## Report Card for 2019-2022 Term

<table>
<thead>
<tr>
<th>Category</th>
<th>Grade</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership (2020)</td>
<td>F</td>
<td>Failed to close schools in a timely manner in March 2020, putting teachers and staff at risk from COVID.</td>
</tr>
<tr>
<td>Leadership (2021)</td>
<td>F</td>
<td>Failed to report the ongoing failure of the DOE in testing and infection rates of both staff and children in unsafe schools.</td>
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<tr>
<td>Support for Chapter Leaders</td>
<td>F</td>
<td>Failed to protect Chapter Leaders from abusive administrators, weakening the Union.</td>
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<tr>
<td>Program for addressing abusive administrators</td>
<td>F</td>
<td>Abandoned the Principals in Need of Improvement Campaign in 2014, allowing over 200 principals citywide to harass members.</td>
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<tr>
<td>Evaluations</td>
<td>F</td>
<td>Allowed Danielson-based APPR to be weaponized to intimidate teachers. Failed to restore the right of members to grieve unfair observations and letters to the file.</td>
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<tr>
<td>Probationary Teachers</td>
<td>F</td>
<td>Failed to gain true due process for probationary teachers and fails to protect them from abusive tenure extensions and to restore jobs after discontinuations.</td>
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<tr>
<td>Health Care</td>
<td>F</td>
<td>Secretly negotiated to lower retiree health benefits in Winter 2021. Currently developing a plan to lower health benefits for in-service members.</td>
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<tr>
<td>Pensions</td>
<td>F</td>
<td>Stood by letting politicians and a corrupt governor form Tier V and Tier VI pensions for our active members and failed to improve the COLA (Cost of Living Adjustment) for retirees.</td>
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<tr>
<td>Class Size</td>
<td>D</td>
<td>Failed to improve on 1960s class size contractual limits and failed to implement the CFE lawsuit to bring class size limits down to State averages. Only recently released TV ads during the election campaign but failed to deliver on legislation.</td>
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<tr>
<td>Democracy</td>
<td>F</td>
<td>Abandoned the bipartisan organizing committee helping chapter leaders. Does not support the election of District Reps by the members. Doesn’t support proportional representation in all Union Elections. Favors one party (Unity) control.</td>
</tr>
</tbody>
</table>

### No More of Mulgrew’s Failed Leadership.

This April, Vote United for Change.
OUR PLAN FOR
A BETTER UNION

Smaller Classes, More Counselors, More Staff
We will fight for smaller classes and more counselors, social workers, librarians, and secretaries.
• The current legislative approach will not work. We cannot keep pinning our hopes on politicians to do right.
• We must organize members NOW for a campaign to establish contractual caps on class sizes for teachers and caseloads for counselors and staff.
• 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.
• Pay raises that exceed the rate of inflation.
• End to all tiered pension benefits systems.
• Stronger protections for probationary educators.
• Stronger protections against abusive admin.
• Removal of the Danielson Framework.
• We must rethink the entire evaluation process to include peer-to-peer feedback opportunities and intervistitations.

WE NEED FAIR PAY THAT OUTPACES INFLATION FOR ALL MEMBERS. NO EXCUSES.
WE NEED TO CHANGE THE ABUSIVE DANIELSON-BASED APPR SYSTEM BECAUSE IT ALLOWS ADMINISTRATORS TO INTIMIDATE TEACHERS NO MATTER THEIR EFFECTIVENESS.

Rank-and File Empowerment
We will fight for a stronger contract and a union that listens to us. We will:
• End the habit of backdoor, closed negotiations with politicians who have little interest in either school workers or school children.
• Shift the focus to rank-and-file chapter and district organizing.
• Give real decision-making power to the Delegate Assembly.
• Expand union democracy.
• Fight to amend the Taylor Law and remove the 2 for 1 penalty for job actions. Eliminate the “no strike” pledge.

No Corporate Interests in Education and Healthcare
We will fight to remove private greed from our profession, our livelihood, and our schools.
United For Change will:
• Fight the privatization of public education.
• Seek to end high-stakes, for-profit, corporate testing.
• Fight to reverse the privatization of Medicare for NYC municipal retirees.
• Support single payer public healthcare.

Community, Safety, Equity
We will fight for schools that are fair, just, safe, and controlled by communities and workers. We want to join with communities to fight for:
• Ending unilateral mayoral control.
• Integrating schools.
• Ensuring zero-tolerance protections for staff and students against entering unsafe, unhealthy schools.
• Expanding effective, bottom-up restorative justice programs. Increase funding and support for culturally responsive education and extracurricular activities.

OUR OFFICERS

Camille Etemo
For President
Annie Tan
For Secretary
Sally Beane White
For Asst. Secretary
Luli Rodriguez
For Treasurer
Rosie Frascella
For Asst. Treasurer
Tameka Solomon
For VP of Elementary Schools
Poonita Beemsigne
For VP of Middle Schools
Jonathan Halabi
For VP of High Schools
Eric Severson
For VP of CTE
Hannah Fleury
For VP of Special Education
Gloria Brandman
For VP of Edu-At-Large
Christina Vickers
For VP non-DOE

GET INVOLVED IN THE CAMPAIGN! VISIT UNITEDFORCHANGE.VOTE/JOINTHECHANGE OR SCAN THE QR CODE

VICTORY AGAINST THE PRIVATIZATION OF OUR HEALTHCARE!

Real union power doesn’t come from smoke-filled rooms.
It comes from engaged union members who are willing to stand up for what’s right.

On March 3rd, a coalition of UFT and other city retirees won a a huge court victory which effectively overturned - for now - the joint Mulgrew-care/NYC plan to privatize retirees’ Medicare benefits. But a legal appeal is now in process and Senior Care benefits are still under attack from Michael Mulgrew and the Unity caucus. Now, more than ever, they are doubling-down their efforts to achieve savings on the backs of retired and working UFT members. We can say NO to our union’s love affair with giant insurance companies! We can have a voice.
We can achieve a better union!