

The Contract New York City's Educators Deserve: Contract demands

- 1. Pay Raises** that reflects the importance of the work teachers do, including full **Retroactive Pay** consistent with pattern bargaining. We shall receive 4% retroactive back-pay for the 2008/09 and 2009/10 round as other NYC municipal workers received, 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!
- 2. Improve Our Student's 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** should be reduced by at least 10%. Research has proven that students learn better with individualized attention. No exceptions to class size limits rules.
- 3. Teacher Evaluation:** The new evaluation system, it's unscientific use of test scores; burden of increased testing and paperwork is a disaster. This contract shall eliminate the use of test scores for teacher evaluations and reduce the amount of evaluation paperwork.
- 4. Equity For All Students:** All schools and students s 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, social worker, services available to parents, after-school and weekend programs. Each child regardless of economic status must be offered **free breakfast, lunch, and dinner**.
- 5. 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 the DOE and UFT shall judge all grievances and removals. **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. Elimination of disciplinary red flags from active teacher files who were not terminated in a 3020-a hearing.
- 6. 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.
- 7. Initiatives:** Too many new mandates flood our schools each year. When any new, significant education policy is agreed on for implementation in classrooms, it shall be limited to one per academic year and administered with a minimum of two years professional development and be continuously reviewed by a jointly agreed upon panel of experts for effectiveness.
- 8. Revise the "Fair Student Funding" Formula:** The DOE shall return to the system in which each school's budget is 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**.

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

10. **Tenure:** There shall be a clear, written in the contract, path to tenure negotiated between UFT and DOE as to what is expected from new faculty in order to receive it. All denials must include a written explanation and have the right to be appealed before an independent arbitrator.

11. **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 our classrooms and have too much power to determine how we teach without a knowledge or understanding of our individual students' needs.

12. **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.

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

14. **Better pay for PTs, OTs, and Paraprofessionals-** Experienced OTs and PTs are paid **38 percent** less than teachers and speech therapists with the same levels of education and 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 offered the same job protections as teachers.

15. **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.

16. **C-6 assignments:** These shall be restored to the system prior to 2005 in which what to do with the time was decided on collaboratively between the UFT Chapter and the Principal, not unilaterally decided upon by the principal.

17. **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 affect on the raises of veteran teachers.