



UNITED FOR CHANGE

Smaller Classes, More Counselors, More Staff: We will fight for smaller classes and more counselors and staff.

- [Reduce class sizes. Strengthen enforceable caps in our contract and in state law.](#) Negotiate hard deadlines for hiring teachers.
- More counselors, social workers, librarians, attendance teachers, and secretaries. Contractually enforceable caseload caps. Legislate or strengthen caseload caps in state law.
- Hire full-time, unionized workers. End hiring of long-term substitutes. End corporate outsourcing of related services.

Fair Pay and Respect: We will fight for fair pay and full benefits and protections for all UFT members.

- Fair pay for underpaid educators, including paraprofessionals, secretaries, therapists, and others.
- Ensure across the board wage increases for all UFT titles that exceed the projected rate of inflation.
- Stronger protections for probationary educators.
- Full pension systems and benefits for ALL members. Fight to end the inequality of tiered systems.
- [Restore the right to grieve letters in the file. Add measures against abusive administration and retaliatory observations.](#)
- Remove the Danielson Framework. Rethink the entire evaluation process. Increase peer-to-peer feedback opportunities.
- Reform the 155-minute extra professional development and engagement time added to our workday schedule. Make it at the member's discretion.
- Return to teacher-directed professional assignment periods.

No Corporate Interests in Education and Healthcare: We will fight to remove private greed from our profession, our livelihood, and our schools.

- Reverse privatization of Medicare for NYC municipal retirees. No in-service healthcare givebacks. Support single payer public healthcare.
- Rescind mandatory HMO enrollment for new UFT members. Bring back choice.
- End high-stakes testing. Replace with fairer forms of student assessment.
- Fight the privatization of public education. Reverse the spread of charter schools in public education.

Rank-and File Empowerment: We will fight for a stronger contract and a union that listens to us.

- Stop backdoor, closed negotiations with the city. Begin open and inclusive negotiations. Organize rank-and-file members for authentic input during contract negotiations, budget negotiations, and legislative sessions.
- Shift our focus towards organizing rank-and-file members. Shift COPE money to allow members authentic input in candidates who are endorsed.
- Give real decision-making power to the Delegate Assembly over areas that impact bargaining and the use of COPE resources.
- Improve union transparency, responsiveness, and accountability. Print updated contracts for every member.
- Expand union democracy. Empower local school and functional chapters. Democratically elect district representatives and borough representatives. Increase representational and proportional democracy.
- Amend the Taylor Law. Remove the 2 for 1 penalty for job actions. Eliminate the "no strike" pledge.

Community, Safety, and Equity: We will fight for schools that are fair, just, safe, and controlled by communities and workers.

- Transform union bargaining strategy. Organize with communities to bargain for the common good of our city.
- End unilateral mayoral control of schools. Increase worker and community control over the structures and budgets for schools. Revise the C30 process. Give staff and families actual power over the hiring of school administrators.
- Confront the school-to-prison pipeline. Expand effective, bottom-up restorative justice programs and hire UFT-represented restorative justice coordinators. Increase funding and support for culturally responsive education and extracurricular activities.
- Integrate school admissions processes. Eliminate discriminatory high school admissions screens.
- Increase and improve support for immigrant students and families. Mandate 1 centrally-funded, UFT-represented immigrant liaison per school. Expand multi-language translation services and access.
- Expand community schools model with wraparound social, medical and mental health services (1 nurse per school, 1 doctor per cluster of schools).
- Improve school building infrastructure: new building construction, ventilation upgrades, and green and sustainable renovations and construction.
- End givebacks on health and safety protocols in schools. Negotiate zero-tolerance contractual checklists to certify schools are ADA accessible, green-friendly, and free of lead, asbestos, mold, other contaminants, pests, and infectious diseases.