

The Election Platform of the Caucus of Working Educators

FIGHT FOR A STRONG CONTRACT

- Ensure that educators are rightly compensated for their work, including retroactive pay for the three years our salaries have been frozen.
- Protect seniority rights and educate the public about how these practices serve our students.
- Push for lower class sizes and case loads, wrap-around services and additional student supports, and long-overdue repairs to our school buildings, because our working conditions are our students' learning conditions.
- Eliminate the Renaissance Charters loophole in our current contract.
- Continue aggressive defense of our contract in the courts and protect PFT members against breaches of contract and other illegal practices.

BECOME A DEMOCRATIC, MEMBER-DRIVEN UNION

- Recruit and train members to be involved in union campaigns and decision-making at all levels, starting in our buildings.
- Create a pro-active plan to confront the threats to our schools and our profession, drawing in parent and community support and involving action by PFT members at every school.
- Establish a transparent and inclusive structure for member input and oversight of the collective bargaining process.
- Build a broad, representative bargaining committee, mount a large-scale public contract campaign, and create a transparent and inclusive structure for member input and oversight. Ensure members are making key decisions during bargaining.

IMPROVE TRANSPARENCY AND COMMUNICATION

- Make communication with PFT staff a two-way street by engaging with educators in person, as well as accepting and responding to direct phone calls and e-mail.
- Provide PFT members with timely, substantive news and information through face-to-face school meetings, bulletins and emails, and through social media.
- Use building visits and regional meetings to listen to and learn from members.
- Allow members to read any contract settlement in its entirety before voting on it.

FIGHT FOR JUSTICE

- Fight for funding equity on the state level, and address the social inequities that keep our students from learning: poverty, trauma, and other barriers to opportunity.
- Preserve the diversity of our ranks by working to recruit and support teachers of color.
- Restore public education as a top civic priority by building authentic relationships with parents, community groups, and other unions.

RECLAIM OUR STATUS AS PROFESSIONALS

- Focus on the whole child, not just the test scores. Reduce the time and emphasis on high stakes testing, including student and teacher evaluation based on these exams.
- Transform the union into a hub for educators to collaborate and improve their practice.
- Reform Site Selection practices so that educators have real power in hiring decisions.



This is our vision for building and defending the schools Philadelphia's students deserve. Learn more at www.workingeducators.org