



NEWSLETTER

Dear Friend,

We are now nearly two months into the school year and we hope you have found a comfortable balance in your professional and personal lives.

The UFT's negotiating committee, comprising 400 rank and file members, spent much of the summer and fall engaged in negotiations with the city. The negotiation process is a difficult one as each side has priorities and neither side can reasonably expect to fulfill their entire wish list. We are proud to say that our side came to the table with a set of priorities informed by thousands of survey responses by UFT members of all titles. Our counterparts at the table had little to say when confronted with the profound challenges we face as well as the absolute importance of our profession to the present and future success of this city.



DC 37 was the first union to bargain with the city in this round of contract negotiations. They set a pattern for raises at 2%, 2.25% and 3%. Pattern bargaining has historically been honored as a way to ensure stability, equity and steady improvement in the compensation among all municipal workers. We were happy that we achieved raises in excess of the pattern set by DC 37, and we are certain we would not have achieved more by walking away from the table or by entering binding arbitration.

Aside from the raises, this contract contains provisions that promise to improve the working conditions for every title within the UFT. These include due process rights for paraprofessionals, a reduction in classroom observations, longevity increases for functional chapters, stronger language that shields us from workplace harassment, and increased power and an expanded scope for consultation committees. These are just a few of the benefits we achieved. It is important to note: This contract contains zero givebacks to the city.

As we consider the vote, we want to stay true to the democratic ideals that guide the UFT. While we respect the fact that reasonable people can disagree about the merits of the proposed contract, we must never compromise our solidarity. It is our commitment to each other that makes the UFT the strongest union in this city.

In solidarity,

Janella Hinds, Vice President for Academic High Schools

Sterling Roberson, Vice President for Career and Technical Education

Contract Agreement Passes the Delegate Assembly



Delegates voted overwhelmingly at a special meeting on Oct. 12 to send the tentative contract to the membership for ratification.

We are excited about the tentative contract and see it as a big win for high school members across the city. In addition to the 7.5 percent pay raise over the life of the contract, we are thrilled that the proposed contract contains the following:

- Revamped evaluation rules that reflect the needs of teachers
- Due process protections for paraprofessionals
- Increased longevity increases for many titles
- Two new teacher leadership positions
- Expedited class size grievance procedures
- Enhanced authority for consultation committees
- A Bronx Collaborative Schools plan that will provide extra compensation for UFT titles in hard-to-staff schools

The proposed contract contains many provisions that will benefit every member of the UFT. Equally as important is we gave nothing back on time, compensation or benefits. The [contract at a glance](#) will help answer any questions you may have, and the [updated salary schedule](#) will give you a sense of the financial benefits of the proposed contract.

Lump Sum Payment

On Oct. 15, all in-service UFT members enjoyed the third installment of the lump sum payments negotiated in the 2014 contract. This year's payment represented 25 percent of the total lump sum payments owed to UFT members. The final two payments will be sent in October 2019 and October 2020. By the time the last payment is made, all in-service and retired members will have received 100 percent of the money they were entitled to dating back to Nov. 1, 2009.

See this handy [pay chart](#) to learn more about the salary increases and lump-sum payments you received as a result of the 2014 UFT-DOE contract.

We suggest that you save all or part of these lump sum payments and consider contributing (or increasing your contributions) to the voluntary Tax-Deferred Annuity program, offered through your membership in the [Teachers' Retirement System](#). The Teachers Retirement System offers many investment opportunities to ensure financial security when you retire. [View the teacher's salary schedule »](#)

Nominate a Colleague for a Team High School Award

Our fifth annual Team High School Awards Ceremony is Friday, April 12, 2019. This event allows us to honor those who go above and beyond in serving students, schools, communities and the union. Please take a few minutes to [nominate a colleague or your school's chapter](#) for a High School Award. The deadline is Dec. 14. For information regarding the awards, please contact [Angel Valentin](#).

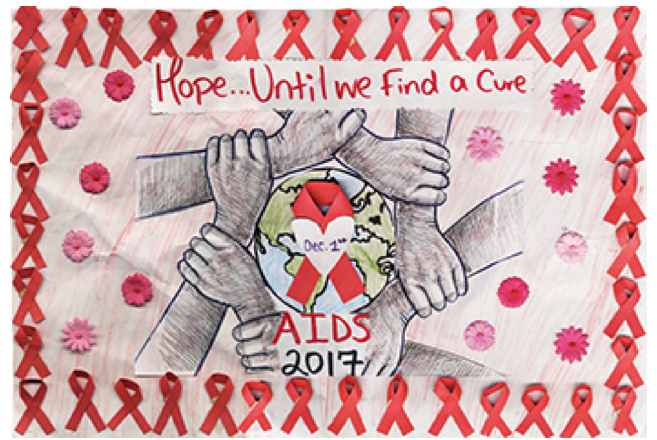
2018 Outstanding Paraprofessional Awards

Paraprofessionals are instrumental in providing our students with disabilities the educational supports they need to succeed in school. We encourage you to nominate a paraprofessional who has made outstanding contributions to their school, community and union. These activities can include community involvement in church, youth groups, volunteer work or any union-related activities such as phone banks, rallies or political action. Any member can submit a nomination, however, paraprofessionals may not nominate self-nominate. The nomination deadline is Thursday, Nov. 15. For more information and to submit a nomination, see the [online nomination form](#).



World AIDS Day Student Poster Contest

UFT Team High School, in collaboration with UFT BRAVE, is sponsoring a student poster contest to bring awareness and commemorate World AIDS day on Dec. 1. The contest is open to all New York City public school students in grades 9-12. The deadline for submission is Nov. 15. The top three winning students will receive \$500, \$300 and \$100 gift certificates respectively. [See the contest guidelines on UFT.org](#) for full details, judging criteria, and submission information.



The winning poster from 2017's World AIDS Day student poster contest.

Contact and Share with Us

As always, do not hesitate to reach out to Team High School if you have any questions or concerns. We can be reached by phone at 212-598-9217 or via email at teamhighschool@uft.org.

Additionally, we'd love to know all the great things that are happening in your school and among your chapter. Please share these stories and pictures with us via email at teamhighschool@uft.org or on Twitter at [@UFTTeamHS](https://twitter.com/UFTTeamHS).

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