



UFT

Pathways to Graduation



Dear Friend,

I hope you enjoyed the vacation. New York Yankee and Mets fans have a lot to look forward to (I hope) this year, if it ever stops snowing! As the baseball season begins, we enter the home stretch for this school year. We have a lot of work ahead of us before the end of June. I know it will be successful because of the great staff we have!

We have a number of events to look forward to this spring and I'll give a shout out to two of them. The UFT Spring Conference is on May 19 and our annual Pathways to Graduation field day is May 30.

Our field day is a citywide event and hundreds of our students gather at Riverbank State Park in Manhattan to participate in events of all kinds, which staff and students organize and run, led by teacher Matthew Colacurto. We'll serve lunch and provide gifts for the students as well. If you're interested in volunteering, please email me at michaeloes@att.net.

The UFT Spring Conference celebrates our work as public school educators. We hope you'll join us for great workshops, informative exhibits and a chance to socialize with your colleagues. You may [register online](#) on the UFT website.

If you've never gone, it really is a lot of fun and the student career and technology exhibits bring me near to tears each year as I see all the wonderful things our students are learning and doing. This year, as in years past, Nicole Santiago, Ariff Hajee and Pathway's bicycle repair students from the Marcy Hub, will participate in the student's exhibition area, complete with bicycles, tools and sweat equity.

Yours in solidarity,

Michael Friedman
Pathways to Graduation UFT Chapter Leader

If you need to reach me:

Home: 718-796-3533

Cell: 917-513-7872

Fax: 718-796-3533

Email: michaeloes@att.net

Report all safety/discipline problems

We cannot educate our students if we don't have a safe environment in our classrooms, counseling centers and administrative offices.

Pathways to Graduation has almost 90 sites. Our safety committee each month examines incidents throughout our program. After a safety/discipline event, it is important to fill out an occurrence report and include the DOE infraction code. You must send it within one school day of the event to School Secretary Christine Achodian at the Pathways to Graduation administrative office. Twenty-four hours after you file the occurrence report, please file a follow-up report on what discipline, if any, was taken.

The DOE is requesting that before you hand in the initial report, please show it to your direct supervisor. Please let me know if you want to send a report and a supervisor puts any obstacle in your way. This has become a critical issue for the UFT and our schools.

I also encourage you to fill out an [UFT incident report](#). As a result, you may receive a call from a UFT safety representative. All conversations are confidential if you prefer.

I know we work in alternative education, but this does not mean we should accept inappropriate behavior. If we permit students too much leeway when they do more than misbehave, we are teaching other students what behavior is acceptable and allowing one student to impede the rights of many to be educated. We don't do the offending student any favors, either, by not teaching them that actions have consequences.

As staff members, we didn't sign up for improper behavior by a student — we recognize the difference between a teaching moment, where we react with patience and dignity, and a time to take action.

Marching to demand change in nation's gun policies

Staff members and students were part of the huge gun control rally on March 24 in Washington, D.C., as well as the March for Our Lives in New York City. They were also protesting President Trump's scheme to arm school staff members.

As mentioned in the item above, all members of a school community need to feel safe. Unfortunately, many of the students whom we teach, have grown up practicing "active shooter drills" and preparing for a violent event. Earlier in the month, on March 14, a number of our students participated in the national student walkout. Students stood silently for 17 minutes to commemorate the 17 murdered victims of the Feb. 14 massacre in Parkland, Florida. I was very proud of our students for standing with tens of thousands of students across the country as they took on the powerful gun lobby forces.

Fighting the good fight at the Marcy Hub

As I told you in our last newsletter, the DOE intends to merge two transfer schools at the Marcy campus and bring in a junior high school charter school currently housed at another school. We await a decision by the Panel for Educational Policy this month.

The upshot of this plan is that the transfer program and Pathways to Graduation currently housed at 832 Marcy Ave. would lose space to make room for the charter school. Pathways to Graduation alone would lose four of our 10 classrooms, an administrative office and storage space.

We are adamantly opposed to this as are many of the staff and students at the Marcy campus, and we've spoken up at a number of meetings.

On March 14, we held a community forum at the Marcy campus in which the students and staff members spoke passionately about how these changes would affect them. Students spoke about how they were unsuccessful at traditional schools and how Pathways to Graduation and the transfer schools have given them a second chance. ELL students and special needs students spoke about how this campus has helped them succeed. Marcy Hub teacher Nicole Graves spoke about her ties to this community and how important the campus is to those who live there. I explained that the Hub serves many students in and outside the neighborhood through our referral center and its role as a hub for Brooklyn.

On March 22, we attended a hearing at PS 9 in Brooklyn. The DOE plans to move Brooklyn East Collegiate Charter School from there to the Marcy campus. I publicly stated that I had no position as to the charter school leaving PS 9, but I emphasized that I do not think we should lose space so it can move into the Marcy campus.

On March 26, the DOE's Panel for Educational Policy met, and we were there to tell panelists what we think. (The Panel expects to make a final decision in April.) Several panelists said they wanted to come to the Marcy campus to see the work we do with our students, which was encouraging.

Most recently, we attended the April 2 meeting of Brooklyn Community Board 3 to voice our objections to this plan. This is an important fight for our students. The transfer schools and our hub do great work for our students!

The Marcy campus houses Pathway to Graduation's Bedford Stuyvesant Complex - Referral Center/Hub. It also is home to two transfer schools, the Brooklyn Academy High School and the Bedford Stuyvesant Preparatory High School, and the Uncommon Collegiate Charter High School as well as the LYFE program and a small District 75 program.



Students, Marcy Hub staff and UFT staff stand together at a March 14 community forum to discuss the proposed loss of space at the Marcy Campus. From left, UFT District 79 Special Representative Patty Crispino; Marcy Hub teacher Nicole Graves, third from left; and Pathways to Graduation's Chapter Leader Michael Friedman. From the right, Marcy Hub Community Aid David Keys and teacher Venesia Smith-Diaz.

Too many walks involved in 'learning walks'

Members have complained their classes are reviewed during all four learning walks the building administration schedules. They said they don't mind participating in one or two learning walks, but four is intrusive. I have asked that, in the case where teachers have been visited three times this school year during a learning walk, they be excluded during the fourth learning walk. Next year, should District 79 still conduct learning walks, no teacher should have their classes visited more than two times.

Coming up in May: Circular 6 assignments

In May, principals will give teachers a menu of Circular 6 activities for the 2018-2019 school year. These activities are administrative assignments. Teachers should choose up to three choices from the menu. Principals have the right to assign from one of the three choices. The union's position is teachers should not be denied their first choice every year.

In rare circumstances, principals may deny the first three choices and ask teachers to select three more choices. Principals must then assign from the teacher's six choices.

The selected assignment is for the entire 2018-2019 school year unless both the teacher and the principal agree to change the assignment. If you have any problems when this comes up, please contact me.

Time to vote on compensatory time jobs

You will soon vote on compensatory time jobs. Every year, the principal must follow the process for renewing these titles by submitting the jobs to the chapter leader. If the chapter leader agrees with the proposal, the staff then votes on them. Fifty-five percent of the staff must approve of the positions.

If approved by the staff, the DOE must post any new positions. It must also post positions that are held by staff whose assignments have expired.

We are a citywide program, so all positions must be posted citywide unless the position is site-specific.

The position should be given to a qualified applicant who has been at our program the longest except in the case of a posting for an expired position. In that case, the incumbent is not eligible unless no one else applies.

Manhattan holds college/jobs fair for Pathway students

On March 12, the Pathways to Graduation Career and Counseling Center in Manhattan sponsored a career and counseling fair with booths and lunch for all. What a great citywide event for our program! Students and staff attended from all the boroughs despite the snow. My thanks to everyone involved in putting this event together.



Bronx Career and Counseling Coach James Rucker, front row, third from right, and Bronx Youth Center teacher Armand Rucci, standing far right, pose with students from various Bronx sites.

Forum for immigrant students stress unity

On March 28, District 79 sponsored a forum for immigrant students at the School of Cooperative Technical Education aka Coop Tech on the Upper East Side. This important event was run by Sarah Cacicio and Natasha Singh. We live in an era with a hostile federal administration, and our students need as much information as possible so they know their rights.

I am pleased that District 79 is doing all it can to support students by providing them with information through citywide and borough events.

When union fell in Wisconsin

If you don't know the story of what happened to teachers in Wisconsin, [you must watch this video](#). When the state took away the right to organize, teachers lost out professionally and personally.

Kim Kohlhaas, the president of AFT-Wisconsin, said she and her colleagues had no inkling of how their lives and profession would change after teachers lost collective bargaining rights in the state. Listen to her as she describes what happened when Wisconsin became right to work and the unions lost their collective bargaining powers.

Delegate Assembly — March 28 meeting

- 1. Resolution on safe and supportive schools.
- 2. Commemoration of the 50th anniversary of the Memphis sanitation workers' strike and the assassination of Dr. Martin Luther King, Jr.
- 3. Celebration of the 58th anniversary of the UFT.
- 4. Resolution to strengthen the UFT as we await a Supreme Court decision in Janus v. AFSCME which would allow staff not to contribute for the services that public service unions provide.
- 5. Resolution on gun safety.
- 6. Resolution to open gender neutral bathrooms at the UFT.
- 7. Resolution to push the city to use money from Campaign for Fiscal Equity lawsuit settlement to reduce class size.
- 8. Resolution to stand in solidarity with the Puerto Rican teachers union in the face of the terrible hurricane there and the lack of Federal assistance.

March 2018 unit values

Diversified Equity	Stable Value	International Equity	Inflation Protection	Socially Responsive Equity
96.212	16.303	11.470	10.136	17.606



United Federation of Teachers
A Union of Professionals

52 Broadway, New York, NY 10004
(212) 777-7500

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