

# New Action/UFT

...a caucus of the United Federation of Teachers  
PO Box 180574 North Richmond Hill, NY 11418  
<http://newaction.org/>

April 2013

## The Fight for Salary Parity!

In 1997, New Action began a fight to win salary equality with surrounding school districts. In March 1998, the seven New Action members of the UFT Executive Board proposed a resolution to make salary a number one bargaining demand. The leadership caucus (Unity) unanimously REJECTED that proposal.

In 2000 New Action organized informational picketing in front of schools for salary parity. The picketing began ½ hour before school. Picketing continued on the 11th of each month (our demand was raises of 11%, 11%, and 11%.) In January we started picketing in front of 30 schools, we continued in February and March, and by April the number of schools had grown to over 100. In May 2000, New Action cancelled our picketing because the union leadership announced picketing would take place in May and June. It was a great victory and lesson for rank and file educators.

Here we are again in 2013 and New Action is once again raising the demand for SALARY PARITY! We need a thorough survey of surrounding districts, but here's just one point of comparison (and the New Rochelle numbers are from 2010!):

	Starting	5 years/MA	10 yrs/MA + 30	Top
New York City	\$45K	\$56K	\$74K	\$100K
New Rochelle	\$52K	\$67K	\$90K	\$130K

## Let's Not Even Think about a Quinn Endorsement for Mayor

New Action wrote two months ago:

*Bill DiBlasio, John Liu, and Bill Thompson may each be worthy of our consideration, but not Christine Quinn. The current City Council Speaker has acted as a sort of Bloomberg Mini-Me, spending the last six years greasing the skids for our billionaire mayor. We should remove her from consideration for the United Federation of Teachers endorsement in the Democratic primary.*

Today we debate our endorsement in the mayoral primary.

**We should reject proposals for "no endorsement;"  
"no endorsement" would hand the primary to Quinn**

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## TWO FROM THE ARCHIVES

### **Fall 1997 – SALARIES at ALL-TIME LOW! SALARY PARITY FOR EDUCATORS**

Several school systems in the NYC metropolitan area have addressed the need to be competitive and raise their salary schedules to the level of surrounding districts. New York City teachers now earn up to 40% less than teachers in neighboring districts. Our union leadership, which has allowed this to happen, has yet to propose a solution.

Parity is Possible!

Levittown and Yonkers, two working class communities without large corporate tax bases, implemented parity plans in 1989. The Yonkers plan called for 4.5% salary increases every six months for five years. (This has nothing to do with just negotiated three year 11% package which raises their MA+30 salary to \$80,963 next year). Salaries in Yonkers, which were lower than NYC and most Westchester districts, are now much more competitive and much higher than NYC.

The Levittown plan was based on first determining average salaries of 13 surrounding school districts. Their plan called for seven years of a fixed percent raise above the annual average raise of the surrounding 13 districts. Last year maximum salary was \$80,672.

Based on these two successful models NYC can develop a plan to achieve parity.

-develop a formula and determine the average salary of school districts in Nassau, Suffolk, Westchester, and Rockland counties-select a time frame (5-7 years) and a predetermined set raise, or

-select a time frame and pay raise that is a fixed percent above the average raise in surrounding districts. The fixed percent is calculated to achieve parity with those districts in the 5-7 year time-frame.

On 9/22/97, New Action/UFT proposed such a plan to the UFT Executive Board. It was rejected by the Unity majority.

The plan is necessary, reasonable, and achievable. It should be presented to the Board of Education, the Mayor, parents, politicians, media and the public. Now is the time while education is a top priority and money is available.

Educational Parity for `Students.

The plan for "pay parity for teachers" should be linked to "educational parity for students." The UFT must also fight to achieve full funding from Albany, lower class sizes, and guaranteed safe, well equipped and uncrowded schools equivalent to those in surrounding districts.

It is more than two years before negotiations begin on our new contract. New Action/UFT believes that the campaign for pay and educational parity must begin now.

### **Resolution Presented On Salary Parity March 11, 1998**

Whereas, New York City is experiencing a second year of record windfall surpluses of over one billion dollars, and  
Whereas, the salary gap between UFT members and educators in surrounding districts ranges from 10-25% for new teachers, to 25-40% for senior teachers, and

Whereas, the need to attract and retain qualified staff has taken on greater significance, be it

Resolved, that the UFT establish a working plan based on Levittown, Yonkers or similar plans to achieve salary parity with surrounding school districts