2023 CONTRACT
<table>
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<td>Compensation</td>
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<td>Questions</td>
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4 TYPES OF COMPENSATION

1. Percent Wage Increases
2. Retro Wages Tied to 2022 Wage Increase
3. Ratification Bonus
4. Retention Payment

Members will receive three of the four types in the coming weeks.
PERCENTAGE WAGE INCREASE

- 9/14/2022  3.00%
- 1/18/2024  3.00%
- 1/18/2025  3.00%
- 9/14/2025  3.25%
- 9/14/2026  3.50%
PERCENTAGE WAGE INCREASE

The 9/14/2022 raise will apply to the pay periods and will appear in paychecks as follows:

- **Q-Bank** (pedagogues and paras)
  - Pay Period Beginning: 9/16/23
  - Paycheck: 9/29/23

- **H-Bank**
  - Pay Period Beginning: 9/14/23
  - Paycheck: 9/29/23

- **Nurses/Audiologists** (and Therapists if ratified)
  - Pay Period Beginning: 9/24/23
  - Paycheck: 10/13/23
RETRO FROM 9/14/22 WAGE INCREASE

Q-Bank (pedagogues and paras)
Active: 9/29/23
Inactive: 10/30/23

H-Bank
Active: 9/29/23
Inactive: 10/27/23

Nurses/Audiologists (and Therapists if ratified)
Active: 10/13/23
Inactive: 10/27/23
**RATIFICATION BONUS**

- All employees on payroll or paid leave as of 6/27/23
- Paid via supplemental check

**Q-Bank**  
(pedagogues and paras)  
9/25/23

**H-Bank**  
9/28/23

**Nurses/Audiologists**  
(and Therapists if ratified)  
9/28/23
PER DIEM AND PER SESSION (PEDAGOGUES)

**Per Diem**
- Pay Period Beginning: 9/14/23
- Paycheck: 10/18/23
- Ratification Bonus (F-status only): 10/4/23 paycheck

**Per Session**
- Pay Period Beginning: 9/28/23
- Paycheck: 11/1/23
### Annual Bonus Schedule

<table>
<thead>
<tr>
<th>Date</th>
<th>Amount</th>
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<tbody>
<tr>
<td>May 1, 2024</td>
<td>$400</td>
</tr>
<tr>
<td>May 1, 2025</td>
<td>$700</td>
</tr>
<tr>
<td>May 1, 2026</td>
<td>$1,000</td>
</tr>
<tr>
<td>May 1, 2027</td>
<td>$1,035</td>
</tr>
<tr>
<td>May 1 of every year after</td>
<td>$1,035 + future collective bargaining increases</td>
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</tbody>
</table>
CALENDAR
THE JUNE CHANCELLOR’S CONFERENCE DAY SHALL BE A REMOTE WORK DAY FOR ALL UFT-REPRESENTED EMPLOYEES

OTHER PROFESSIONAL DEVELOPMENT DAYS REMAIN IN PERSON AND ARE ONLY REMOTE AT THE DISCRETION OF THE DOE
<table>
<thead>
<tr>
<th>CALENDARS</th>
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<tbody>
<tr>
<td><strong>Then</strong></td>
</tr>
<tr>
<td>• UFT only had ability to consult</td>
</tr>
<tr>
<td>Calendar would come out in the spring for the following school year</td>
</tr>
<tr>
<td>Previous DOE 23/24 calendar draft did not include the last 2 days of Passover, Easter Monday or Eid al-Adha</td>
</tr>
<tr>
<td>THEN</td>
</tr>
<tr>
<td>---------------------------------------------------------------------</td>
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<tr>
<td>• 3 or 4 days (depending on the day of death)</td>
</tr>
<tr>
<td>• Had to be taken consecutively, and beginning with the day of death</td>
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</tbody>
</table>
PARENTAL LEAVE

**Then**
- If both parents were UFT members, they had to share PL
- If child had to stay in NICU, PL nevertheless began with the day of birth

**NOW**
- Now each parent gets 6 weeks, which can be taken back-to-back or at the same time
- Parents can now choose to delay the beginning of PL
DEFAULT WORKDAY
PK, ES, MS, PK/K-8

• 6 HOURS, 20 MINUTES
• START NO EARLIER THAN 8:00AM AND END NO LATER THAN 3:45PM
• 155 MINUTES FOR TEACHERS/150 MINUTES FOR PARAS
  • MONDAYS: 60 MINUTES PD IMMEDIATELY FOLLOWING DISMISSAL
  • TUESDAY: 40 MINUTES OPW (35 FOR PARAS) IMMEDIATELY FOLLOWING DISMISSAL
  • 55 MINUTES PARENT ENGAGEMENT WEEKLY TO BE DONE REMOTELY (NEED NOT BE CONSECUTIVE)
• SPEECH TEACHER SESIS TIME
  • 25 MINUTES A DAY, MON – THU
  • 55 MINUTES REMOTE
DEFAULT WORKDAY
SINGLE SESSION HIGH SCHOOLS

• 6 HOURS, 20 MINUTES
• START NO EARLIER THAN 8:00 AM AND END NO LATER THAN
  • 4:20 ON MONDAY AND TUESDAY
  • 3:45 ON WEDNESDAY, THURSDAY AND FRIDAY
• MONDAYS: 60 MINUTES PD IMMEDIATELY FOLLOWING DISMISSAL
• TUESDAY: 40 MINUTES OPW (35 FOR PARAS) IMMEDIATELY FOLLOWING DISMISSAL
• 55 MINUTES PARENT ENGAGEMENT WEEKLY TO BE DONE REMOTELY (NEED NOT BE CONSECUTIVE)
• SPEECH TEACHER SESIS TIME
  • 25 MINUTES A DAY, MON – THU
  • 55 MINUTES REMOTE
DEFAULT WORKDAY
MULTI-SESSION SCHOOLS, D75, D79

• 6 HOURS, 50 MINUTES
• ONE 40 MINUTE AFTER SCHOOL FACULTY AND ONE 40 MINUTE GRADE CONFERENCE IN:
  • NOVEMBER
  • DECEMBER
  • MARCH
  • MAY
• ONE 40 MINUTE FACULTY OR GRADE CONFERENCE; AND 40 MINUTES PARENT ENGAGEMENT IN:
  • OCTOBER
  • JANUARY
  • FEBRUARY
  • APRIL

PARENT ENGAGEMENT TO BE DONE REMOTELY AND NEED NOT BE CONSECUTIVE
REMOTE WORK
All parent engagement may be done remotely.

Parent engagement work must be documented. Identify activity and time. If a school approved digital system that tracks time is used for parent engagement, NOTHING ELSE CAN BE REQUIRED.

In the event parent engagement is not satisfactorily completed the opportunity to work remotely may be revoked with notice.
School-based service providers shall create their own schedule, with supervisory approval.

Schedule shall reflect:
- Employee’s assignments
- Time for administrative and paper work associated with role and responsibilities

Schedule may include up to 55 minutes per week of remote time to complete administrative and paper work.

Ability to work remotely may be revoked with notice for no longer than the length of a term if not done satisfactorily.
Schedules of school-based employees who are not covered by the pilot workday and who are not related service providers (other than school nurses) may include up to 55 minutes per week of remote work to complete administrative and paper work.

School nurses may work remotely for up to 55 minutes per week after the student instructional day to complete administrative and paper work.

Ability to work remotely may be revoked with notice for no longer than the length of a term if not done satisfactorily.
REMOTE PARENT TEACHER CONFERENCES

Single session schools
Four 3-hour remote evening conferences

Multi-session schools, D75, D79:
Two 2.5-hour remote evening conferences
REMOTE FOR NON-SCHOOL-BASED EMPLOYEES

• NON-SCHOOL-BASED EMPLOYEES MAY WORK UP TO 2 DAYS PER WEEK REMOTELY
• ELIGIBILITY CRITERIA:
  • JOB FUNCTION DOES NOT REQUIRE CONTINUED PRESENCE AT JOB LOCATION
  • NO REDUCTION OF SERVICES
  • ADDITIONAL WORK WILL NOT BE GENERATED FOR CO-WORKERS
  • NO IMPACT ON DOE’S ABILITY TO TRAIN AND DEVELOP WORKERS
• LIST OF EMPLOYEES DEEMED ELIGIBLE WILL BE SHARED WITH UFT
• DOE MAY TERMINATE ABILITY TO WORK REMOTELY WITH NOTICE
School-based teachers and mandated service providers will still be required to set up a digital classroom

- If you are on payroll as of September 30, you will be paid $225 for this work
- If you come on payroll after September 30, you may submit for this payment
- If more than half of your students are reprogrammed mid-year you will either (a) be paid 4 hours per session; (B) be provided 4 hours of dedicated, unassigned time during the work day; or (C) some combination of both

Shall only be used for school wide- or system wide health-related or emergency closures
ADD TO ARTICLE 6B1E THE FOLLOWING:

ALL UFT REPRESENTED STAFF SHALL NOT BE REQUIRED TO COMPLETE PARENT TEACHER CONFERENCES FROM THE SCHOOL BUILDING AND THEY WILL BE ABLE TO COMPLETE AFTERNOON CONFERENCES REMOTELY IF THEIR COMMUTE ALLOWS. PARENT TEACHER CONFERENCES MAY, UPON REQUEST BY THE PARENTS/CAREGIVERS, OCCUR IN-PERSON AT THE SCHOOL, AT A MUTUALLY AGREED UPON TIME.
PAPERWORK AND OPERATIONAL
PAPERWORK AND OPERATIONAL PROCESS

- PAPERWORK*
- CURRICULUM
- SDC/PD COMMITTEE*
- BASIC INSTRUCTIONAL SUPPLIES*
- WORKLOAD
- SPACE
- SBO IMPLEMENTATION*
- SAFETY
- PIVOT TO REMOTE*
- MNI (HOMEBOUND/ALC)
PAPERWORK STANDARDS

• ADMINISTRATIVE COMMUNICATION: "REASONABLE AMOUNT OF TIME" TO RESPOND

• RULES REGARDING QUALITY REVIEWS EXPANDED TO INCLUDE "ANY" EVALUATIVE VISITS

• DOCUMENTS TO BE REVIEWED DURING EVALUATIVE VISIT SHOULD ONLY BE THOSE CREATED DURING NORMAL COURSE OF THE SCHOOL YEAR AND ONLY IF AVAILABLE
"STAFF WILL BE PROVIDED ACCESS TO ELECTRONIC DEVICES, PRINTERS, COPIERS, INK AND TONER TO THE EXTENT NECESSARY BASED ON STAFF ASSIGNMENTS"
REMINDER OF PROCESS

- SCHOOL LEVEL
  - 5 DAYS TO RESOLVE FROM FIRST DAY ATTEMPT
  - INCLUDES CL AND PRINCIPAL

- DISTRICT LEVEL
  - SCHEDULED MONTHLY
  - INCLUDES DR AND DESIGNEE AND SUPERINTENDENT AND DESIGNEE

- CENTRAL LEVEL
  - SCHEDULED MONTHLY
  - INCLUDES UFT AND DOE
ELEMENTARY SCHOOLS
“WHEREVER ADMINISTRATIVELY POSSIBLE, ELEMENTARY TEACHER PROGRAMS SHOULD HAVE NO MORE THAN THREE CONSECUTIVE TEACHING ASSIGNMENTS AND NO MORE THAN FOUR CONSECUTIVE WORKING ASSIGNMENTS (INCLUDING PROFESSIONAL ACTIVITIES).”

- HIGH SCHOOL TEACHERS HAVE HAD THESE CONTRACTUAL RIGHTS SINCE 1962 AND MIDDLE SCHOOL TEACHERS OBTAINED THEM IN 1975.

- THIS IS NOT A BLANKET PROHIBITION ON THE ASSIGNMENT OF 4 CONSECUTIVE TEACHING ASSIGNMENTS (OR 5 CONSECUTIVE WORKING ASSIGNMENTS), BUT IT DOES REQUIRE ADMINISTRATION TO SHOW THAT IT WAS NOT POSSIBLE TO AVOID SUCH AN ASSIGNMENT.
ELEMENTARY SCHOOLS

“ELEMENTARY SCHOOL DISMISSAL SHALL BE STRUCTURED SUCH THAT UFT EMPLOYEES DO NOT PERFORM DISMISSAL DUTIES BEYOND THEIR INSTRUCTIONAL DAY”

WE FOUGHT FOR AND ACHIEVED THIS LANGUAGE IN RESPONSE TO THE COMMON PRACTICE OF CONDUCTING STUDENT DISMISSAL PROCEDURES BEYOND—OR PERHAPS BEGINNING AT—THE END OF THE WORK DAY.
SPECIAL EDUCATION
SPECIAL EDUCATION COMMITTEES

Non-District 75 schools
- selected by the UFT chapter leader
- meet with the principal in the spring and fall and as needed
- discuss special education compliance issues, including but not limited to teacher and paraprofessional programming
- if possible, resolve special education compliance issues at the school level.

District 75 schools
- meet with the principal once at the beginning and once at the end of each school year
- discuss
  - issues regarding available space and staffing at the main school and each cluster site to support students in crisis
  - special education compliance issues, including but not limited to teacher and paraprofessional programming
  - if possible, resolve special education compliance issues at the school level. This committee may request assistance from the District Representative and the Superintendent as needed.
WE ARE DEVELOPING A SYSTEM TO TRACK ISSUES RAISED AND RESOLUTIONS ACHIEVED BY THESE COMMITTEES

GATHER DATA THAT CAN BE USED AT THE SCHOOL, DISTRICT, CENTRAL AND STATE LEVELS

ALIGNED WITH EXISTING SPECIAL EDUCATION COMPLAINT PROCESSES
SPECIAL EDUCATION TRAINING

“The Parties shall jointly create a training on special education rules and regulations, subject to approval by the Chancellor or designee. The training shall be provided to all staff each fall before or on election day. It shall be in-person and held at a time students are not in attendance. Staff who cannot attend the in-person training shall have access to a self-paced training.”

UFT has already engaged the DOE and is currently working on a draft training.
COMMITTEES AND GUIDANCE
LABOR MANAGEMENT COMMITTEES (LMC) AND GUIDANCE

- THE MOA CREATED SEVERAL LABOR MANAGEMENT COMMITTEES. SOME OF THESE WILL BE IN PLACE FOR A MOMENT TO GET THINGS OFF THE GROUND, OTHERS WILL BE IN PLACE FOR THE ENTIRE CONTRACT. THESE COMMITTEES ARE BEING FORM, SOME HAVE BEGUN MEETING.

- THE MOA ALSO REQUIRED THE DOE TO ISSUE SPECIFIC GUIDANCE TO SCHOOLS ON A NUMBER OF ISSUES.
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<td>Creation of Special Education Training</td>
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<td>Current Assignment Process and Distribution of Preference Sheets for DHHES</td>
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<td>Committee on Issues Regarding Teachers of Library</td>
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<td>Training for School Secretaries</td>
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<td>Implementation of Phase 1 &amp; 2 for Centrally-Funded Attendance Teacher Assignments</td>
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<td>Workload for Education Analysts/Officers</td>
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<td>Meeting on Adult Education School Calendars and Owed Hours</td>
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<td>Workload for Administrative Education Analysts/Officers and Education Analysts/Officers</td>
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<td>Assignments for the Student Pathways Initiative</td>
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<td>VLMC Subcommittee on Virtual Learning in Homebound Instruction, Hospital Instruction, District 79, Adult Education and the Transfer Schools</td>
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<td>Attendance Teachers</td>
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<tr>
<td>HES Itinerant</td>
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STAFF DEVELOPMENT COMMITTEES

• THE MOA EMPHASIZED THE NEED FOR THERE TO BE A FUNCTIONING SDC AT EVERY LEVEL AND FOR EVERY TITLE
  - SCHOOL
  - DISTRICT
  - FUNCTIONAL
  - PARAPROFESSIONAL
• TO BE FORMED NO LATER THAN NOVEMBER 1