

## Important information on certification and the DASA workshop

Some of you have recently received letters from the Department of Education concerning your certification status and the Dignity for All Students Act (DASA) workshop.

**If you got a letter about your certification status from the DOE,** you should have also recently received a mailing from the UFT giving more information on DASA and certification requirements. The UFT mailer was sent only to those paraprofessionals who received certification letters from the DOE.

Any of you who have certification issues need to please get informed about these issues and work closely with us at the UFT to resolve these matters as soon as possible.

### Which paraprofessionals **MUST TAKE** the DASA workshop?

- ✓ Paraprofessionals who were newly hired after Jan. 1, 2014
- ✓ Paraprofessionals who received a letter from the DOE informing them that they must take the workshop
- ✓ Paraprofessionals moving from one level of certification to another

### Which paraprofessionals **DO NOT NEED TO TAKE** the DASA workshop?

- ✓ Paraprofessionals who have a Level III certificate
- ✓ Paraprofessionals who applied for a Level II or Level III certificate prior to January 1, 2014, and whose certification is still pending
- ✓ Paraprofessionals hired by the DOE prior to 2004

The UFT borough offices are holding information sessions to help you find out exactly what you need and how to get it done by your deadline. Call your borough educational liaison to check on the dates and times for these meetings and make sure you get to one if you haven't already. If you need any

further information about certification requirements, please call your borough educational liaison:

- Bronx: 718-379-6200**
- Brooklyn: 718-852-4900**
- Manhattan: 212-598-6800**
- Queens: 718-275-4400**
- Staten Island: 718-605-1400**

## If you move...

Be sure to notify your school, the Department of Education and the UFT of your change of address! Talk to your school secretary about changing your records at the school and at the DOE. To notify the union go to the UFT website at [www.uft.org](http://www.uft.org) and search for "personal information change form" or go to [www.uft.org/files/attachments/uft-personal-info-change-form\\_0.pdf](http://www.uft.org/files/attachments/uft-personal-info-change-form_0.pdf)

## Sign up

Just fill out this form to start receiving chapter news and UFT updates right in your e-mail inbox.

for e-mail alerts

from your chapter and your union

NAME _____		
NON-DOE E-MAIL ADDRESS _____		
FILE # / EIS # or LAST 4 DIGITS OF YOUR SOCIAL SECURITY # _____		
MOBILE PHONE # _____		<input type="checkbox"/> I would like to receive occasional text messages from the UFT
MAILING ADDRESS _____		APT. # _____
CITY _____	STATE _____	ZIP _____

And don't forget to sign up online at [www.uft.org](http://www.uft.org) for access to the members-only sections of the site.

## PARA BOROUGH COORDINATORS

The paraprofessional borough coordinator organizes boroughwide conferences and works with district coordinators.

**BRONX.....Sharon Anderson**  
718-379-6200  
2500 Halsey Street

**BROOKLYN .....Shirley Laney**  
718-852-4900  
335 Adams St., 25th Fl.

**MANHATTAN.....Irma Rodriguez**  
212-598-6800  
52 Broadway, 10th Fl.

**QUEENS.....Penny Setoute**  
718-275-4400  
97-77 Queens Blvd., 5th Fl.  
Rego Park, NY

**STATEN ISLAND ..Sandra Flecha**  
718-605-1400  
4456 Amboy Road



## LETTER FROM THE CHAIR Shelvy Young-Abrams

I sent an email about the contract to all of you for whom we have email addresses on file. I am now sending you this special edition of the *ParaScope* to make sure you know about how this proposed contract will benefit paraprofessionals.

If you have any more questions after reading this, please be sure to visit our special **Contract 2014** section on the UFT website at [www.uft.org/contract-2014](http://www.uft.org/contract-2014). You will find there the union's Memorandum of Agreement with the DOE on educational issues, easy-to-read summaries of the most important new contract provisions, salary schedules and Frequently Asked Questions on the contract.

And, if you are not receiving emails from me and from the UFT please be sure to fill out the coupon on the back page of this newsletter and mail it back to the UFT. I don't want you to miss any important information from our chapter or your union.

I hope you will agree that our new contract agreement is a strong contract for all UFT paraprofessionals!

In Solidarity,

Shelvy Young-Abrams  
Paraprofessionals  
Chapter Chairperson

*Dear fellow paraprofessionals,*

Every day, we paraprofessionals work hard to help educate New York City's schoolchildren. The UFT's proposed new contract with the Department of Education recognizes and rewards our hard work and dedication and gives us tools to help us in our jobs.

## IMPORTANT CONTRACT PROVISIONS

### PAY

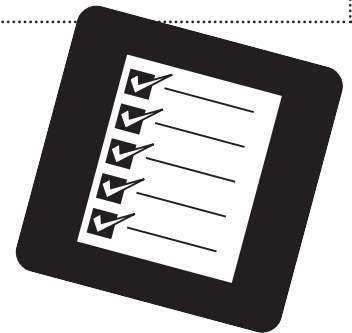
*Paraprofessionals will receive the same bonus, raises and retroactive pay as teachers.*

**Bonus:** If you are on payroll at the time of ratification, you will receive the same \$1,000 signing bonus upon contract ratification as teachers.

**Retroactive rate increases:** You will get your first retroactive rate increases in your paychecks later this year, in 2014. You will receive 1 percent retroactive to May 1, 2013 and an additional 1 percent retroactive to May 1, 2014.

You will also get two 4 percent rate increases from 2009 and 2010 that will be calculated into your paycheck 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.

**Retroactive lump-sum payments:** All in-service paraprofessionals and other members will by 2020 receive 100 percent of the money they are entitled to back to Nov. 1, 2009. A paraprofessional in continuous service from Nov. 1, 2009 through Oct. 1, 2020 could be looking at total retro payments roughly from \$12,000 to \$20,000 depending on their experience and education over this period.



**Paras receiving retro:** Even if you started as a para after 2010, you will still receive lump sum payments between 2015 and 2020 if you remain in active service, since the two 4 percent rate increases from 2009 and 2010 are being phased in starting next year.

**Upcoming raises:** In addition to the retroactive rate increases, the proposed contract includes raises 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.

## HEALTH CARE

This agreement preserves your health benefits. You will have the same insurance and the same co-pays. You will pay no premiums.

## SICK DAYS

Under the agreement, you will also be able to use three sick days, instead of two, for caring for a sick family member.

## WORKDAY

This proposed contract also **does not add one minute to your workday.**  
**If you work in a single-session**

**school**, certain time in your workday, like teachers' workdays, will be repurposed to allow for training, parent engagement and other professional work. This is a repurposing of the 150 minutes of extended time (the 37.5 minutes for four days) plus the time now allotted for faculty and grade conferences.

School staffs can use a School-Based Option (SBO) to repurpose the time in different ways. If they do not use the SBO process, the repurposed time will be an 80-minute block on Mondays for training and on Tuesdays a block of time for parent engagement that will be 70 minutes for paraprofessionals and 75 minutes for teachers.

## TRAINING FOR PARAPROFESSIONALS

Many of you have told me that you want more training to develop your professional skills. I am happy to tell you that we won that in this agreement.

The proposed contract establishes a citywide Paraprofessional Staff Development Committee. As your chapter leader, I will be on this committee as will other members of our chapter and people selected by the DOE.

This committee will review and develop training programs for paraprofessionals for both citywide training days and that individual schools may use.

## Some Frequently Asked Questions for Paraprofessionals

**Q: If I transition into teaching, will I still receive my retroactive pay for my prior work as a paraprofessional?**

**A:** Yes. If you go on to become a teacher or to work in other positions within the DOE, you will still receive your retroactive pay for your service as a para.

**Q: Will the \$1,000 bonus be subject to federal, state or city taxes?**

**A:** Yes.

**Q: I am a retiree. Am I entitled to retroactive pay and how will it affect my pension?**

**A:** Members who retired since the expiration of the last contract will receive retroactive pay and have their final average salary recalculated for pension purposes. They will receive the money in a lump sum if they retire on or before June 30, 2014.

**Q: Why are we not getting the full retroactive pay up front?**

**A:** Mayor Bloomberg set aside no money in the city budget to pay for educators to receive the two 4 percent raises for 2009 and 2010 that other city workers received. He also

purposely drained the city's entire labor reserve fund. He wanted to make it impossible for the next administration to give educators the raises they deserve.

Mayor de Blasio inherited this city budget with virtually no money in the labor reserve. If we had insisted on getting more of the retroactive pay right away, we would not have been able to get either full retro pay or raises in the other years of the contract.

By agreeing to stretch out the retroactive payments and raises, we got both. UFT members will be made whole by receiving the money they are entitled to. In addition to retro payments and raises for the 2009-2011 period, they will receive raises for the other years in the contract, which add up to 18 percent.

**Q: Where can I find out more about the proposed contract?**

**A:** Go to the UFT website, [www.uft.org/contract-2014](http://www.uft.org/contract-2014) for more information including a copy of the Memorandum of Agreement.



## HONOR ROLL

**Congratulations to our chapter's newest graduates!**

**BRENDA ALVALADEJO**  
PS 35K  
MS, Alfred University



**ASHIKA HASSAN**  
PS35Q  
MS, Touro College



**DEBORAH CUSATO**  
PS 154K  
BS, Touro College

**PROPOSED CONTRACT  
PARAPROFESSIONAL SALARY SCHEDULE**

	May 19 2008	May 1 2013	May 1 2014	May 1 2015	May 1 2016	May 1 2017	May 1 2018
<b>Teacher Aide</b>	21,713	21,930	22,149	22,818	23,624	24,699	25,949
<b>Ed. Asst.</b>	24,692	24,939	25,188	25,949	26,865	28,087	29,509
<b>Ed. Asst. A-1</b>	25,038	25,288	25,541	26,312	27,241	28,481	29,923
<b>Ed. Asst. A-11</b>	25,379	25,633	25,889	26,671	27,612	28,869	30,330
<b>Ed. Asst. B</b>	26,343	26,606	26,872	27,684	28,661	29,965	31,483
<b>Ed. Assoc.</b>	30,128	30,429	30,734	31,662	32,779	34,271	36,006
<b>Aux. Trainer</b>	31,774	32,092	32,413	33,391	34,570	36,143	37,973
<b>Bil. Prof. Asst.</b>	31,774	32,092	32,413	33,391	34,570	36,143	37,973
<b>Ed. Assoc. A./ Aux. Trainer A</b>	32,588	32,914	33,243	34,247	35,456	37,069	38,946
<b>Bachelors Degree</b>	34,540	34,885	35,234	36,298	37,580	39,289	41,279
<b>5 year Longevity</b>	500	505	510	525	544	569	598
<b>15 year Longevity</b>	1,587	1603	1619	1668	1727	1805	1897
<b>Occasional Per Diem Para</b>	129.61	130.91	132.22	136.21	141.02	147.43	154.90
<b>Expense Stipend Prof. Dev. Rate</b>	40.20	40.60	41.01	42.25	43.74	45.73	48.04

Subject to correction