

April 2nd, 2023

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CC: UFT District Reps

We are writing with the expectation and demand of a response by **April 5th, 2023**.

At the start of this school year, we were exsessed. We organized, you said we could count on your support in maintaining our crucial work to best support teachers, leaders, children and families. You were a strong presence at the rally on November 4th, 2022. On December 13th, Michael Mulgrew met with us for the first time and promised to follow up with us with specific answers to our work in another meeting which is yet to be scheduled. In January, Chancellor Banks let us know we will maintain our positions for the remainder of the school year. Since then, we have been asking both the DOE and the UFT the following about the Division of Early Childhood Education:

- Community partners, families, students, and colleagues know our work is critical, when will we have long term stability past this June?
- When will collaborative meetings with DECE instructional/sw staff, DOE and UFT take place?
- Schools are planning now for next year and we have no answers for them when repeatedly asked about our positions. Again, when will we have long term stability?

In response to our questions, we are told that we will get “report-backs” on meetings with the DOE, and that we’ll hear about our positions in April. Report-backs aren’t enough and they have not contained any information. The union is its membership. As active membership, we demand:

- ☐ **Presence in negotiations.** We demand to be in the room with you when you are meeting with the DOE about OUR positions. Many hands make for light work, if

you include us we can represent our interests and report back to one another. We would even be open to being silent observers, but we deserve to know exactly what is happening if in fact meetings are held honestly and equitably..

- ☐ **Learning Walks outcome.** We thought it was reasonable to have some of us sitting in on the **Learning Walks debrief** meeting with DOE leadership, since it was our work being discussed. You restricted it to UFT leadership only. In your March 17th letter about the debrief meeting, it was stated that “*DOE officials are now telling us how much they also value you.*” We should hear this directly, we NEVER heard this directly from the DOE officials since they took office over a year ago. In addition, we are disheartened to learn that Learning Walk participants are being asked if their photos can be used in UFT publications. **These Walks were a form of advocacy** and that is where the effort should be. We will consider allowing them to be used AFTER our positions are secure and the advocacy has been successful.

- ☐ **Transparency around our jobs.** In the UFT follow-up letter regarding the Learning Walk debrief meeting, the following was stated: “*During last week’s meeting, DOE officials did not share their plans with us, but if they do intend to make changes, we will continue to advocate that you should be thought partners in thinking through the path forward. Improvements can always be made to our practices, and given your unique experience and expertise, you can have a great impact.*” OF COURSE! We need UFT to include us. Not just by advocacy, but by **physical inclusion at the table, at the meetings.**

Are there job postings? What specifically is the conversation around this if at all? As job postings must be approved by the UFT, it stands to reason that they may have been submitted to UFT. Please share with us. We deserve to know what is happening with this as it affects our careers and lives.

- ☐ **A Resolution for the Delegate Assembly.** In November and again in early December, it was stated by UFT that you would take the Early Childhood ICs’ and SWs’ cause to the Delegate Assembly and vote on a Resolution for support for us. Raul, you are a delegate, Naomi, you are a delegate. Has this Resolution been adopted? What was the outcome? We have not been made aware of this at all in any type of correspondence.

- ☐ **Publicize the vote of no confidence.** Publicize the vote of no confidence. The UFT conducted an unprecedented vote of no confidence in Dr. Ahmed's leadership, and our lack of confidence has not changed. Where are the results? It was stated by Michael Mulgrew and Michael Sill that the numbers were not disclosed in the fall and winter so that we can use them for negotiations. Has that happened? By withholding information you collected to protect our membership, it feels like you are *managing* us, not working with us. Publicize the results, or at least disclose the results with us. We deserve to have that information.
- ☐ **Remove our excess status.** At the *single* meeting President Mulgrew attended on December 13th, he asked, "Do you want 'excessed' removed from the system?". We answered in the affirmative and yet, it has not happened. We want it removed from the system. It has been 7 months, and we respectfully request it to be removed now.
- ☐ **President Mulgrew** also said on December 13th, that he will be meeting with us again. We believe a direct request for a meeting with him was submitted on our behalf on Thursday, 3/16. **Is there a meeting date yet? If not, why?** We are happy to also meet with LeRoy Barr.

If there is something we are asking for that you do not know, then we would like to be made aware of all attempts to gather that information. If you have not had conversations as of this time with Chancellor Banks as to the security of our positions, when have you officially scheduled to have them? If you are not sharing with us because the news from the DOE is that we are indeed excessed or unstable, **what are you doing to fight for our positions and the students, families, and educators we serve? Like the CITY COUNCIL did - ask DOE "What is your rationale for making changes?"**

Spring break begins April 6th. We have been fighting and asking for clear communication, a voice at the table, and honest representation for 7 months. It is unfair and highly toxic for us to spend another break, in this case the Spring break, worrying about the stability of our roles, as we spent last summer living in uncertainty while decisions were being made without our knowledge. We are members of this union and we pay one of the highest dues for you to represent and FIGHT for us.

We expect a response in full to our demands by **April 5th, 2023** in writing, and a **scheduled meeting** with all UFT leadership by **April 5th, 2023**, to go over your response in community. We want to be able to ask questions, have clarity, and come to some

understanding about the state of our positions and careers.. We are unionists who believe in collective action, and we hope that you are ready and willing to do the work with us.

In Solidarity,

Erica Drew (Brooklyn South IC)
Samantha Hay (Bronx SW)
Allison Demas (Brooklyn IC)
Colette Alexander (Queens IC)
Jana Frank (Queens IC)
Ellen Deiesu (Brooklyn North IC)
Stacey Sperling (Brooklyn North IC)
Eileen Burgos (Manhattan SW)
Yacyrenia Ortiz-Soba (Queens SW)
Shvonne McHugh (Queens IC)
Diandra Verwayne (Brooklyn North IC)
Samantha Powell (Bronx SW)
GS (Queens SW)
Bronx SW
Lora Goodnight (Manhattan SW)
Alice Auth (Manhattan SW)
Anna-Lee Smikle (Queens IC)
Patty O'Connell (Queens SW)
Laura Snazelle (Queens IC)
Gardelyn Bonilla (Bronx SW)
Patricia Meehan (Queens IC)
Sung Kim (Queens IC)
Jennifer Busnel (Queens IC)
Jacqueline S. Williams (Queens SW)
Lauren Levy (Bronx SW)
Steve Poplawski (Queens IC)
Sunita Batra (Queens IC)
Jenna Wagman (Manhattan IC)
Danny Gomez (Manhattan SW)
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Bronx SW
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Katinka Haber (Manhattan, IC)
Dana Tomlinson (Queens, SW)
Devora Cafiero (Brooklyn, IC)
Ann Lafragola (Manhattan, IC)
Jennifer Alati (Manhattan, IC)
Lena Lo (Manhattan, IC)
Cara Borrelli (Manhattan IC)
Sheila Szklanny (Brooklyn IC)
Elisa Oviedo (Manhattan, IC)
Leida Lopez (Manhattan, IC)
Karen Martin (Manhattan, SW)
Lindsey Desmond (Manhattan, IC)
Andito Sutherland-Johnson
(Manhattan SW)
Elvie Cadet (Manhattan SW)
Cheryl Moskowitz (Manhattan SW)
Carla Parker (Manhattan IC/Inclusion)
Erica Giller (Brooklyn South, IC)
Keri Minsky (Brooklyn South, IC)
Audrey Brown (Brooklyn South, IC)
Brooklyn South SW
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Brooklyn South SW
Natalia Nikoloudokid (Brooklyn
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Erica Maswary (Brooklyn South, IC)
Carol Williams (Brooklyn South, SW)
Heather Malek (Brooklyn South, SW)
Sandra Celestin (Brooklyn South, IC)
Briana Scott (Manhattan SW)
Karen Clay (Queens SW)
Janece Tam (Brooklyn South, IC)
Judy Sanchez (Brooklyn South, IC)

Laura De Nunzio (Brooklyn North,
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Elena Vairo (Manhattan SW)
April Austin-Gaillard (Brooklyn
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Tova Plaut (Manhattan, IC)
Bertha Cruz (Manhattan, IC)
Mabelle Méndez (Manhattan IC)
Minnah Sabree (Manhattan, IC)
Michelle Allen (Improperly Excessed
IC)
Diana Jorge (Improperly Excessed IC)
Junie Charlot (Brooklyn North, IC)
Amber Milliner (Brooklyn South,
SW)
Brooklyn South IC

Clarissa Grullón (Manhattan IC)
Rachel Giordani (Manhattan IC)
Jackie Adessa (Queens IC)
Delia Dunn (Staten Island IC)
Amanda Gino (Staten Island IC)
Karla Guerra (Staten Island IC)
Zina Pasquale (Staten Island IC)
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