



## Pathways to Graduation

### CHAPTER NEWSLETTER



Dear Friend,

It was great seeing so many of you on Chancellor's Day, Nov.6, at a really great UFT meeting. I cannot believe it's really November, but the baseball season is over and we have had our first snowstorm.

I have visited many of your sites and plan to visit all of you as the year passes. I enjoy talking with you and hearing about your hopes and aspirations for your students.

At a recent UFT Delegate Assembly, UFT President Michael Mulgrew thanked all the members who attended Teacher Union Day on Nov. 4, and who helped achieve two of our main political goals this fall: flipping the

House of Representatives and flipping the NYS Senate to Democratic control. I want to extend those words of appreciation to those of you who have attended union events this school year so far.

Yours in solidarity,

Michael Friedman  
Pathways to Graduation UFT Chapter Leader

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## Contract Approved

I want to thank all of you who voted on the recently ratified contract. We have a little more difficulty voting than members who can vote in their schools. We have to receive our ballots courtesy of the United States Postal Service and then mail them. I know a few of you did not receive ballots in a timely manner and I appreciate that you contacted us so I could personally get replacement ballots to you. I appreciate the interest in this election. It's a vital function of the union, of course,

negotiating your contract, and your vote is the most crucial part of that function. Nearly 90,000 members voted, and 87 percent ratified the contract.

So what's in this new agreement?

**CONTRACTUAL RAISES:** The contract runs from Feb. 14, 2019, through Sept. 13, 2022. Our Valentine's Day present will be a 2 percent raise from the city. Effective May 14, 2020, our contract provides us with a 2.5 percent raise and effective May 14, 2021, we'll enjoy a 3 percent raise.

Paraprofessionals with less than five years on the job will receive an additional \$500 of salary effective Feb. 14, 2019 in addition to contractual raises. This will raise the starting salary from \$25,927 today to \$28,448 effective May 14, 2021. Paraprofessionals with five or more years on the job will receive an additional \$1,200 of salary effective Feb. 14, 2019 on top of their contractual raises. They will receive existing 5 or 15 year longevities, which have been increased by \$1,200, on top of their contractual raises.

Titles that have a maximum salary of less than \$100,000 will receive a \$500 increase in longevities at or above the five-year mark. These titles include: school secretaries, lab specialists, mental health workers and supervisors of school security.

**STRONGER CHAPTER TOOLS:** Building on the success of the paperwork process, our consultation committee and chapter leader has been empowered to review issues of professional development, curriculum, inadequate space, workload for titles other than teacher or paraprofessional and/or lack of basic instructional supplies. If these issues remain unresolved after five days, the conflict can move to the district level. If the conflict is not resolved there, it can move to the central committee and then, if unresolved, can go to arbitration if the issue pertains to professional development, curriculum, or supplies. This committee, therefore, becomes one of our strongest tools in our chapter's tool chest for handling disputes.

**REDUCED NUMBER OF OBSERVATIONS:** Teachers receiving satisfactory ratings for two straight years are required to have a minimum two informal observations. Teachers rated satisfactory the previous year and unsatisfactory the year before must have a minimum of three informal observations. Teachers rated unsatisfactory the prior year receive a minimum of one formal and four informal observations. Finally, probationary teachers rated satisfactory the prior year have a minimum of one formal and three informal observations. A professional team comprising UFT and DOE representatives will plan and conduct annual joint training on observations by the last Friday of October. The new observation system starts next school year.

**DUE PROCESS FOR PARAPROFESSIONALS:** Prior to a paraprofessional being suspended pending an investigation, the DOE's Office of Personnel Investigations (OPI) will conduct an individualized review based on the allegations. If a paraprofessional is alleged to have committed "Serious Misconduct" or "Sexual Misconduct" as defined in the Teachers' contract, the para may be suspended without pay for up to two months. If the DOE wants to extend the suspension an additional month or suspend a para pending an investigation of other significant violations, they must go to a neutral arbitrator for a "probable cause" hearing.

**SAFETY RULES ENHANCED:** A chapter leader must receive specific safety information prior to a school safety meeting. The school may have up to three deans, one for each 500 students without a school-based option vote.

**SCHOOL SECRETARIES:** School secretaries will be reimbursed for the two-credit School Records and Accounts Course. The DOE will provide vacancy lists for secretaries on Oct. 1 and March 1 each year.

**SOCIAL WORKERS AND PSYCHOLOGISTS:** The annual cap for per session activities for social workers and psychologists increases to 400 hours. A psychologist intern position will be created in schools.

## Elections

I am glad that the 2018 elections are over. I have watched with disgust as national leaders promoted the ludicrous story of an invasion by poor Central American refugees. We've watched victims of sexual abuse, harassment and rape called liars. City workers are required to undergo sexual harassment training while our national leaders mock credible people who report abuse. We have seen an increase in racist and anti-Semitic attacks as our leaders refuse to condemn hateful words and actions. Jews are killed in Pittsburgh. African Americans are killed in Kentucky. The number of LGBTQ murder victims doubled in 2017. I am hoping, but I'm not optimistic, that now that the elections are over, we'll return to disagreeing about policy and social matters but in a respectful manner. Don't we tell students that that's the way to have civil discourse?

## Great Donations from our Program

We did terrific! My four-mile walk in Central Park was spectacular, if I do say so myself. The crowd was huge, and the weather was great for the Oct. 14 Making Strides Against Breast Cancer walk. We collected \$3,282 from the generous members of Pathways to Graduation. That is unbelievable. If you still want to contribute, you can [donate online](#). I will not walk another four miles, but I would love to raise even more money. Thank you again for your contributions!



## Professional Development for Secretaries



**School secretaries pause for a photo op during their meeting in Queens.**

On Oct. 16, the secretaries of Pathways to Graduation met at the Queens main office on Sutphin Boulevard. They work hard to make sure our students get the services they need. At the meeting, they discussed a number of workplace issues. We have wonderful hard-working secretaries throughout our program and it was thrilling to see them together in one setting.

## Joan Martinez Chosen for Teacher Leadership Program



Joan Martinez (far right) attends a UFT event.

Covenant House's teacher Joan Martinez has been selected to participate in the AFT Teacher Leaders Program. This program meets monthly and is for classroom educators who are union activists. Thank you, Joan, for your participation in this program.

## Teacher Union Day

More than 1,400 people attended Teacher Union Day on Nov. 4 at the New York Hilton Midtown. The annual event commemorates the founding of the UFT.



This year, the Audrey Chasen Award was presented to Bronx teacher Alhassan Susso, the 2018 New York State Teacher of the Year. Alhassan teaches at International High School in the South Bronx. After receiving the award, Alhassan addressed the crowd and spoke about growing up in Gambia before coming to the United States and how a teacher inspired him to attend community college, which changed his life for the better. He now helps immigrant students. He is certainly somebody who makes our profession proud!

October DA

The Delegate Assembly was called to a special meeting in October to vote on the UFT-DOE tentative contract. The DA voted to send the contract to the membership for ratification.

Join the Union

If you know someone who is not a member, please urge them to join. The US Supreme Court's Janus decision dealt a blow to all public sector unions as well as our ability to do what's best for our students. We must not allow them to be successful in that endeavor. We must continue to fight for the right of students to be educated regardless of their status. We are also fighting to protect the middle class from an administration seeking to protect only the wealthy. At Pathways to Graduation, we have 100 percent union membership. I thank you for your support. For those who you know who need to join the union, [enroll online](#).

Sign Up for UFT Text Messages

The UFT’s text messaging is a powerful way for the union to communicate with members about weather emergencies, school cancellations, political campaigns and other important events. If you aren’t already receiving text messages from the UFT, please text “UFT” to 30644.

This is just a reminder to go out and vote on Election Day on November 6. It is always important to vote, but the stakes are much higher now! Without giving your political point of view, please urge students who are eligible to vote to exercise their right and duty to do so.

November 2018 unit values

Diversified Equity	Stable Value	International Equity	Inflation Protection	Socially Responsive Equity
92.192	15.709	10.076	9.996	16.959

OUR CHAPTER | OUR UNION



United Federation of Teachers  
A Union of Professionals

11/29/2018

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