

CONTRACT AT A GLANCE

PROVISIONS

DURATION

Nov. 1, 2009 to Oct. 31, 2018

WAGES AND BENEFITS

- ▶ Following ratification of the contract, a \$1,000 signing bonus for all bargaining-unit employees who are on payroll as of the date of ratification.
- ▶ 1 percent retroactive to May 1, 2013 and an additional 1 percent retroactive to May 1, 2014.
- ▶ Raises over the next four years of 1 percent in May 2015, an additional 1.5 percent in May 2016, an additional 2.5 percent in May 2017 and an additional 3 percent in May 2018.
- ▶ The two 4 percent rate increases from 2009 and 2010 will be calculated into your paycheck (you will get all the retroactive pay you are entitled to) as follows: 2 percent in May 2015, an additional 2 percent in May 2016, an additional 2 percent in May 2017 and an additional 2 percent in May 2018.
- ▶ Examples of pay increases:
 - Step 6B, MA this year: \$58,639 to Step 8bL5, MA in 2018: \$83,536
 - Step 8bL15, MA + 30 this year: \$85,426 to Step 8bL18, MA + 30 in 2018: \$103,481
 - Maximum: from \$100,049 this year to \$119,565 in 2018
- ▶ Retroactive money for the 4 percent raises in 2009 and 2010: Those who retire on or before June 30, 2014 will receive full retroactive pay for time worked in a lump sum. Those who retire after June 30, 2014 and employees who have been continuously employed and are in active service as of the date of the payout will receive retroactive pay in five lump-sum payments of roughly 12.5 percent in October 2015, 12.5 percent in October 2017, 25 percent in October 2018, 25 percent in October 2019 and 25 percent in October 2020.
- ▶ Examples of retroactive payments by 2020:
 - 1st-year teacher in September 2013, MA: \$13,000
 - 2nd-year teacher in November 2009, MA: \$31,000
 - 7th-year teacher in November 2009, MA + 30: \$41,000
 - Maximum in November 2009, MA + 30: \$54,000

- ▶ Pensions will be maintained.
- ▶ Health care benefits will be protected.
- ▶ All educators may use three (instead of the current two) sick days to care for a sick family member.
- ▶ No educator will be disciplined or adversely rated or have any derogatory material placed in their file for taking an unpaid leave for restoration of health or a paid sabbatical leave for restoration of health for any amount of time.

WORKDAY

- ▶ The school day remains the same length as before: six hours and 20 minutes.
- ▶ Time is freed up in single-session schools for training, parent engagement and professional work by no longer requiring that the 37.5 minutes be used for small-group instruction and by eliminating all mandatory faculty, grade and department conferences.
- ▶ Schools can choose from a menu of preapproved models for repurposing this time or pursue their own model using the School-Based Option (SBO) process. The default option is an 80-minute block on Mondays for training that will be developed by a school-based committee. On Tuesdays, there will be 40 minutes for parent engagement and 35 minutes for “other professional work.”
- ▶ Some of the repurposed time in the proposed contract will be used for two additional evening parent-teacher conferences each school year in all single-session schools. Evening conferences will be held in September (as a “Meet the Staff” night), November, March and May. These evening conferences will last three hours for teachers and can end no later than 8 p.m.
- ▶ Schools that are multisession or in District 79 or District 75 maintain their current workday schedules unless modified by an SBO.

TEACHER EVALUATION

- ▶ Evaluations will now be focused on eight of the 22 Danielson components.

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- ▶ Teacher artifacts have been eliminated.
- ▶ Teachers of non-tested subjects will now have the option to be rated on only the test scores of students they teach.
- ▶ A guaranteed commitment from the DOE to work toward developing learning measures around portfolios, student projects and other authentic work.
- ▶ A new procedural appeal has been established for teachers rated Ineffective based on group measures.
- ▶ A new observation option will be offered to teachers who have been rated Highly Effective, under which they will have a minimum of three informal observations and three mutually agreed-to inter-visitations by colleagues.
- ▶ Fellow educators, instead of consultants, now serve as peer validators.
- ▶ Shorter timelines: Specific feedback must be given to teachers within 15 school days. An observation report must be given to the teacher within 45 school days.

PAPERWORK REDUCTION

UFT members are drowning in paperwork, much of which is duplicative and has little or nothing to do with the work we do with students. After years of fighting to get the DOE to establish guidelines, the union has secured for educators a voice in detailing what is reasonable and created new rules around written and electronic forms of paperwork.

- ▶ A joint UFT-DOE central paperwork committee will be established to create systemwide standards for reduction and elimination of unnecessary paperwork, including electronic forms of paperwork, for all members. If the central committee cannot come to agreement, a neutral arbitrator will get involved and if necessary issue a binding decision.
- ▶ Each district/HS superintendency will have a joint committee to address paperwork issues at the school level.
- ▶ All committees are composed of an equal number of representatives appointed by the DOE and the union.
- ▶ The UFT won the right to file grievances for violations of the systemwide standards.

CURRICULUM

- ▶ The DOE is now obligated for the first time to provide educators in core subjects with appropriate curriculum aligned with the Common Core Learning Standards. Curriculum is defined as 1) a list of content and topics; 2) scope and sequence; and 3) a list of what students are expected both to know and be able to do after studying each topic.
- ▶ If the DOE fails to provide this curriculum, a grievance can be filed.
- ▶ If a teacher is asked to write curriculum, the teacher must be given sufficient time during the workday to do it or be paid for after-school work.
- ▶ Teachers may volunteer to help develop new curricula (if they teach themed programs, course subjects, or elective courses, for example).

TEACHER LEADERSHIP POSITIONS

The UFT fought hard to create more opportunities for exemplary teachers to remain teachers while extending their reach and role to help others. The proposed contract establishes three new positions for teachers to pursue innovative ideas and further their professional growth:

- ▶ Model Teachers will take on additional responsibilities at their schools to support other teachers' instructional practices. They will receive \$7,500 in extra pay.
- ▶ Teacher Ambassadors will be assigned for one year to another school in the same borough to share and develop best instructional practices. They will receive \$7,500 in extra pay.
- ▶ Master Teachers will take on additional duties at their schools to support teachers' instructional practices. They will receive \$20,000 in extra pay.

SCHOOL INNOVATION OPPORTUNITIES

- ▶ Collaborative school communities that want to pursue creative new initiatives will be able to apply to participate in a new program called PROSE — Progressive Redesign Opportunity Schools for Excellence.
- ▶ School leadership teams will approve the initial proposals, which will be submitted to a joint DOE-UFT panel with equal union and DOE representation. If the joint panel approves a school's proposal, the proposal must then receive final approval from the principal and

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from at least 65 percent of UFT staff in the building who will vote through an SBO-type process.

- ▶ Participating schools can take advantage of greater contractual and regulatory flexibility to share decision-making power and to experiment with new strategies to raise student achievement.
- ▶ The panel may approve proposals from up to 200 schools — consisting of a mix of high- and low-achieving schools at all grade levels — over the next five years.

HARD-TO-STAFF SCHOOL DIFFERENTIAL

- ▶ The DOE together with the UFT can annually designate a school as hard-to-staff and give all teachers who work in that school (except those who are rated Ineffective) a lump-sum payment of \$5,000.

ATRs

- ▶ The union stood by its commitment to educators in the ATR pool. We prevented the DOE from summarily firing ATRs, and we also won a voluntary severance package for ATRs.
- ▶ In a new two-year pilot, ATRs will get improved access to professional and relevant job placements. Under the new contract, the DOE is obligated after Oct. 15 to send an ATR to any school in the district/borough with a vacancy in the teacher's license area. The principal retains the discretion to keep the teacher or return him or her to the ATR pool.

OTHER TITLES

- ▶ During a one-year pilot, each functional chapter will have a citywide staff development committee composed of the functional chapter leader and members chosen by both the chapter leader and the DOE. Each committee will collaboratively review, consider and develop professional development programs relevant to that chapter's duties.
- ▶ The agreement sets aside \$20 million to work on agreed-upon salary adjustments for certain schedules.
- ▶ Administrators cannot block psychologists and social workers from receiving the 20 hours of per-session necessary to complete their professional duties.
- ▶ Paraprofessionals share the same workday as teachers.
- ▶ The workday for guidance counselors and psychologists remains unchanged, but since they had previously been required to attend faculty conferences but not grade conferences, they are now required to attend a portion of the two new parent-teacher conferences.
- ▶ If a nurse in a single-nurse school has her lunch interrupted by a medical emergency, the nurse will get a substitute lunch period or compensation.

ARBITRATION DAYS

- ▶ 25 days have been added to the contract to help speed up the grievance/arbitration process.