



MOVEMENT OF RANK AND FILE EDUCATORS

Our Working Conditions are our Students' Learning Conditions

We have worked more than four years under an expired contract. We deserve more!

The Movement of Rank and File Educators believes we should not accept any contract that fails to win the following:

1. **Full retroactive pay:** We have lived through four years of a wage freeze. Yet our bills, rent, mortgage costs have not been frozen. If we agree to a contract now that doesn't give us full retroactivity we are inviting the city to simply stall all future negotiations in order to impose a de facto wage freeze on us again and again.

2. **Clear, enforceable language for reduction of paperwork:** The new evaluation scheme, with its artifact collection and the scrutiny of lesson plans, has brought with it enormous paperwork burdens. The current contractual language for paperwork reduction (Article 8I) is toothless, while our right to control lesson plan format (8J) has become difficult to enforce.

3. Revision of the teacher evaluation plan to fix:

- The Measures of Student Learning that inappropriately rate teachers on work outside of their own subject area and classes.
- The use of the Danielson Framework, a one-size-fits-all rigid teaching prescription that takes away all teacher autonomy.
- The problematic use of high stakes tests in teachers' evaluations. As the UFT's 2007 task force said, "The American Education Research Association has stated that tests are always fallible and should never be used as high stakes instruments."