there at this point? (estimation).

4. 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.

5. 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.

6. At best there’s a student with an IEP who’s not disruptive that does not get support because of a disruptive student pulling the para

7. When there’re not enough paras to provide support for all identified students, which student gets put at the top of the list?

8. People not having lunch so they can have a lunch bunch to help students with needs build relationships. Not having a lunch break for months at a time. RSP teacher had to work during lunch period. If the person is out, then another teacher has to cover to keep the strategy going. If the RSP took a lunch at another time, some other student would be missing his/her IEP minutes.

9. Parents who are threatening to sue, move students to other classes.

10. When things work for a student but were not written in the iep though had been in prek. They were able to build support from nondistrict staff (student teacher).

Assessment Dates for Next Year:

1. We need to notify assessment committee that the current formula they’re using for dates is problematic. 2nd grade should be first in the cycle since they want to set up reading groups, 1st grade should go next, and then Kinder last for F&P since they need more time initially to set up classroom routines. The current assessment release date schedule causes teachers to have out-of-date information during parent conferences.

2. KRI (Kindergarten Readiness Inventory) should have it’s own individual release day since it is required so early in the year, yet F&P Foundational Skills are needed closer to the first report card/Parent Conferences period.

3. Who is on the Assessment Committee?

4. Unable to have the committee meet this year due to personal issues with some district personnel. Have been in contact with the board. Would like to continue with something consistent with what the group came up with next year.

5. Some feedback to have grades at same time to make things more calibrated across the district.

6. Kinder had to start their 2nd assessment cycle right after the parent conferences. Teachers had to give out-of-date.

7. Question about KRI – what is the purpose? Kindergarten readiness. How is it helpful to know that a child doesn’t know empathy at the age of 5? It’s already not developmentally expected. Where did that item come from? The establishment of the range was based on larger data source. What do we do if they’re not ready? Additional SEL teaching. Coordination with Early Ed programs (Elaine Merriweather, Betty Robinson). Look for patterns in limited skills with empathy.

8. Original recommendation was 2 for each trimester. Only received funding for 1 day and 2 during one cycle. THe committee did suggest it was during the 2nd cycle for Kinder.

9. Need to have Kinder first since they have to do the KRI.

10. Michelle is trying to see if there can be some overlap with the K/1 or K/2 during cycles 2 and 3.

11. Briefly discussed the idea of having the order go K, 2nd, and 1st so that 2nd grade can start reading groups earlier in the year and so 1st grade can have a little more time to set up classroom routines before being out of the classroom to assess.

Mandated Curricula

The number of mandated scripted curricula we’re expected to do right now is overwhelming and impossible to implement.

1. Not enough time in the day to address all the curricula.

a. Balanced Literacy: Reader’s Workshop and Writer’s Workshop – Lucy Caulkins

b. Amplify- requires technology not available at every site (projectors, Wifi access)

c. Word Work

d. District Math Curriculum

e. ELD

f. Social Studies

g. Second Step

h. PE

2. Expectations for K and 1st grades to sit for too long. Not DAP.

3. Preparation time needed is unreasonable for each subject area. One site’s parent volunteers took 2 hours to prepare materials for a 1st grade lesson.

4. Anchor Charts – too many expected for each subject area (Reading/Writing/Math/Science). There is not enough wall space to have all the charts up and accessible.

5. Expectations to do more interactive curriculum but at the same time to teach more things. Expecting people to teach more in a manner that involves more time and more prior lessons in classroom management.

**Next meeting Tuesday, March 12, 2019, 4:30 at 555 Franklin, 3rd Floor Room 307 (the Sunshine Room)**

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**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: <https://sites.google.com/sfusd.edu/aao/elementary-tk-5/report-cards>

Contract Articles Sited:

1. High School Committee Report Kevin Hartzog, et al

UESF High School Division Meeting with LEAD

2019 February 14

**Present:**

Kevin Hartzog (Balboa), Kathy Melvin (Lowell), Alysse Castro (LEAD)

**Agenda**

1. Co-Teaching (Informational)
2. PERB complaints (Informational)
3. For Information, Non-Reelects rules, and deadlines. Also, the Principals should notify UBCs that they may be approached regarding a non-reelect.
	1. Staffing Calendar
4. Finals

**Minutes**

1. Co-Teaching (Informational)
	1. Sped Division chairs surfaced concern about co-teaching inconsistencies across sites. Asked what is working well and what are some concerns. UESF HS and SpEd are developing some preferred practices around co-teaching, and would like to share with LEAD and SpEd Leadership. Have gathered docs from other districts. Want to set up the conditions for success. Requesting Chief of SpEd and HS Supervisor, plus any members of her team she recommends.
2. PERB complaints (Informational)
	1. PERB has determined that Synergy is change in working conditions. Settlement hearing scheduled for next week. District has to offer a response.
3. For Information, Non-Reelects rules, and deadlines. Also, the Principals should notify UBCs that they may be approached regarding a non-reelect.
	1. [Staffing Calendar](https://drive.google.com/open?id=1zicp3Y-UtaTnlEwcTJaOR7vk_yBrW1LL)
	2. HS committee is recognizing that HR calendar is being applied differently at different sites. Request LEAD team to reinforce the calendar. Emphasize best practices for hiring, especially posting positions on time.
4. Finals
	1. Finals - The past practice is changing. Alysse reviewed that we need to ensure compliance and instructional minutes. Discussed bringing the calendar to committee to look at a teacher work day before grading. Can we share the document that sites received to guide the calendar fixes?
	2. [Time Allotment Bell Schedule for Finals](https://drive.google.com/open?id=1CLMO9I_z7cTJwAF_30w9ese1xjWHfDnV)
5. Middle School Committee Report Lisa-Beth Watkins

1/30/2019

1. Welcome and Introductions

*District personel B. Stevens, J. Balk, M Dodd, UESF rep A. Soto, Chair L. Watkins*

*Schools represented: Hoover, Roosevelt, Denman, VVMS, MLK, Marina (15 total)*

1. Middle School Redesign announcement and discussions

Credentialing concerns

Minutes of instruction and PE minutes

Collaboration of stakeholders

*Brent Stevens shared the district slideshow with our members peppering with questions. He spoke to the last 4 years of redesign and the ultimate outcome of the graduate profile of 2025. He spoke to a coalition being created with Parents for Public Schools. He spoke to blocks and uniform electives. He also said that the bulk of the work would be done at individual school sites*

*We asked a question about the schedule of the school day. One member brought up current research that shows the day should start later with adult meetings in the morning.*

*District personnel said that no particular bell schedule is being brought forward and that school sites would have a say. J. Balk said the Master Schedule is most important. The bell schedules of school can be unique to a school. The concern that all middle schoolers getting out of school early City wide could create a safety issue. Member sighted research regarding the most dangerous times of day for adolescents.*

*We asked about credentialing concerns and that one administrator is telling people to get appropriate single subject credentials or find an elementary to teach at. Mr. Stevens stated that the redesign is meant to augment current staff not displace them. Said there will be no displacement.*

*We asked the question regarding the criteria that was used to choose the two schools as pilots. We requested that it be given to us in writing.*

*We questioned the reduction in minutes that both the possible school day schedules show as well as the actual reduction in minutes that currently exist at some pilot schools.*

*We asked if block schedules are a must for a redesigned school sighting equity and access as our issues.*

*Next step suggestions are the creation of PD days where all middle schools could share experiences and questions regarding the redesign,*

*Next step number 2 was a request for District to address the staffing and scheduling concerns with Admin*

*Next step number 3 the creation and implementation of a survey around Middle school redesign.*

1. *Dissemination of Black Lives Matter brochure and curriculum ideas*
2. Vice-President for Paraeducators Report Carolyn Samoa

Lobbying in Sacramento on various initiatives

Will be reviewing how to read paychecks

1. Vice-President for Retired Division Report Connie Flannery

March 17 retired event

Officers’ Reports

1. President’s Report Susan Solomon

**CFT Convention Delegate election:** The election for delegates to the CFT Convention, will be held March 22-24 in Los Angeles, is taking place from today, February 20 until March 5. We will be electing 20 delegates and five alternates, who will serve if any of the elected candidates are unable to serve. People should have received an email to vote, check spam folder if you did not get an email.

**NEA Representative Assembly election for state delegates** will also be taking place soon. Stay tuned!

**Our two remaining elections for the year, the CTA State Council election and NEA RA local delegates election** will be taking place soon as well.

Support Oakland teachers OEA; more than ⅔ of Oakland teachers are new educators, turn over is so high because pay is so low. Schools are encouraged to adopt Oakland schools. February 22 members encouraged to take solidarity photos at schools.

This time next year we will be in bargaining again.

Many thanks to UESF’s hardworking Elections Committee, Jeremiah Jeffries, Leslie Clark, and Brittny O’Connor, and to UESF Membership Data Services Specialist Amanda Saiz.

**CTA CONFERENCES**

1. **2019 New Educator Weekend (North)**
March 8-10
Hyatt SFO, Burlingame

The New Educator Weekend (NEW) is designed specifically for educators in their first three years and offers everything they need to be successful in their first years of teaching.

Your experience at the New Educator Weekend is equal parts educational and transformational. You’ll learn new skills and find solutions to real-life challenges. You’ll leave the conference feeling inspired, motivated and with a knowledge of what you need to do to be even more successful on Monday morning in your classroom. Download this Reasons to Attend NEW letter and share it with your principal to prove the value of attending the New Educator Weekend.

5. **2019 CTA/NEA Retired Conference**
 February 28 - March 1

 Fairmont, San Jose

6. **2019 Equity and Human Rights Conference**
 *(Free childcare available!)*
 March 1-3

 Fairmont, San Jose

7. **2019 Conference on Racial and Social Justice**

 April 5-7

 Hilton, San Jose

New training sessions have been developed and popular trainings have been updated. Friday pre-conferences have been added to some conferences. In addition to the excellent trainings offered, each conference will feature keynote and guest speakers as well as extensive networking opportunities.

**Visit www.CTAGo.org for more details about each conference and to register.**

8. Anchor Steam Brewery is organizing into a union, the International Longshore and Warehouse Union! ILWU and DSA (Democratic Socialists of America) jointly organized a fun event last Friday. As people entered the Anchor Steam Public Tap Room, they were asked to put on ILWU/Anchor Steam stickers to show support for the workers. Supporters drank beer (and some of us ate food), and around 6:30 or so, a unity clap was started, we chanted, “What time is it? Union time!” and then took a group photo with at least 50 participants. The workers have been organizing for more than a year, and recently went public. We will keep you updated about unity events in the future.

Respectfully submitted,

Susan Solomon

1. Executive Vice-President’s Report Elaine Merriweather

NEA Board Meeting

I will be in Washington D.C. for the NEA Board Meeting on Wednesday; therefore, I am unable to attend the Executive Board Meeting. We’ll be lobbying members of Congress to support modernizing our nation’s schools. Did you know that over 100,000 of the public-school buildings are (44) years old, and 60,000 have poor indoor quality conditions? It is time to rebuild! We’ll be asking Congress to increase the funds in the “Rebuild America’s School Act”. We’ll also be lobbying around the “Paycheck Fairness Act” and “Gun Violence Prevention”. I will provide you with an update by the end of this month.

CTC Council

CFT EC – TK – 12 Council will be conducting their very first Special Education Summit from February 28th – March 1st in Newport Mesa. Each local will send a representative to discuss statewide issues affecting districts throughout the state and locals, as well as sharing best practices around inclusion.

Great News

The San Francisco Teacher Residency Program applied for a grant and was one of the programs selected by the CTC. This means that the program will receive a $400,000 grant to increase the number of residence teachers to (20).

Local Updates

February is Black History month. If you are having a special program or activity around Black History, please let Susan Solomon and I know in advance so that we can check our calendars. We would love to visit your schools.

In Solidarity,

Elaine Merriweather

COPE Report Anabel Ibañez

Last Tuesday 155 million dollars directed to fund education. UESF mobialized major action to show the board of supervisors that our city values education.

(16 Yes, 2 No, 6 abstentions) Resolution

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

**Resolution Calling for the Implementation of a Municipal Bank in San Francisco**

WHEREAS San Francisco taxpayer money currently goes to private banks that engage in socially and environmentally destructive practices that are fundamentally against the values of San Franciscans; from predatory lending practices for low-income communities of color, to financing fossil fuels, firearms, prisons, to charging The City high interest rates on loans for retrofitting our schools and hospitals, and;

WHEREAS a municipal bank would allow the city to have more local control, transparency, self-determination, and allow us to move in a direction to achieve sustainable community investments such as affordable housing, loans to low-income households, student loans, small business cultivation, community-based financial institutions, renewable energy, public transit infrastructure, public education infrastructure, and healthcare infrastructure, and;

WHEREAS a recent report from the City’s Budget and Legislative Analyst noted that “a public bank would be better equipped to meet the city’s business needs and public policy goals”, prompting Treasurer José Cisneros to convene a Municipal Bank Feasibility Task Force as recommended by the Board of Supervisors (via Resolution 152-17) to identify and pursue opportunities to create a municipal bank;

WHEREAS the Board of Supervisors urged the task force to “submit a report to the Mayor and the Board of Supervisors within six months of its initial meeting” (Resolution 152-17)

WHEREAS, community based and labor residents have a lot at stake in ensuring that public resources -- tax dollars and public assets serve first and foremost the public good over the profits of a few wealthy wall street investors;

THEREFORE BE IT RESOLVED that the United Educators of San Francisco supports the creation and implementation of a Municipal Bank, urges the San Francisco Board of Supervisors to sponsor a charter amendment for the November 2019 Ballot that would:

(1) create a Municipal Bank Board of Directors,

(2) create and fund a bank “organizer” within the Treasurer and Tax Collector’s Office

(3) mandate the “bank organizer” to

(a) help the Board of Directors set up a public bank financial institution,

(b) request from the California Department of Business Oversight an application for a State Charter, and

(c) assist the Board of Directors in beginning the process of applying for a State Charter

BE IT FURTHER RESOLVED that the United Educators of San Francisco joins the San Francisco Public Bank Coalition and as a member participate in organizing and advocacy efforts to promote the legislative campaign to put before the San Francisco electorate legislation to establish the mission and goals and governance structure of the San Francisco Public Bank;

BE IT FINALLY RESOLVED, that copies of this Resolution be sent to the Mayor of San

Francisco, members of the San Francisco Board of Supervisors, San Francisco Office of the Treasurer and Tax Collector, San Francisco Office of the Controller, and Municipal Bank Feasibility Task Force.

*Submitted to the February 20, 2018 meeting of the UESF Assembly by: Anabel Ibañez, Political Director; Ken Tray, Emeritus Political Director, Rick Girling, UESF Retired Teacher, Anthony Arinwine and David Smith*

Small Break Out Sessions

Shared ideas: year round training, lower class sizes, para in every classroom, recruit para’s, cap on classes, dependant care covered, increased salaries, evaluation language cleared, improved professional development, increased security guard coverage

Sergeant at Arms Report A.J. Frazier

35 members: 5 HS, 7 MS, 6ES, 1 EES, 3 Sub Div., 3 Retired Div.

New Business/Good of the Order

Adjournment @ 5:47pm

In honor of Gale Beresford