



TEACHERS FOR A
JUST CONTRACT
Not just an opposition, an alternative.

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Mulgrew Agrees to Rating Teachers by Student Test Scores: Stop Him Before He Gives Back More!

In a shocking betrayal, the UFT leadership reached a back room deal with New York State on May 10 to change the way teachers are evaluated. In the future, at least 25% and as high as 40% of the teacher's rating will be based on students' scores on standardized tests. According to the NYS Education Department website, in its final stage, *all teachers* [emphasis in original] will be rated based on "25 percent student growth on state assessments or comparable measures, and 15 percent other locally selected measures that are rigorous and comparable across classrooms."

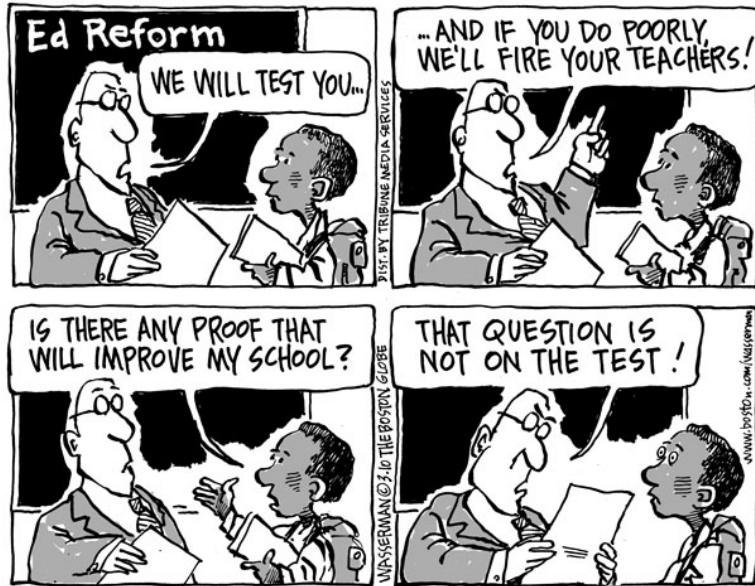
Mulgrew boasts that these measures are "objective." So are height and body weight. That doesn't make them appropriate evaluation data. Neither is student progress on standardized tests. We all know some students develop relatively slowly, due to a range of factors outside our influence. Who will want to teach those students now? Who will want to risk being assigned those classes by a retaliatory supervisor? This new system will exacerbate all the educational deformities of "teaching to the test."

This new system is leading straight to individual merit pay. Once teachers start competing with each other for pay, the bonds of union solidarity break.

Instead of two categories, "Satisfactory," and "Unsatisfactory," there will be four categories. Teachers falling in the lowest ranking twice can be fired in 60 days.

Horrifyingly, the UFT leadership is hailing this as a victory! If this was so great, why was there never any chance for members, the Delegate Assembly, or even the Executive Board, to have any input before being confronted with the "done deal?" Rank and file teachers know this is a disaster. We agree the present system is bad, but this takes us out of the frying pan, into the fire. A real reform would be to win back, and strengthen, the right to grieve unfair or inaccurate observation reports conceded in the 2005 contract.

The UFT has given away important rights and protections, and we have nothing to show for it. We can't even call this a defeat, because our union didn't even try to fight! Many members hoped Mulgrew was better. Those illusions have been shattered. With our contract expired and the union in mediation, we must draw conclusions from the bad deal Mulgrew has



made here that weakened our rights and protections. We have to get involved and build a strong opposition to layoffs and givebacks, or worse defeats are to come.

Now is the moment to begin to organize an all-out, winning opposition election campaign against Mulgrew in 2013. The opposition has always waited and run a token campaign, with minimal participation and horribly low voter turnout: less than 25% of active members voted this spring. If you don't join now, it's going to be more of the same

until we have nothing left of our union except dues and a big building on Broadway filled with a lot of bureaucrats living off those dues.

To volunteer for the movement to save our union, or for more information, contact Teachers for a Just Contract. We are a caucus in the UFT. Since 1992, we have been fighting for better contracts, and a more militant, democratic union. You can find more information on our website, www.TeachersforaJustContract.org. Email us at JustContract@yahoo.com, call us at 212 831 3408, or mail the coupon below to Teachers for a Just Contract, P.O.B. 545, New York, N.Y. 10028

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