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UFT ParaScope

Paraprofessionals

CHAPTER NEWSLETTER

Dear Friend,

I'm excited to share with you some of the details of our contract, which was ratified in November. Of the nearly 90,000 UFT members who cast ballots, 87 percent voted "yes."

This new contract features important improvements for paraprofessionals, including job protections like due process rights similar to those of teachers. If a para is arrested or under investigation, we no longer have to fear suspensions without pay for long periods while our cases are investigated.

We won an increase in pay beyond across-the-board raises. Paras with less than five years on the job will get a new \$500 longevity and those with five or more years on the job will see \$1,200 added to our existing five- and 15-year longevity.

The new contract also will change the procedures for summer school assignments for one-on-one paraprofessionals. If a student with whom a para works during the regular school year attends summer school, the para may choose to work with that student during summer school.

You can read more about what the new contract means for paraprofessionals in the [New York Teacher](#) article on the UFT website.

Thank you for voting to ratify this powerful new contract. Thank you also for filling out the contract negotiations survey so we knew what to fight for. It's important for your union to listen to you, and we can't do so unless you raise your voice.

It feels especially sweet to share these gains since this June, we celebrate our chapter's 50th anniversary. After 50 years of struggling for the same dignity and opportunities as our colleagues, this is a big win. And we won't stop fighting. As UFT President Michael Mulgrew said, "We worked hard for these wins for the paras because they work hard every day in schools. After winning better job protections, compensation and other rights for paras, we won't stop fighting for more and better opportunities for your chapter. The struggle continues!"

Sincerely,

Shelvy Young-Abrams
Paraprofessionals Chapter Leader



Come to our 50th anniversary ParaFest!

Don't miss our annual Paraprofessional Festival and Awards Luncheon on Saturday, March 23, from 7:30 a.m. to 3 p.m. at the New York Hilton Hotel, 1335 Sixth Ave.

This year's theme is Uplifting Hearts and Minds: Pathways to Social Emotional Learning. As always, there will be CTLE workshops, an awards ceremony and food.

In honor of our chapter's 50th anniversary, we're making it a true festival this year! There will be manicures, hair-styling services, yoga and zumba classes, and other fun activities.



Paraprofessionals cheering on a speech at last year's luncheon.

[Register online »](#)

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Some paras received termination notices in late 2018 from the Department of Education due to incomplete certification requirements. To find out whether you're at risk of termination, and if so, what certification requirements you must complete to avoid termination, you can [log into your TEACH account](#) on the State Education Department's website.

Your union is here to help you remain in good standing with your certification. If you received a notice of termination for lack of college credits, I invite you to apply between Feb. 1 and March 31 for the summer semester of the [Career Training Program](#), a career ladder program that is one of the benefits of union representation. Union-represented paraprofessionals may earn from three to six credits per semester for undergraduate study at participating colleges/universities. The program pays tuition; a summer stipend is also available to support study.

Your union also is here to help you understand your certification requirements. If you have any specific questions, call the UFT's Certification Department at 212-420-1830.

Your new workplace rights

The new DOE-UFT contract requires the DOE to maintain an environment that is “free of harassment, intimidation, retaliation and discrimination.”

The new contract for all UFT-represented employees states, “The Board shall maintain an environment that promotes an open and respectful exchange of ideas and is free from harassment, intimidation, retaliation and discrimination. All employees are permitted to promptly raise any concerns about any situation that may violated the collective bargaining agreement, rule/law/regulation or Department policy or that relates to their professional responsibilities or the best interests for their students. The harassment, intimidation, retaliation and discrimination of any kind because an employee in good faith raises a concern or reports a violation or suspected violation of any DOE policy, rule/law or regulation, or contractual provision or participates or cooperates with an investigation of such concerns is prohibited.”

Alleged violations of this new clause go through the regular grievance process. If not resolved, the union may take the matter to final and binding arbitration. The purpose of the grievance process in all cases, but particularly in matters covered by this clause, is to resolve the matter. If you believe that you are being harassed, intimidated, retaliated against or discriminated against, please contact your school chapter leader.

Have a question? Call your borough coordinator

There is a paraprofessional borough coordinator for each of the five boroughs. The borough coordinators organize conferences, work with district coordinators and are experts who are available to answer your questions.

Bronx
Sharon Anderson
718-379-6200

Brooklyn
Shirley Laney
718-852-4900

Manhattan
Margaret Dalton-Diakite
212-598-6800

Queens
Penny Setoute
718-275-4400

Staten Island
Sandra Flecha
718-605-1400

To find out about other paraprofessional chapter representatives and how they can assist you, [visit the paraprofessionals chapter page](#) on the UFT website.

New salary schedule

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[salary schedule](#) on the UFT website.

Our 2018 Teacher Union Day celebration



Paraprofessionals Chapter representatives and members pose with the UFT's proclamation honoring our chapter and celebrating our 50th anniversary.

More than 1,400 people, including many paraprofessionals, gathered on Nov. 4 at the New York Hilton Midtown to celebrate the founding members who built the UFT, recognize members who are leading our union into the future, and celebrate our strengths and successes after a challenging year.

For paras, the highlight of the day was the presentation of a proclamation in support of our chapter's contributions in honor of our 50th anniversary. We also recognized schools with 100 percent union membership for standing strong with the UFT in the wake of the Supreme Court's Janus ruling.

You can read more about Teacher Union Day and see more photos in the [New York Teacher article](#) on the UFT website.



Anthony Harmon, the Teacher Union Day master of ceremonies, celebrates with Paraprofessionals Chapter Leader Shelvy Young-Abrams at the podium.

Get ready! UFT elections are coming up

Make sure to vote in your union elections this winter. You can [read the full election notice](#) on the UFT website.

Absences and leaves for paraprofessionals

If you are a paraprofessional, the DOE-UFT contract establishes particular rights and obligations in terms of when you can be absent or take time away from work. [Find out more](#) on the UFT website.

Honor roll

Congratulations to our chapter's newest graduates!

(To be listed on the honor roll, call 1-212-598-9295 or send a fax to 1-212-785-4639 with your name, the school you work at, the type of degree you received, i.e associate of arts, associate of science, or bachelor's degree and the college you attended.)

Johnny Ayala	K309	BA	City College
Keisha Ballard	M198	BA	Lehman College

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Mariana Breyner	M084	AA	Touro College
Angela Calleja	R721	BS	Empire State College
Tonia Calvo	Q079	BA	Queens College
Betty Checo	M517	AA	Touro College
Concetta Cipriano	R721	BS	Empire State College
Carmen Colon	R075	BA	College of Staten Island
Judy Daley	K140	BA	College of New Rochelle
Crystal Davis	X181	MSW	Fordham University
Revroney Duncan Richards	K022	BS	Touro College
Calvin Edwards	X032	BA	Lehman College
Alicia Folk	K539	BA	Long Island University
Susan Franklino	R075	AA	Empire State College
Aurora Granberry	M862	BS	Mercy College
Shandra Grantham-Powell	K307	BS	Empire State College
Corina Guastamacchia	R072	BS	Empire State College
Caron Hackett-Napier	K004	MS	College of New Rochelle
Braudelia Herrera	K552	BA	Boricua College
Rosemarie Hogan	R026	BA	Empire State College
Tijuana James	Q080	BA	Boricua College
Jeannine Kelley	R025	AA	Empire State College
Laureen Kenwood	R034	BA	Empire State College
Bathsheba Lamarre	K004	BA	City College
Bernadine Leonard-Sampson	K202	BA	Empire State College
Latasha Lewis	K316	MA	Touro College
Jacqueline Marshall	K044	AA	Medgar Evers College
Andrea Massucci	K097	BS	Touro College
Anecia McCall	M393	AA	Borough of Manhattan Community College
Anthony Miller	Q224	BA	Queens College
Nilda Morales	Q216	AA	Queens Borough Community College
Aurora Noriega	Q680	BS	Queens College
Chikaodiri Okoli	X087	MS	Lehman College
Jeannine Omara	R075	AA	Empire State College
Pamela Pasko	K196	BA	Empire State College
Piyasiri Patirane	Q088	MS	Mercy College
Lisette Perez	K202	BA	Empire State College
Olga Portalatin	Q480	MA	Boricua College
Nicole Puzzo	Q005	BA	CUNY School of Professional Studies
Nalicia Ramdyal	Q120	BA	York College
Cassandra Randall	X123	BS	Long Island University
Camielle Susino	R001	BA	Empire State College
Miriam Timmerman	Q220	BA	York College
Ana Toaspem	M346	BS	Empire State College
Beata Tolpa	Q219	BA	Queens College

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Teassia Tuney	Q121	BA	College of New Rochelle
Naomi G. Uzzle	Q988	BA	College of Staten Island
Daysi Veloz	M401	BS	Empire State College
Lori Ann Vierno	R075	BS	Empire State College
Tawana Walker	K230	MS	College of New Rochelle
Sallianne Weber	Q221	BA	Queens College
Tamika Williams	R074	MS	Alfred University
Tiffaney Wilson	X596	MS	Lehman College
Rebeka Yasmin	Q227	AA	LaGuardia Community College
Christine Zaky	Q071	BS	Mercy College

OUR CHAPTER | OUR UNION



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A Union of Professionals
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