

Voice. Support. Respect.

Empowerment

**A LOOK AT THE TENTATIVE
UFT/DOE CONTRACT AGREEMENT**



The working conditions you demand



The professional voice you deserve



The protections you depend on



The collaboration you (and your school) need



The raises and respect you earned

We Heard You!

- **Priority Concerns**
- **Creative Ideas**
- **Helpful Feedback**
- **Constructive Input**

Your surveys shaped this agreement!



Compensation

Salary Increases:

- **Year 1:** 2% (February 14th, 2019)
- **Year 2:** 2.5% (May 14th, 2020)
- **Year 3:** 3% (May 14th, 2021)

* Maintain premium-free healthcare

LONGEVITY BOOSTS

- ➔ **Paraprofessionals:**
\$1,200 addition to existing Longevities
- ➔ New \$500 Longevity to **all groups** with a maximum salary lower than \$100,000
(OTs/PTs; School Nurses; School Secretaries; Lab Specialists)

- ➔ **Education Officers & Analysts:**
Additional Longevities
 - +\$200 for 5 years
 - +\$400 for 10 years
 - +\$600 for 15 years
 - +\$800 for 20 years
- ➔ **All effective February 14th, 2019**

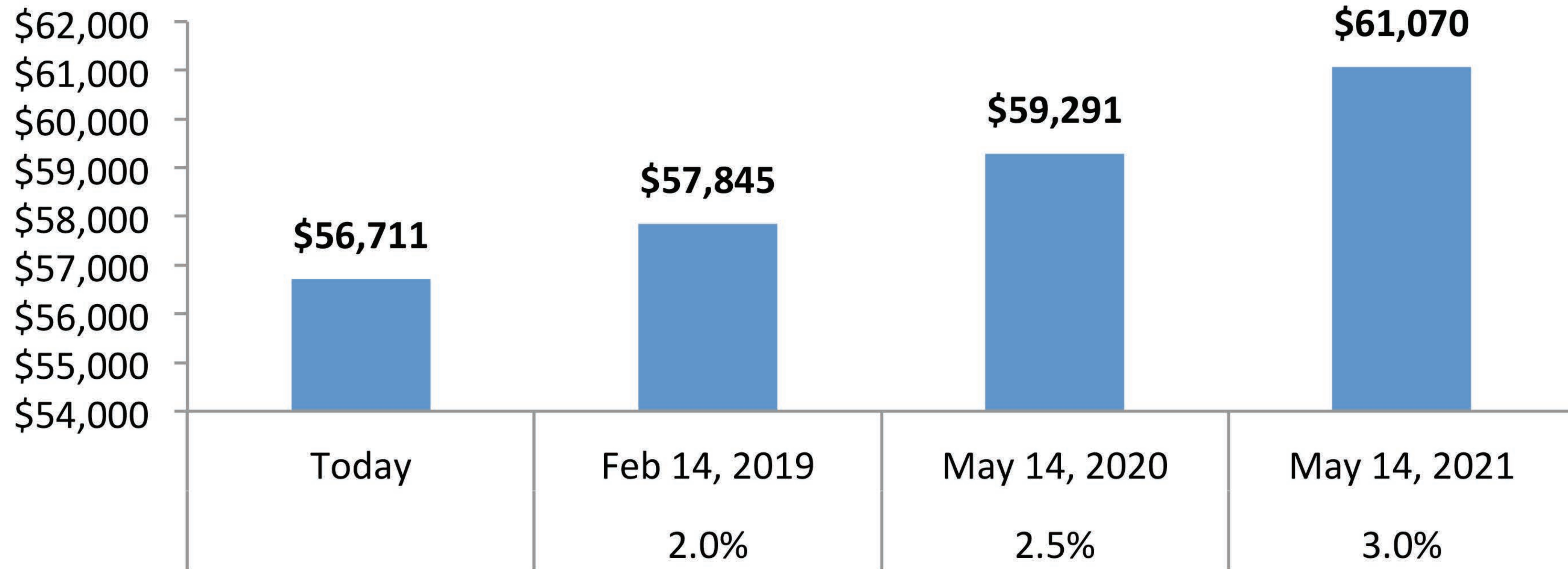
2014 Contract Lump Sums Remain In Place

→ **25%:** October 2018

→ **25%:** October 2019

→ **25%:** October 2020

Teacher Starting Salary (BA, no longevity)



Teacher Maximum Salary (MA+30, 22 year longevity)

\$130,000
\$128,000
\$126,000
\$124,000
\$122,000
\$120,000
\$118,000
\$116,000
\$114,000

\$119,472

\$121,861

\$124,909

\$128,657

Today

Feb 14, 2019

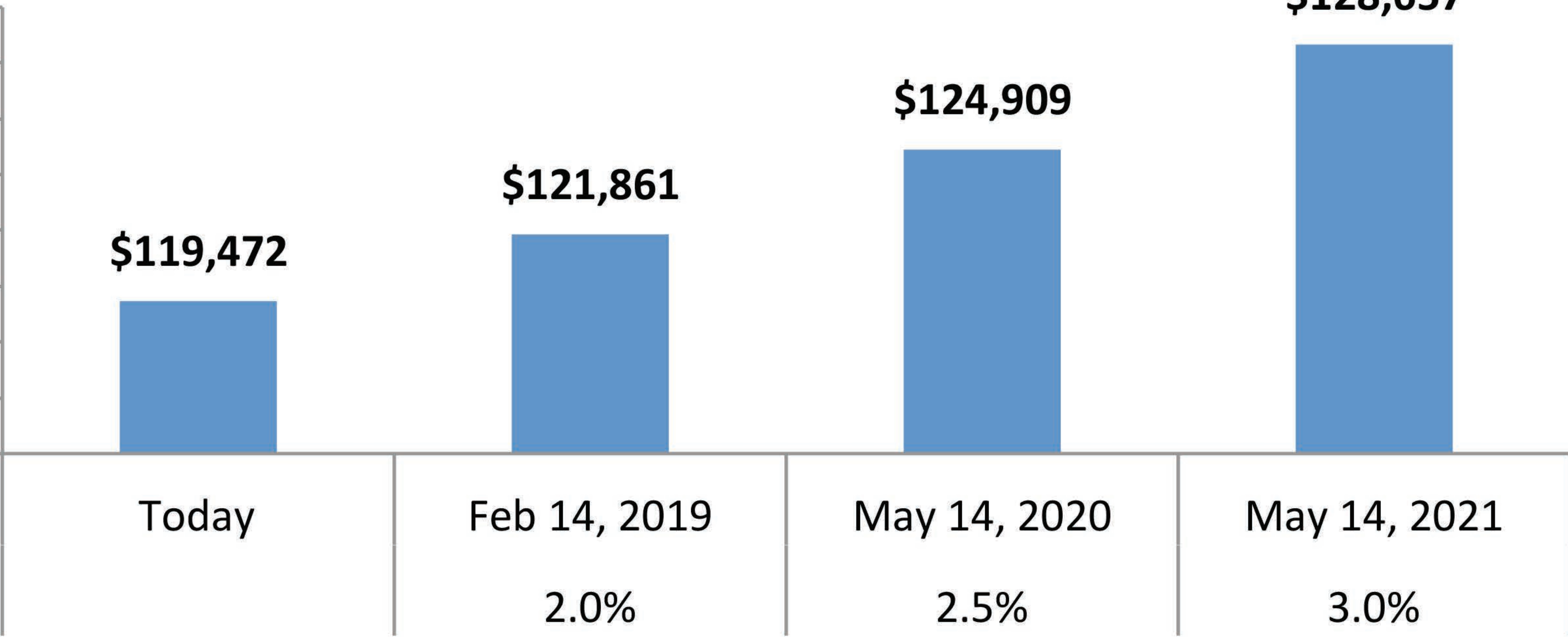
May 14, 2020

May 14, 2021

2.0%

2.5%

3.0%





Working Conditions

New Rights at the School Level

- Safety
- Curriculum
- Professional Development
- Basic Instructional Supplies
- Workload
- Physical Space

Resolving Issues Quickly & Easily

- Enhanced Authority for Consultation Committees
- Expedited Dispute Resolution Process
- Additional Voice for All Members
- Real Accountability For Principals
- New District Operational Committee
- New Citywide Operational Committee



**FOCUS
ON:**

School Safety

Greater Access & Input

- Access to OORS Information
- New Dean Positions (All Divisions)
- Greater Input & Transparency on Safety Plan
- New School-Specific Safety Professional Development
- New Borough-Based Safety Committees
- New System-wide Safety Standards



Class Size

Accelerated Relief for Oversized Classes

- Current System: 4-8 Month Process
- New System: Action Within 21 Days
- Superintendents & Chancellor Involved
- Chronically Oversized Classes: Action Within 10 Days

Harassment, Intimidation, Retaliation & Discrimination

- More Protections
- More Appeals

**If You See Something, Say Something –
*Without Fear***

Paraprofessionals

- New Due Process Rights
- New Personnel File Rights
- Parity With Teacher Grievance Timelines

Opportunities for Collaboration & Creativity

→ PROSE+

→ Remote Teaching Pilot

Opportunities for Collaboration & Creativity

→ **New Teacher Leadership Roles:**

- Teacher Team Leader
- Teacher Development Facilitator

→ **Expansion of Established Teacher Leadership Roles:**

- Master Teacher
- Model Teacher
- Peer Collaborative Teacher



Evaluations

A Purposeful & Constructive Evaluation Process

- Prompt Feedback – 10 Days
- Prompt Observation Reports – 30 Days
- Timely MOSL Information
- New Labor/Management Committee
Driving Professional Development

New Evaluation System:

Highly Effective: 2 Observations

Effective: 2-3 Observations

Developing: 4 Observations

Ineffective: 5 Observations

Probationary: 4 Observations



The Bronx Collaborative Schools Model

Bronx Collaborative Schools Model

- Joint DOE/UFT Commitment to Strengthen High-Needs School Communities
- Robust Recruitment & Retention Efforts for Hard-to-Staff Schools

Bronx Collaborative Schools Model

- Inclusion Only With Principal & Chapter Leader Approval
- Joint School-Based Committee Drives Change (No Top-Down Directives Without Consent)
- Committee Membership – 50% UFT Members

MA+30

- More Freedom, More Options
- Current System: College Credits & P-Credits
- New System Now Also Includes A+ Credits
- Targeted Credits Based on Your Needs
- Less Expensive
- Joint UFT/DOE Control on Selecting & Approving Credits



Healthcare

- Protected at Current Levels
- No Givebacks

Protecting Our Healthcare

- NYC unions are part of the Municipal Labor Committee (MLC)
- MLC negotiates health benefits for all
- Collective power & size =
Negotiate better agreements

Protecting Our Healthcare

JULY 2018 MLC / NYC AGREEMENT

- ✓ Plan saves \$1.1 billion so that we continue to have premium-free healthcare.
- ✓ All city employees hired after July 1, 2019 enroll in HIP.
- ✓ Employees can select another plan after one year



Hiring

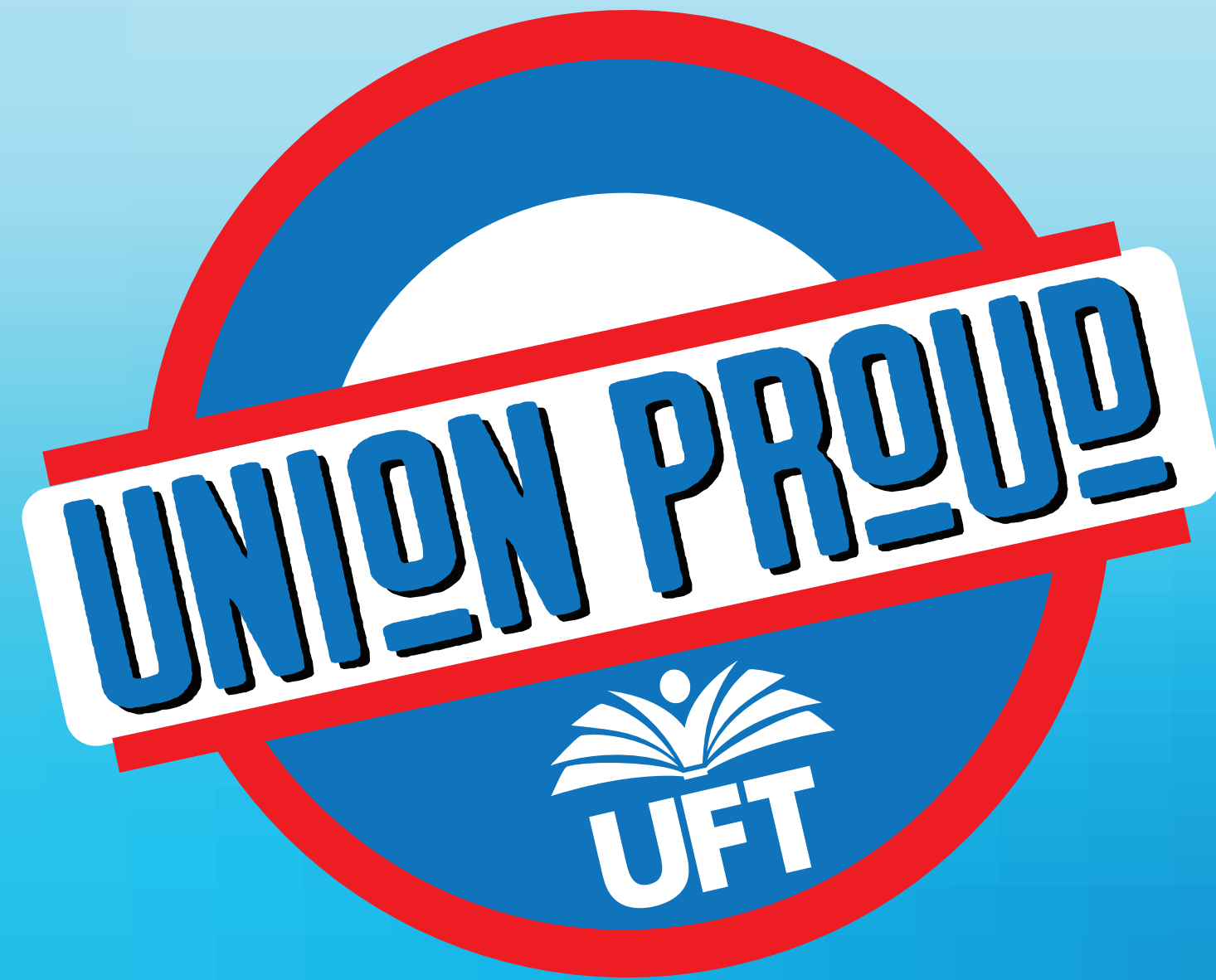
→ Pre-Employment
Screening Process

TIMEFRAME

February 14th, 2019

TO

September 13th, 2022



Together
We Make it Possible