

United Educators of San Francisco

Executive Board

Wednesday April 3, 2019 4:15 pm

Approved Minutes

Call to Order 4:25 p.m. & Quorum 4:40 p.m.

- 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

Reports

- 1. Middle School Report.....Alma Soto
- 2. Elementary School Report.....Darcie Chan Blackburn

Tuesday, March 12, 2019 4:30-5:30

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

UESF: Darcie Chan Blackburn, Cathy Sullivan

SFUSD: E’leva Hughes Gibson, David Wong.

Agenda Items:

- 1. Buildings and Grounds Check In
- 2. Special Ed Check In
- 3. Amplify Science –Brent Stephens was going to send someone from the Science department to answer questions and give support about Amplify Science rollout and implementation.
- 4. ELD and ELD Curriculum – Next Month – Miguel for ELD – Why only one teaching manual per grade level and why do we have to go through so many steps to access the online version?
- 5. Restorative Practices
- 6. LEAD - Support Systems – What supports are needed to promote small group instruction in classrooms? Questions/Concerns/Suggestions

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: 554098 submitted on 1/22/2019 for heating. Kevin Connelly came by the site and is working on the fact that the heat is working in some rooms but does not appear to working on the ground floor in the wing with 1st and 2nd grade classrooms.
- 2. Alvarado has a few work orders that are outstanding. Kevin will look into it. Beatrice was going to check with him on this.

3. Feinstein: The classroom drinking fountain was repaired.
4. New Towel Dispensers: Why did we receive new dispensers since the old ones are only a few years old and working fine. David and E'leva did not know but guessed that it was to save money in the long run on repairs and batteries since the old dispensers required power to dispense towels.
5. Grattan's heater was broken in the kinder rooms but was fixed immediately. – One theory is that it was because of the batteries required.

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

1. 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.
2. 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.
3. 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
4. When there're not enough paras to provide support for all identified students, which student gets put at the top of the list?
5. 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.
6. Parents who are threatening to sue, move students to other classes.
7. 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).

Eleva reached out to Jennifer Payne and Jean Roberson and Sandy Sporing. Sandy had something else to do and couldn't attend. She didn't get a response from Jennifer Payne and Jean Roberson. David talked with Jennifer Payne and she told him that they really want to address questions only at one meeting with UESF.

Could substitute teachers be hired as a site support substitute for the first month of school? There is a model out there for TK.

Eleva – In TK they have established a para in the classroom for the first month. Could something like that be established in the Kinder classes or for each school site since there are always new students or kinder students who arrive at the school who have special needs but have not yet been identified.

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.

Brent Stephens was not able to set this up from the Elementary Science team for today. He asked that Darcie collect questions and he would pass them on to the Elementary Science Team and they will assemble written responses and links to resources.

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

Restorative Practices – SFCSD-Community Support Department – Pupil Services is a unit within this department.

Is there an elementary site in the district that is effectively using Restorative Practices and has a set of procedures that everyone uses?

We need more information about procedures and implementation of Restorative Practices as part of RTI. Many sites still don't have the procedures in place or even all the teachers trained in the procedures.

They responded to E'leva – They've trained many teachers in RP and those teachers see them in their classes. They can offer right now the names of schools that have multiple

teachers have received the training. Some schools that have had all the staff trained have had turnover which impacts the fidelity of implementation.

Schools where multiple teachers have been trained this year:

- Flynn
- Hillcrest
- ElDorado
- Tenderloin
- Muir
- Feinstein
- Lakeshore
- Rosa Parks
- Argonne
- Huerta
- Star King
- Sanchez
- Chavez

Schools that use RP with consistency and fidelity are hard to come by. The Pupil Services team does have new members.

This is concerning since the Safe and Supportive Schools Resolution – cites RP as a strategy to address school behavior plans. E'leva and David mentioned that this very issue was addressed at a school board meeting.

Suggestion to have these trainings during the PD days before school starts so that everyone receives the training. If SFUSD doesn't have enough trainers, other trainers outside the district could be hired to provide the training for these days.

7. LEAD Suggested Agenda Item - Support Systems – What supports are needed to promote small group instruction in classrooms? Questions/Concerns/Suggestions

What support is really needed to help differentiate instruction?

- a. Move back to developmentally appropriate practices. We are currently teaching students things in kinder that was formerly taught in 2nd grade. Concept that we just need to expose them to things earlier. Students may not be developmentally ready for these concepts at an earlier age. Needs to be more hands on and not as much pencil and paper. Current math curriculum has a lot of cutting pasting and pencil/paper which does not build neural connections as they participate in activities.
- b. David – LEAD works with their principals and the ILT closely with coaches to provide training and demos to provide support for this. Also encourage principals to provide feedback on practices.
- c. Technology like iPads and Chromebooks with support and training for teachers for use of these things in the classroom is helpful.
- d. Still need another adult in the room since students can and do misuse the technology available and go on YouTube instead practice the skills assigned.

Next meeting Tuesday, April 9, 2019, 4:30 at 555 Franklin, 3rd Floor Room 307 (the Sunshine Room)

Agenda Items So Far: E'leva will let Darcie beforehand if the following guest speakers will actually be able to attend. Darcie will check in with E'leva before the April 17th Assembly meeting to confirm. We can also suggest that these guest speakers attend one of our Elementary Committee meetings on the 4th Wednesday of each month.

1. TSAPs in the Science Department to share support and take questions about the Amplify Curriculum.
2. Miguel Loza to share support and answer questions about the newly adopted ELD program.

Contacts:

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Lizzie Hull Barnes, Math Department

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Buildings and Grounds – Kevin Connolly at connolyk@sfusd.edu 415-641-3540

LEAD – Leadership, Equity, Achievement, Development – Supervising 6 cohorts K-8 and 1 for High School.

Ritu Khanna khannar@sfusd.edu

3. High School Committee Report

Kevin Hartzog, Kathy Melvin, et al

Present: Kevin Hartzog (Balboa), Bill Kappenhagen (Lead High School), Kathy Melvin (Lowell), Julian Quinonez (UESF High School Representative), Elaine Merriweather (UESF EVP), Alysse Castro (Lead High School), Quarry Pak (Program Administrator 504), Michele McAdams (504 Coordinator)

David Malone (Executive Director of Technology & Innovation Information Technology Dept.), David Knight (Burton), Theresa Quindlen (Burton HS),

Agenda Items with Assistant Superintendent Sanderson

Co-Teaching (Informational)

April 25th meeting w/High School LEAD and Special Education

504

School Health provided the information to labor relations in response to RFI

It was intentional to increase 504 plans by School Health.

The district had too many African American's with IEPs. The thought was to provide a 504 plan for those who don't qualify for an IEP, but still need some form of support.

If successful, then increasing 504s would decrease African Americans from needing an IEP. 504 plans are only as good as they are implemented.

Child finder? What is that?

There is an App called ChildFinder that allows parents to monitor their children's phone use, location, etc.

The need of students are growing.

Resource: [504 Coordinator Portal](#)

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

PERB complaints (Informational)

For Information - Finals

Lock Down Security Measures - (Risk Management) - tabled

Classroom Situation at Lincoln High School

Lincoln High School's resource classes have too many students. There are no additional rooms to accommodate the students.

Lincoln would like to use the facility across the street which is not being used.

This request is coming from Lincoln's Principal, SSC, UBC, staff, and students.

Changing Start/End time for high schools

Transportation departments

The decision not to allow schools to change start/end times because of the districts Business side

Add to Jean/Bill

4. Middle School Committee Report

Alma Soto & Lisa-Beth Watkins

March 12, 2019 Middle School Division meeting with district Admin

In Attendance: Alma Soto, Amanda Hart, Julian Quinonez for UESF, Han Phung, Carlo Scarloto, Brent Stephens, district, Lisa-Beth Watkins, Chair. Schools represented: Hoover – 6 member, Denman -1 member, Francisco-1 member, Roosevelt –I member, A.P. Giannini – I member, Visitation Valley – 1 member

Funding

Roosevelt and Francisco will be receiving extra funding from both district and private funding (predominantly Salesforce which enters into it's 6 year of a 10 year promise to help fund public schools

The funding will provide 6 extra FTE's, a site based coach at each site, opportunities for world language.

C&I are also providing some funding and PD related to Nora Housman for PBL (project based learning).

Salesforce gave \$7.5 million last year and will give \$9 million next year.

Denman, Hoover, A.P. Giannini or any other middle school who begins to change their programs will not receive additional monies. Last years extra Salesforce money went to PITCH schools. Next year it will be used in the 2 pilot middle schools. Brent Stephens said the

all the schools who are receiving the Principals funds from Salesforce will continue to receive the same amount

No specific timeline for monies. The district is waiting for schools to look at budgets, bell schedules and master schedules for next year. Our question is how do schools plan without knowing of extra funding sources.

Instructional minutes. Brent and Han spoke of the students having extra instructional minutes but not teachers. We need to ask about Para educators and Security. Parents at Roosevelt are expressing concerns about an extra long school day that they did not ask for and there are also concerns about how the extra length of day affects athletic programs and the athletes who participate in the programs. The district maintained that the minutes for teachers would fall into the 7 hour work day contractual language.

Block Scheduling and increase of Periods taught

We shared contract language regarding our 5 period teaching day. Han Phung spoke of a precedent being set at high school. Julian Quinonez the Union rep for high school said that there is no high school where a teacher teaches more than 5 preps without additional compensation. Lisa-Beth and Alma asked what high school has set this precedent. Neither Han Phung, Carmelo Scarloto, nor Brent Stephens could name a high school. Teaching 6 periods is a violation of our contract sections 7.2.1.1 and 7.2.1.1.1.

As the term precedent was brought up at this moment of the meeting, I (Watkins) should have reiterated a point that was made last year and want to place in the notes. It is our understanding that pilot schools do not set precedent for any other school, hence the name and freedom to be a pilot.

Research

We were given a paper to read from the Buck Institute. We asked if the district is aware of what is happening in Seattle Unified. More to come

Class Size

We shared our concerns that as new classes are added at schools, other mandatory classes are eliminated for example. To make room for accelerated literacy in a possible new Hoover schedule, 6 language arts classes are eliminated. The kids still need language arts, they will be in larger remaining classes. This is a problem.

Professional Development

Change and pilot schools have been happening in our district. When are we going to have some PD time to discuss what is working/not working/ ideas/concerns? Those of us at the school sites have the knowledge and the data. We are told that time has been set aside for the new pilot schools to share ideas, older pilots have some time together regarding computers, perhaps build some sharing into there.

We also questioned what new PD's for the pilots schools will be happening. Both Phung and Stephens said there is PD built in. No specifics that I heard.

Credentialing

We did not get into this portion other than to remind the district that teachers need appropriate credentials and ask how the district will help with any of these new programs. We also shared the concern that some administrators are telling those staff with multiple subject credentials to look elsewhere and one administrator has told their staff that they are only hiring single subject credentialed people (APG) At an earlier meeting we were told by Ms. Phung with Tony Payne and Anakarita Allen present that the pilots would supplement not replace or remove staff. Needs more discussion

7 Substitutes for Administrators.

We brought it to the attention of the leadership that many school sites are experiencing days without substitutes for missing administration. Teachers need substitutes. Para's need substitutes. Why don't administrators? Using sub days cuts into our retirement. Are administrators not using sub days when they are absent? Does the district cover school sites when they demand administrators to be offsite during the school day? Looking forward to answers to these questions.

Union reps will visit various middle schools over the next week to check on conditions and help out with contractual decisions. There is a middle school redesign survey also being put forward that we hope each member at each middle school will fill out so that we can establish supportive data in this effort.

5. Vice-President for Substitute Reports

Earl Lene de Santiago

Scheduled officers for a meet and confer with labor relations.

Have met with HR rep and the committee was asked if they would accept one more school added to the high potential school list.

6. Vice-President for Paraeducators Report

Carolyn Samoa

7. Vice-President for Retired Division Report

Rudi Faltus

8. Early Education

Betty Robison Harris

Discussion of school that are closing on the east side of town, serving the most amount of students.

Officers' Reports

1. President's Report

Susan Solomon

- a) Proposal to close Juvenile Hall, 13 million to keep the facility open, 140 beds about only 40 are occupied, idea to close facility, kids are put into solitary confinement at this facility still, what alternatives are there for these kids and for our members that work at this facility.
- b) Teacher and Para's working in these continuation schools will be involved in the conversations.
- c) Concerns around what will happen with the students at this facility and once they leave the facility, concerns that group homes are not good for the kids.
- d) Concerns around what will happen to the actual land, the property, what are the plans for that property.
- e) SFUSD still has not figured out how to serve our highest needs students. Strategic program and planning for these students.
- f) Mental health services are lacking for these kids and they desperately need these services.
- g) Preventative measures for these kids, set them up with trainings, jobs, etc.

2. Executive Vice-President's Report

Elaine Merriweather

UESF is celebrating its 100 years

M/S/C President's Recommendations for Expenditures

Susan Solomon

1. David Binder poll on initiative to provide mental health services in SF.... \$5000
2. Close The Gap facilitator position.....\$5000

3. Sponsor Council of Community Housing Organizations' annual party to kick off San Francisco's Affordable Housing Week, May 3, 5:30-9:00 Mission Cultural Center of Latino Arts...\$500
4. Au Co Vietnamese Cultural Center, April 21, 1:30-3:30, Palace of the Legion of Honor, 3 tkts @ \$35 ea= \$105
5. Stipend for Day-to-Day Substitutes to attend Spring Conference PD sessions....up to \$4000

COPE Report

Anabel Ibañez

Special Orders of Business

1. May 22 Day of Action - union will be given some financial support to send people to lobby in sacramento.
2. Fernando Martí, Council of Community Housing Organizations - Affordable housing
3. Lai Wa Wu, Chinese Progressive Association - mental health services

Resolutions

1. **M/S/C Unanimous** Resolution in Support of the Green New Deal HR 109 Susan Solomon, et al

WHEREAS, the UN Intergovernmental Panel on Climate Change has determined humanity has less than twelve years to act to avert the worst effects of a climate catastrophe; and

WHEREAS, workers, communities of color and low-income people suffer disproportionately from environmental degradation and climate change; and

WHEREAS, climate change is already harming working families and vulnerable populations through extreme hurricanes, wildfire, drought and flooding, increased stress on the agricultural sector, health impacts like heat stroke and the spread of infectious diseases; and

WHEREAS, many UESF members work in sectors, such as construction, transportation, energy, agriculture, manufacturing and production, that will be directly impacted by transitioning to lower greenhouse gas emissions limits; and

WHEREAS, if climate action is to address inequality, the labor movement must be at the center of shaping climate policies to include just transition for workers, expand collective bargaining rights, and create green union careers, particularly in frontline communities; and

WHEREAS, young activists in the Sunrise Movement, Congresswoman Alexandria Ocasio-Cortez, and other members of Congress have successfully put the Green New Deal at the center of national discussion about how to address both the climate crisis and our historic level of economic inequality, and

WHEREAS,, the American Federation of Teachers,, the Service Employees International Union, the California Nurses Association, the Labor Network for Sustainability, the Blue Green Alliance, and other labor organizations and their community allies have passed resolutions and/or supported bold policies to address the climate crisis and other pressing environmental issues; and

WHEREAS, Alameda Labor Council, San Diego Labor Council, California Federation of Teachers, Los Angeles Labor Federation and Labor Network for Sustainability all support a Green New Deal that has strong labor and community provisions; and

WHEREAS, House Resolution 109 and Senate Resolution 59 - *Recognizing the Duty of the Federal Government to create a Green New Deal* contains very strong language to meet the climate crisis while protecting workers affected by the transition including ensuring that the Green New Deal mobilization creates high-quality UESF jobs that pay prevailing wages, hires local workers, offers training and advancement opportunities, and guarantees wage and benefit parity for workers affected by the transition:

THEREFORE, BE IT RESOLVED, the UESF endorses House Resolution 109 and Senate Resolution 59 - *Recognizing the Duty of the Federal Government to create a Green New Deal* and urges all congressional representatives to cosponsor the Resolutions,

BE IT FURTHER RESOLVED, the UESF supports the Green New Deal prioritizing decarbonization projects, union career opportunities, and investments in working-class, low-income and communities of color historically and disproportionality impacted by pollution, high unemployment, poverty, redlining, and environmental injustice; and

BE IT FURTHER RESOLVED, that UESF will continue to support the Green New Deal as long as it expands collective bargaining and ensures the creation of union jobs through card check neutrality agreements, prevailing wages, project labor agreements, enacting the provisions of the Employee Free Choice Act, and requiring direct partnerships with joint labor-management apprenticeship programs; and

BE IT FURTHER RESOLVED, that the UESF supports funding of the Green New Deal by progressive taxes on the rich such as the wealth tax proposed by Sen. Elizabeth Warren, an increase on top marginal tax rates for the wealthy to 70-80 percent as advocated by Rep. Alexandria Ocasio-Cortez and a reduction in military spending; and

BE IT FINALLY RESOLVED, that UESF will advocate for the Green New Deal in concert with our environmental allies, community partners, and elected representatives.

Respectfully submitted, to the April 3, 2019 meeting of the UESF Executive Board by Susan Solomon, Linda Plack, Earl Lene de Santiago, Susan Kitchell, Carolyn Samoa, and Anabel Ibañez

2. **M/S/C Unanimous** UESF Support Resolution for Seawall Lot 330 Navigation Center
John Lisovsky

WHEREAS homelessness, housing insecurity, and the lack of affordability continue to challenge San Francisco; and

WHEREAS over 2,100 students in SFUSD are currently, and tragically, experiencing homelessness;

WHEREAS the proposed waterfront site would be the Mayor's first SAFE Navigation Center, which takes the best practices and lessons learned from prior Navigation Centers, allowing guests to bring their partners, pets, and belongings with them and providing support to connect residents with services and permanent housing in a setting with 24/7 access; and

WHEREAS SAFE Navigation Centers are designed to be rapidly implementable and more cost-effective than traditional navigation centers; and

WHEREAS District 6 Supervisor Matt Haney strongly supports this project; and

WHEREAS offering two hundred individuals experiencing homelessness shelter, dignity, and support represents humanitarian and moral progress for San Francisco; and

WHEREAS there is no excuse for homelessness in a city as wealthy as ours; and

WHEREAS every human being has the right to shelter;

THEREFORE BE IT RESOLVED THAT the United Educators of San Francisco support the SAFE Navigation Center at Seawall Lot 330 and encourage the Port of San Francisco to approve the site without delay.

Further reading:

<http://www.sfusd.edu/en/news/media-coverage/2017-media-coveragearchive/09/sf-public-schools-to-shift-focus,-resources-on-homeless-students-as-numbersrise.html>

<https://www.sfchronicle.com/bayarea/article/SF-Mayor-Breed-wants-Embarcadero-to-have-SF-s-13659716.php>

<https://www.sfexaminer.com/news/mission-district-school-plans-to-open-gym-to-homeless-students-families-overnight/>

A copy of any such resolution relating to Port matters should be forwarded to amy.quesada@sfport.com. Amy Quesada is Port Commission Affairs Manager.

Submitted to the April 3 Meeting of the UESF Executive Board by John Lisovsky

Sergeant at Arms Report

A.J. Frazier

34 Present

3 Excused

4 Unexcused

New Business/Good of the Order

Adjournment in Honor of Denise Thompson