

United Educators of San Francisco
Executive Board
Wednesday, March 6, 2019 4:15 p.m.
Approved Minutes

Call to Order @ 4:28pm

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 |

Reports

- | | | |
|----|-----------------------------|----------------------------|
| 1. | High School Division Report | Kathy Melvin/Kevin Hartzog |
|----|-----------------------------|----------------------------|

Present: Kevin Hartzog (Balboa), Kathy Melvin (Lowell), David Knight (Burton HS), Theresa Quindlen (Burton HS), Julian Quinonez (UESF High School Representative), Mark Mosheim (Lincoln HS), Reynaldo Dulaney Jr. (Thurgood Marshall Academic High School)

Agenda Items with Assistant Superintendent Sanderson
Co-Teaching (Informational)

Balboa's UBC Generated a list of best and worst practices.

Several documents have been shared with us regarding best practices.

I still have to read through the list and develop a best practices sheet.

Shift presentation to 555 Franklin to April meeting

504

Good conversations

Nurse and Counseling will work up a better list of vocabulary and best practices.

Sent an information sheet to District to learn the number of students with 504s in the District.

Response was that "the information is not available".

Item: We will add this on the agenda at 555 Franklin.

Aim to present to 555 Franklin in April meeting

April meeting in April at 555 Franklin has to be rescheduled due to conflict in Mr. Sanderson's schedule.

PERB complaints (Informational)

UESF filed a complaint in Feb, 2018 of unfair working practice that Synergy is an unfair working practice.

PERB ruled that SFUSD had unfair labor practice.

PERB has determined that Synergy is change in working conditions.

PERB hearing in Feb.

SFUSD declined a settlement.

PERB kept case opened for another hearing.

Lawyer rewriting complaint, and another hearing with PERB

For Information - Non-Reelects rules, and deadlines. Also, the Principals should notify UBCs that they may be approached regarding a non-reelect.

Staffing Calendar

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.

For Information - Finals

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?

Time Allotment Bell Schedule for Finals

Lock Down Security Measures - (Risk Management)

Invitation of UESF member on the committee

UASF member, but not a UESF member yet.

Sick Out

District said that anyone who took a personal day will be reprimanded

Classroom Situation at Lincoln High School

2. Elementary School Division Report

Darcie Chan Blackburn

Wednesday, February 27, 2019 4:30 pm

Elementary Committee Meeting

Darcie Chan Blackburn, Cathy Sullivan, Beatrice Montenegro, Michelle Ferraz,
Michelle See, Tricia Moriarty

Agenda Items:

1. Presentation by someone from SFUSD about Absenteeism
2. SPED check in
3. Buildings and Grounds Check in- members should come with outstanding repair issues for us to present to LEAD. Best if they can give specifics and also find out what the work order number is.
4. Questions/Concerns about Amplify Science. Elementary members are welcome to attend the March 12 meeting with LEAD where they will have staff who are helping roll out the new curriculum share what strategies they've developed. For those who can't attend, I will take notes and bring them to the March 12 LEAD meeting.

Next Elementary Committee Meeting - Wednesday, April 24, 2019, 4:30 at Rosa Parks Elementary Committee.

Agenda for Supe Meeting, Tuesday, March 12, 2019 at 555 Franklin, 3rd floor Room 307:

1. Building and Grounds
2. Special Ed
3. Amplify Questions
4. ELD Implementation and New Curriculum
5. Restorative Practices

Presentation about Absenteeism

How can the district improve the implementation of specific strategies?

Three Stations to give our input

1. What action is your school taking to improve outcomes for each and every student?
2. How could these actions be more effective to improve student outcomes? How would we know if these were successful?
3. Given limited resources what three actions would you recommend to improve student outcomes? What actions would you commit to supporting?

SPED Supes have asked in past to have Jean but have been told that they already have a separate meeting with UESF.

Will try to get Jenny Payne to attend the next meeting. Darcie will send the questions to David and E'leva.

Feinstein still has many students who do not receive their mandated para and RSP minutes. Also trying to figure out who will do the triennial IEP meetings. Feinstein will get back to us.

Questions/Concerns about Amplify Science. Elementary members are welcome to attend the March 12 meeting with LEAD where they will have staff who are helping roll out the new curriculum share what strategies they've developed. For those who can't attend, I will take notes and bring them to the March 12 lead meeting.

1. Concerns about prep for this program. Extra time is needed to pull out the materials and set them up.
2. Hold off adding more units next year so teachers can have more time to physically and mentally prepare themselves for this unit.

3. PD should be followed up by Teachers on Special Assignment like they did for the Math Curriculum.
4. Concerns about large amount of sitting required. Not developmentally appropriate, especially in K.

Questions/Concerns about ELD Implementation and New ELD Curriculum:

1. Is Wonders the newly adopted district ELD curriculum?
2. One site was given a presentation with resources about Wonders but no training about how to implement it.
3. We need clarification about grouping students. We've heard things like:
 - a. 1s and 2s can be grouped together,
 - b. If you only have 3s and 4s in a class, they can be taught with the English Proficient students via a whole class lesson.
4. What we do when a site has an uneven number of students in the different levels. For example, when there are only 12 students at level 1 and 2, 20 students at levels 3-4, and 60 students who are Fluent/English Proficient. This configuration calls for 1 teacher to have a class of 12 1-2 levels, another teacher to have 20 students at levels 3-4, and the remaining 2 teachers to have 30 students which is over the class size limit for K-3.
5. How we can implement the curriculum?
6. What do we do with our English Proficient students?
7. Are these changes in implementation requirements District or State mandated?
8. What plans does the district have to train teachers about the ELD curriculum and what the requirements are for implementation? Showing us how to get to the website is not sufficient.

Has every site received Wonders? Are we expected to implement it this year?

Other Issues:

- 1. Multilingual Overage on the number of students when they are leveled for ELD. Some issues where there are 29 students who are requiring small group instruction.**
- 2. Is there any elementary school out there that has a solid diagram of what procedures are followed regarding issues?**
- 3. How are other school handling their restorative practices procedures.**

Other:

Feinstein UBC. All these people need to have notes emailed out to them: Aaron Neimark, Naomi Berman, Michelle See, Tricia Moriarty, Steve Firestone, James Zucchi, Rene Mitsui.

Contacts for SFUSD:

David Wong wongd4@sfusd.edu Cohort 2
Richard Curci curcir@sfusd.edu Cohort 5
E'leva Hughes Gibson hughese@sfusd.edu Cohort 5
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415-241-6310 Receptionist for Assistant Superintendents' office
Enikia Ford-Morthel Cohort 3 fordmorthele@sfusd.edu
Tony Payne Cohort 6 paynecl@sfusd.edu
Lizzie Hull Barnes, Math Department
RPA office – 415-241-6400
Buildings and Grounds – Kevin Connolly at connolyk@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:
<https://sites.google.com/sfusd.edu/aa0/elementary-tk-5/report-cards>

3. Middle School Division Report

Lisa-Beth Watkins

FEBRUARY 27, 2019

Lisa-Beth Watkins (chair and notes)

Alma Soto (rep), Susan Solomon (president), Elaine Merriweather (vice president), Reps from Denman, VVMS, Hoover, and Lawton in attendance (Middle school div. portion)

1. Georgia Williams-Bratts and crew from the Parent Advisory Council took us as well as the elementary school division through a discussion of LCAP and the desire for teacher and union input into the ways the LCAP is spent to provide equality for all. They shared that ELD curriculum has been purchased K-8 to implement state standards. They are also asking to for input to meet specific goals and supports for African American students. A third goal is to create measures and goals to reduce out of class disciplinary referrals. We spent some time giving individual suggestions on post its.
2. Middle school redesign survey
Rory from Denman has created a wonderful survey that UESF will be sending out to our Middle School members to create an avenue for more input regarding the current Middle School Redesign initiative.. LOOK FOR IT!!! Our next division meeting will be our first opportunity to look at the data it creates.
3. Middle school Redesign concerns
Courtney Lindl from APG shared a presentation that she and Joyana Balk had given at APG regarding the MSR. Several of our concerns revolve around the actual school day schedule, the discussion of an increase in instructional minutes, Block scheduling, credentialing, pilot schools vs

non-pilot schools, funding, of pilots and non-pilots, proposals to the district, health mandate, Computer Science mandate, World language mandate, no VAPA mandate, “Mandates”-can the the district Mandate that we do something or is that something that can only happen at a State level, 8 period day/6 period teacher day, change from CPT (common Planning time language) to PL (professional learning). We discussed current Adolescent brain research and questions the data that the District has that shows these changes are necessary. We wondered how these site changes will affect security and para educators. We wondered how parents will be notified.

The model of International Baccalaureate was brought up for future discussion’

We will be having another meeting via conference call on March 5th, from 4 – 5 pm. I will add an addendum from that meeting.

Our Meeting with the district will take place on March 12th at 555 Franklin at 4:30 pm.

Our usual meeting day for March falls during Spring Break.

4. Retired Division Report

Rudi Faltus

5. Vice-President for Substitutes Report

Earl Lene De Santiago

The UESF Substitute Divisional meeting was held on Wednesday, February 27, 2019.

Introductions ~ Sign-In

Introductions were shared by 12 members in attendance. Kit Bell and Alan performed duties as ‘Note Taker’ and ‘Time Keeper.’

SFUSD Board Policies ~

Four SFUSD Board Policies were handed out and discussed briefly. The policies shared were:

These policies have been distributed by the district to our Substitutes who may have been subjected to some form of disciplinary action in the past. It became evident that many of our members were unaware of their existence or how valuable they could be in them performing their duties.

Announcement ~ The previously planned UESF/SFUSD meeting has been rescheduled for Tuesday, March 5, 2019.

Resolution ~ A resolution, ‘The Living Wage For Educators Act of 2018’, which was discussed at a previous Divisional meeting was presented and discussed extensively. This resolution was accepted unanimously. The final resolution will be introduced at the UESF Executive Board meeting for review.

Issues ~ The district has changed the job classification/description of Teacher Serving As Principal (TSAP) and Teacher Serving As Assistant Principal (TSAAP). These job assignments, as defined in our UESF contract, stipulate that our Substitutes, who accept these assignments, would receive additional compensation for their work. The district has chosen to code the classification/description as, ‘Principal/Assistant Principal’ assignments with a notation stating that ‘No TSAP Pay Unless Specified’. The district is utilizing this change in the automated Substitute System. This change had **not** been discussed, nor agreed to, with UESF. Documentation has been provided by several Substitutes who did not

receive their rightful monetary compensation after accepting the assignments described as TSAP/TSAAP.

- The concern of 'harassment and discrimination' directed toward our Substitute Teachers was discussed. It was suggested that using some form of a media apparatus could document inappropriate language and/or drawings. Although there is a Board Policy (5145.3), on this item, a vehicle for filing a complaint may be warranted. Suggestion for accomplishing this could be the use of the 'Incident Report' and reporting the incident to a UESF Staff Representative.
- It has come to our attention that changes to the accepted job assignment are being made, once our Substitutes arrive on site.
- On the automated Substitute System, the 'reasons for declining an assignment' are limited. This item will be referred to the UESF/SFUSD Standing Committee for consideration.

Respectfully submitted,

Earl Lene De Santiago, UESF Vice President of Substitutes

6. Grievance Committee

Cassandra Curiel

M/S/C Recommendation to move Grievance #1819-17 to arbitration

Officers' Reports

1. President's Report

Susan Solomon

a) Update on The Primary School

- suggestion that those developing the school gather input from the community for feedback on school
- suggestion for UESF to go into the community to let community know in layman's terms what is being proposed
- if this is a vanity project... idea that every school in the district has a zuckerberg program/department vs. just one school
- make sure this will be a school that will allow special education students
- **21 Yes; 1 abstention** President made proposal: {please would like to continue the discussions with

b) Update on challenge to Prop G/LWEA

c) Possible Day of Action in April or May - spend a day advocating for public education funding

2. Executive Vice-President's Report

Elaine Merriweather

NEA

In February the NEA Board received Implicit Bias Training. It was facilitated by Hilario Benzon, manager in the NEA's Human Civil Right Department. We've worked through a series of activities designed to help deepen our understanding of what implicit bias is and how to confront it when it's identified. We were encouraged to "Name it, Claim it, & Stop it". If you want more information about the training, email me @ emerriweather@uesf.org. One of our lobbying topics was the creation of a National ESP Award HR 276/S323. This award is long overdue. Paraeducators are an integral part of our schools and they keep our school

operating. Paraeducators create learning environments that help students reach their fullest potential.

CFT

California Federation of Teachers EC / TK – 12 Division Council had a very good Lobby Day on February 19th. We shared some of our sponsored legislation and budget request during our lobby visits. This included AB39 which would establish new higher funding targets under the Local Control Formula. AB123 (McCarty) which would provide the intent of the legislature, to offer targeted universal Pre-K for (4) year-olds that reside in school attendance area where 70% of children enroll in free and reduced-price lunch programs; offer an additional year of preschool for (3) year-olds living in poverty.

LOCAL NEWS

Your officers spent time with the Oakland teachers during the strike. We went to elementary, middle, and high schools. We had an opportunity to talk to the teachers and parents about the importance of that strike. Carolyn and I went to visit the Methodist Church that set-up a safe place for parents to drop off their children. They also provided breakfast, lunch, and dinner for the children. Some of the teacher and parent volunteers planned activities for the children. It was really nice to see how much the community supported the teachers.

M/S/C all items except 3 & 4 - President's Recommendations for Expenditures Susan Solomon

1. UFW Reception, May 16, Delancey St@Embarcadero...2 tickets@\$1,000=\$2,000
2. Instituto Laboral Awards Dinner, April 6 @ Hilton 3 tickets@\$200=\$600
3. **M/S/C** JCRC Freedom Seder, April 17, 5:45 pm JCC on 3200 California10 tickets @\$150 Total
voted to increase ticket amount from 5 tickets to 10 tickets
4. **M/S/C** NEA RA 10 Delegates \$2,000 per delegate June 30- July 2
5. SFLC COPE Banquet, 4/25/19, Marriott Marquis, ad@\$300 +table for 10 \$2,500
6. Rosie the Riveter Trust, April 6th, Berkeley Country Club ...2 tickets, \$400 Total
7. Cesar E. Chavez Holiday Breakfast, March 29, ILWU, #10 Table Sponsor\$750.00
8. APALA Fundraising, 3/28/19 Fort McKinley 3 tickets + ¼ page Ad=\$450.00 Total
9. SF Alliance of Black Educators African American Honor Roll (retro).....\$1,000

COPE Report

Anabel Ibáñez

- getting plan ready for November elections: Mayoral race, District 5, public defender, district attorney, one seat for school board race; this will be followed by the elections in March

Special Orders of Business

1. Close the Gap Coalition structure and funding, and Community Schools Campaign
2. Report on grants received from affiliates

3. Prop. G Fight Back report
4. Nominations for NEA Representatives Assembly delegates and CTA State Council are now open for all UESF members in good standing Katie Waller-O'Connor

M/S/C Unanimously Resolutions

1. Tenants' Right to Organize Anabel Ibañez

WHEREAS, since 2008 California's rental housing market has experienced dramatic consolidation into fewer and larger hands and increased speculation by national and international investors; and

WHEREAS, tenants are increasingly likely to deal with a corporation as their landlord. An individual tenant's ability to request repairs, negotiate rent adjustments, and ultimately engage on equal terms has diminished; and

WHEREAS, tenants lack bargaining power and are vulnerable to abuse, neglect and mistreatment at the hands of their landlords. Tenants who organize are regularly evicted without cause; and

WHEREAS, an inequality of bargaining power exists between tenants and landlords, regardless of building size or type of owner; and

WHEREAS, State Senator María Elena Durazo has introduced legislation that will amend the Civil Code to provide tenants the right to organize; and

WHEREAS, the legislative bill will provide tenants the right to organize and join a tenant association that will have the following rights:

- **Just Cause:** No eviction of the tenants in the tenant association except for cause.
- **Right to Strike:** A right to engage in a rent strike – landlord must bargain in good faith about grievances and may not evict for nonpayment during the negotiations period.
- **Enhanced Penalties:** Statutory penalty of five times current penalties for retaliation or violation of this law, and in no event less than \$1,000.

THEREFORE LET IT BE RESOLVED, that United Educators of San Francisco (UESF) will actively engage and participate in the Tenants Together statewide coalition to support the passage of the Tenants Right to Organize bill.

Submitted to the March 6, 2019 meeting of the UESF Executive Board by: Anabel Ibañez, Susan Solomon, Frank Lara, Anthony Arinwine, Claudia Tirado, Susan Kitchell, Cassondra Curiel, Bobbie Washington, Mary Lavalais, Charles James Jr., Leslie Hu, Tom Harriman, Darci Chan Blackwell, and David Smith.

2. **M/S/C** Investigate and Audit the Sacramento School District Susan Solomon, et al

Whereas the Sacramento City Unified School District appears to be on the brink of fiscal insolvency, and

Whereas, Sacramento City Teachers Association's well-documented concerns regarding potential conflicts of interest among the superintendent and other top administrators merit a serious investigation, and

Whereas, the eight local educator unions that comprise the California Alliance of Community Schools have been asked to support SCTA in its call for an investigation and audit of the SCUSD,

Therefore be it resolved that UESF direct its president to sign the attached letter, urging Superintendent of Instruction Tony Thurmond to conduct an investigation and audit of the Sacramento City Unified School District (SCUSD).

*Respectfully submitted to the UESF Executive Board meeting of March, 2019 by
Susan Solomon, Susan Kitchell, Anabel Ibáñez, Elaine Merriweather*

3. **M/S/C Unanimously** Opposition to SB1045 Susan Kitchell-et-al

Whereas, SB 1045 (Weiner) is a pilot program authorizing three counties (San Francisco, Los Angeles and San Diego) to expand a conservatorship approach for people deemed incapable of caring for their own health and well-being due to severe mental health and substance abuse disorders; and,

Whereas, conservatorship is a legal process that takes away someone's rights to make their own choices and determine their own treatment by hospitalizing or incarcerating a person for a period of time while a County Conservator determines whether the person meets the standard of "grave disability" and files a petition which is then adjudicated and may result in the person being in either temporary or permanent placement, usually in a locked facility; and,

Whereas, Susan Mizner (Director, Disability Rights Program, ACLU) has stated that "conservatorship is the most extreme deprivation of civil liberties aside for the death penalty"; and,

Whereas, in San Francisco, there is a consensus that homelessness has reached the level of crisis yet nothing in this bill expands services or creates more housing or expands medical or mental health care; and,

Whereas, SB 1045 (Weiner) will lead to the expansion of involuntary treatment, which is considered the most ineffective, inhumane and most expensive level of care all while there are thousands of people waiting for voluntary treatment and housing *that does not exist*; and,

THEREFORE, BE IT RESOLVED that UESF will write a letter to each member of the Board of Supervisors and Mayor Breed telling them that our union opposes the expansion of conservatorships in San Francisco and urge them to opt out of implementation of SB 1045 (Weiner) as has been done by Los Angeles and San Diego; and,

Be it further resolved, that UESF will send an e-mail message to all members highlighting the key facts and reasons for opposing the implementation of SB 1045 (Weiner) and will encourage all members to call the members of the Board of Supervisors and Mayor Breed telling them that they oppose the expansion of conservatorship in San Francisco and urge them to opt out of implementation of SB 1045 (Weiner) as has been done by Los Angeles and San Diego.

*Respectfully submitted, to the March 6, 2018 meeting of the UESF Executive Board by
Susan Kitchell, Susan Solomon, Anabel Ibáñez, and Brittny O'Connor*

4. **M/S/C Unanimously** Living Wage for Educators Act 2019-2020 Earl Lene de Santiago, et al

WHEREAS, when the Proposition G Parcel Tax was passed authorizing San Francisco to levy an annual Parcel Tax of \$298 per parcel in the city for 20 years to fund educator's salaries, it passed with 60.76 percent of the votes with the assumption that **all educators** would benefit from its passage.

WHEREAS, the Prop G Parcel Tax specifically states that revenues will be provided to San Francisco Unified School District (SFUSD) to fund educators' salaries, staffing, professional development and technology, nowhere was it stated that Substitute teachers or Substitute Para-educators be excluded from the passage of this measure.

WHEREAS, Substitute teachers and Substitute Para-educators would greatly benefit from receiving a 7% add on salary increase each day they work to offset the high cost of living in San Francisco and the Bay Area.

WHEREAS, when Substitutes file for unemployment compensation with the Employment Development Department (EDD) because they need temporary financial assistance when laid off due to lack of work (especially during summer months), they are usually disqualified from receiving benefits and must file an appeal. When a judge sides with the applicant and overturns the original motion, money is usually paid out months later. In the meantime, the Substitutes experience a severe financial hardship while living below poverty level wages, as they receive no income whatsoever. The extra money received through the passage of the Prop G Parcel Tax, could help Substitutes save up for the summer months, when employment offers are scarce.

WHEREAS, many Substitute teachers and Substitute Para-educators fought hard for the passage of the Prop G Parcel Tax at the request of UESF, volunteering many hours working in the phone banks and being an advocate, with the assumption that **all educators would be receiving the 7% raise for their efforts**, SFUSD has failed to include Substitute teachers and Substitute Para-educators in receiving this raise.

WHEREAS, many retired teachers are receiving a pension after many years of public service, they find that they need to supplement their income by substituting just to make ends meet. The Prop G 7% add on raise for retired teachers would help SFUSD retain proven quality educators to accelerate student achievement while helping these retired professionals pay for their health care needs and other miscellaneous contingencies.

WHEREAS, some retired Para-educators may still be receiving a pension, the majority of recently retired Para-educators are not due to the PARS settlement. These individuals, who might have been working only 20-24 hours a week, are also forced to work as Substitute Para-educators well past 66 years old, and can only benefit from the passage of Proposition G Parcel Tax.

RESOLVED, that UESF Executive Board and Assembly endorse this resolution and demand that SFUSD provide all educators, (including Substitute teachers and Substitute Para-educators), with the 7% pay increase.

Be it further resolved that UESF demand a meeting with SFUSD to draft a Memorandum of Understanding (MOU) with salary parity for Substitutes and Substitute Para-educators to go into effect immediately and that it be negotiated and included in the new contract in 2020.

Respectfully submitted, to the March 6, 2018 meeting of the UESF Executive Board Alan Lovaasen, Linda Plack, Liz Conley, Nancy Petercupo, Sherry Linker, Paula Guillory, Kit Bell, Gabriella Lavelle, and Earl Lene De Santiago

Sergeant at Arms Report

A.J. Frazier

- 29 present
- 4 excuses
- 8 unexcused

New Business / Good of the Order

- *more information requested regarding 504*
- Healthcare costs rally 3/12 3pm
- April 6 spring membership conference

Adjournment in memory of Jeff Adachi