

The Contract NYC Educators Deserve

Improve Our Students' Learning Conditions: Funding must be made available for Creative Arts (Music, Art, Drama, Digital Arts), Physical Education, Technology, Social Studies, English Language Arts, Science, Math, and electives. Every school shall be equipped with working computers, interactive boards, internet, heat, air conditioning, and have a fully staffed library and media center. ***Class size limits should be reduced by at least 10%, with no exceptions.*** Research has proven that students learn better with individualized attention.

Pay Raises: They reflect the importance of the work teachers do, & include ***full retroactive pay*** consistent with pattern bargaining. We shall receive 4% retroactive back-pay for the 2008/09 and 2009/10 rounds as other NYC municipal workers did, as well as a 3% raise in each subsequent year to adjust for inflation and cost of living. The money IS in the DOE budget!

Teacher Evaluation: With its unscientific use of test scores, increased testing, and additional paperwork, ***the new evaluation system is a disaster.*** This contract shall eliminate the use of test scores for teacher evaluations and reduce the amount of evaluation paperwork.

Due Process: Restore the principle of innocent until proven guilty in all reassignments with faster and fairer investigations in 3020-a hearings. An independent arbitrator jointly selected and paid for by the DOE and UFT shall judge all grievances and removals.

Equity for All Students: All schools and students should receive the same amount of services and resources regardless of the socio-economic class of the neighborhood. Public schools should not be funded by outside sources such as corporations. We must support schools in high poverty neighborhoods in order to equalize some of the advantages enjoyed by students with more financial resources. Every school shall be fully staffed with a nurse, a social worker, services available to parents, as well as afterschool and weekend programs. ***Each child, regardless of economic status, must be offered free breakfast, lunch, and dinner.***

Fair Student Assessment: Standardized tests should be only one tool used for assessing student learning and growth. Portfolios, written assignments, verbal presentations, digital presentations, and projects shall all be available options.

Salary Equity: Teachers at the bottom of the pay scale are being paid substantially less than veteran teachers. This gap is being used against senior teachers. There shall be additional pay increases for new teachers to close this tremendous difference, without an effect on the raises of veteran teachers.

Right to Grieve Letters in the File and Ratings: All employees shall have the right to respond to accusations and demonstrate that they are inaccurate or unfair. Disciplinary red flags in files of active teachers who were not terminated in 3020-a hearings must be eliminated.

Movement of Rank and File Educators
The Social Justice Caucus of the UFT



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Initiatives: Too many new mandates flood our schools each year. When any new, significant education policy is agreed upon for implementation in classrooms, it shall be limited to one per academic year, be administered with a minimum of two years professional development, and be continuously reviewed by a jointly agreed upon panel of experts for effectiveness.

Revise the “Fair Student Funding” Formula: The DOE shall return to the system in which each school’s budget was charged the same, fixed amount per teacher. The current system incentivizes principals to hire inexperienced teachers. We must **restore the right of an educator to transfer on the basis of seniority or to further integration.**

Changes in Hiring/ATRs: Due to the lack of educators of color, students of color are implicitly taught not to identify members of their community with intellectual growth. We must **stop and reverse the disproportionate disappearance of Black and Latino/a educators** from the City school system. NO new hires shall be made, including Teach for America, Teaching Fellows, or any other exceptions, until all excess staff from the **ATR** pool are permanently assigned to any available position they choose.

Workload for Special Educators: Assign professional educators working with special education students **reasonable caseloads that will allow for all mandated services and paperwork, including work in SESIS, to be completed during the work day.** Educators working with special education students shall be able to safely report any inconsistencies between the mandated services included in a student IEP and the services that the student is actually receiving.

C-6 Assignments: These shall be restored to the system prior to 2005 in which the use of that time was decided on collaboratively between the UFT Chapter and the Principal, not unilaterally imposed by the administration.

Better Pay for PT’s, OT’s, and Paraprofessionals: Experienced OT’s and PT’s are paid 38 percent less than teachers and speech therapists with the same levels of education. Paraprofessionals, some of our most important members, are not paid enough to live in the same city as the children they care for. **All their salaries shall be dramatically increased and they shall be offered the same job protections as teachers.**

Academic Freedom: Educators shall be responsible for decisions regarding the methods and materials used for the instruction of students. Administrators and the DOE are not in classrooms on a daily basis, and so do not understand our students’ individual needs, yet they currently have nearly unchecked power to determine how we teach.

Caseload for Guidance Counselors: These professionals are increasingly being forced to take on an overwhelming number of additional responsibilities, which often means that students who need psychological counseling are not receiving it. Our schools need to be fully staffed with the professionals who provide direct college and career guidance as well as emotional support. 250:1 is the state recommended ratio, but as NYC needs are greater than average for the state, **200 students per counselor with at least one in every school** is appropriate.

Education Leadership and Iron-Clad Contract Enforcement: The C-30 panel should have the final determination of any administrative hiring. We must demand that administrators’ behaviors are consistent with promoting a respectful working/learning environment. **Any administrator that is found to be routinely violating the contract at their school shall be automatically removed and face charges for permanent removal.**

Tenure: There shall be a **clear, explicit path** to tenure negotiated between UFT and DOE, stating what is expected from new faculty in order to receive it. All denials must include a written explanation and be eligible for appeal before an independent arbitrator.