



UFT

Pathways to Graduation



Dear Sarah,

It seems hard to believe we are at the end of the year. I can remember writing the September newsletter in anticipation of a great year. I am pleased to report that we had many successes with our students.

My biggest disappointment this year is the Marcy Hub's loss of classrooms to a charter school, a decision approved by the DOE's Panel for Educational Policy. Nevertheless, I was impressed with the great outpouring of protest I witnessed from the Marcy Hub's staff and students. Our members' collaboration and resilience make me proud to be both a member and chapter leader of this great program.

I want to wish you a great summer, whatever you plan on doing. I will enjoy spending time with family and friends.

For those who celebrate Eid al-Fitr, I wish you a great holiday to celebrate the end of the fasting period. And since this is my last chapter newsletter of the year, I wish you a spectacular Independence Day, and when Labor Day comes, take pride in the work that you do. We're already organizing for the Labor Day Parade on Saturday, Sept. 8 to show that we are #UnionProud. [Sign up early to march in the parade](#) — we'll send you a reminder in September!

Yours in solidarity,

Michael Friedman
Pathways to Graduation UFT Chapter Leader

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Learning walks

All five boroughs have completed the learning walks. We need to discuss the results of the learning walks and determine what teachers think about them. One of my strong complaints is that some teachers (myself included) were included in several learning walks.

These walks, combined with at least four observations, put too much pressure on the teacher and the students. I have already addressed this problem with the administration and will continue to highlight it in the future. We work very hard as teachers and should not be obligated to participate in four learning walks in addition to our observations, walk ins and other classrooms visits. If the learning walks must continue, the district should find a way that does not burden our staff.

Professional development

This year, we had four Chancellor's days as well as extra days for classroom teachers, guidance counselors, social workers and psychologists for professional development. There have also been revisions to the Rubicon Atlas. Teachers have also been required, in most instances, to use the objectives listed in the Rubicon Reboot.

Now that we have had a year to look at this, we need to honestly assess how this is working for our students. For our immigrant students: Are classroom teachers finding it easier to help students who cannot learn English? Does it improve reading and math for our literacy students, help our special needs students achieve success and ultimately help our students pass the TASC test? Are our guidance counselors, social workers and psychologists able to counsel our students through strategies picked up at their meetings? Professional development can be useful, but it needs to be constantly be reevaluated and changed when needed.

3 percent pay increase takes effect on June 16

UFT members employed by the DOE will receive a wage increase of 3 percent, effective June 16, in accordance with the 2014 contract that the union negotiated with the DOE. Combined with a 2 percent wage increase representing the fourth step of the phase-in of the 8 percent retroactive rate increase arising from the 2009–11 period, UFT members will have received a total salary increase of 5 percent in May and June. Teachers, paraprofessionals and other pedagogues on the Q bank will see the increase in their June 30 paychecks. Eligible H-Bank employees, including therapists and nurses, will see the increase in their June 29 paychecks. UFT members who work per diem and/or per session will see the increase on a check generated on July 11 for days worked as of June 16. Substitute paraprofessionals will see the increase on a supplemental payroll dated June 28 for time worked during the June 16–30 pay period. [See more details](#). If you have any questions, please contact me.

Summer grievance procedures

After the last day of the school year, the online grievance process will be suspended. During the summer break, all grievances must be filed for Pathways to Graduation at the UFT's Queens borough office at 97-77 Queens Blvd. in Rego Park. You can contact the Queens borough office at 718-275-4400. Grievances relating to the regular school year can only be filed once school resumes. If you have any questions, please contact me. The UFT borough office summer hours will be posted soon on the [UFT Borough Offices webpage](#).

Union membership

I am very proud that all our classroom teachers, educational paraprofessionals, guidance counselors, social workers, psychologists, secretaries and attendance teachers are UFT members. This is a conscious choice you have made. You had to fill out a membership card to join the union. However, while membership is not required, Pathways staff must pay the union for the collective bargaining and representation that the union provides. It's called an agency shop fee.

With the U.S. Supreme Court expected to rule against public service unions in Janus v. AFSCME, nonmembers will then be able to receive services without paying for them. The New York State legislature has passed a bill which will allow unions to not represent non-paying employees.

Janus was brought to the court system by right wing billionaires who want to weaken unions, which have been a strong force in creating a middle class in this nation.

In my visits to sites throughout the program, I have witnessed strong support toward maintaining union membership. We do not want to be in a position where each one of us is negotiating our salary, benefits and rights with the city. We need the strength in numbers to keep the rights we have fought for. I want to thank the volunteers on the membership committee who will help ensure that Pathways to Graduation's UFT chapter continues to be strong. They are Marjorie Stamberg from the Manhattan Hub, Theo Figueroa from the Bronx Hub, Polly Spain from the Marcy Hub, Lorraine Casesa from the Jamaica Learning Center and Dalia Schwartz from St. George Hub. We are counting on a full Pathways to Graduation membership post-Janus decision.

Spring conference



Students from the Marcy Hub's bicycle class at the UFT's Spring Conference on May 19 gather for a photo with (front row, from left) Pathways to Graduation Chapter Leader Michael Friedman (second from left) and Pathways to Graduation teachers Nicole Santiago and Ariff Hajee.

Some 1,600 UFT members came together at the union's Spring Education Conference to recharge and recommit to making New York City the best urban school system in the nation.

Schools Chancellor Richard Carranza, a featured luncheon speaker, spoke passionately about how public school teaching is a "matter of social justice" because public school educators have the ability to transform their students' lives. He bemoaned the "deafening silence at the national level" about the importance of public education and the need to support teachers.

State Comptroller Thomas DiNapoli spoke about the unions' leadership in defeating the state constitutional convention proposal that could have jeopardized public employee pensions as a case study of what can be accomplished when union members stand together.

Mayor Bill de Blasio's appearance at the luncheon was greeted with some boos and chants of "paid parental leave" by audience members frustrated that he has yet to grant that benefit despite his promises. City Comptroller Scott Stringer, for his part, said paid parental leave must be a reality in New York City for teachers. "We can get this done," he said.

At the CTE showcase, Pathways to Graduation teachers Nicole Santiago and Ariff Hajee and their students demonstrated the wonderful work they do in their classes. The students have gained jobs associated with the bicycle business.

[See the *New York Teacher* article](#) and [view the event's photo gallery](#).

Pathways to Graduation Field Day



The Staten Island soccer team won the championship at our field day celebration. Back row, from left: Guidance Counselor William Gannon, Superintendent Tim Lisante, Deputy Superintendent Robert Zweig and Principal Christine Dooley.

Thank you to Pathways to Graduation teacher Matthew Colacurto, the Citywide Leadership Team and our many volunteers, for a great field day on May 30 at Riverbank State Park in Manhattan. The day was so well-organized. You could tell how much the students enjoyed being there. This year's field day included sports, games, food and gifts the students received.

Please consider joining the Citywide Leadership Team next year. In addition to planning the field day, the committee will look at other events and educational issues of our program. If you're interested in joining the committee, please contact me at Michaeloes@att.net.

Big Apple finalists



Robert Evans, from the Manhattan hub (center) receives the Big Apple finalist award, joined by Chapter Leader Michael Friedman, Assistant Principal Perla Rodriguez, Superintendent Tim Lisante and UFT Special Representative Patricia Crispino.

On May 24, at the Manhattan Hub, District 79 honored teacher finalists of the 2018 Big Apple Awards. Our Pathways to Graduation finalists included the Manhattan Hub's Robert Evans, Future Now's Delfin Alvarado and Harlem Renaissance's Lissette Torres. They do great work for our program.

Rookies of the Year



Corinna Pan from the Manhattan Hub, Khalifa Elalouani from the Bronx Hub and Melissa Naidoo-Hall from the Jamaica Learning Center (at the podium) are named 2018 Rookies of the Year.



Nick Igbayo, Staten Island YouthBuild program

First-year Pathways to Graduation teachers were honored for the great work they do on June 1 at the Superintendent's Recognition Ceremony.

Parental leave

The UFT is still negotiating with the city regarding parental leave. New parents should, of course, receive parental leave. As of now, the city has not yet made the union a fair offer. We hope there will be an agreement on this issue soon. Here's a [fact sheet on UFT's current parental leave benefits](#).

Delegate Assembly

The UFT Delegate Assembly passed the following resolutions at its last meeting:

1. To demand a full, fair investigation of every sexual harassment allegation made by a Department of Education employee and that the investigation be held expeditiously by independent parties at the city's expense.
 2. To endorse the national Poor People's Campaign and encourage members to take part in related activities.
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Chapter Elections

Chapter elections have arrived. Please vote. A strong chapter depends on the involvement of the membership.