



Governor Cuomo's Budget Proposal & Public Education

The Dismantling of Public Education &
Educators in New York State

This Is More Important Than...

Any

Contract

Ever

Negotiated

How Important?

This

Is

Your

Career

Cuomo's Spin

- o Cuomo's public education agenda would:
 - o Professionalize teaching, support teachers and increase standards
 - o Strengthen teacher evaluations
 - o Reward high performing teachers with performance pay
 - o Transform the state's failing schools
 - o Expeditiously but fairly remove ineffective teachers



You Want The Truth?

It's Time to Handle the Truth

The Overview

- o Cuomo's public education agenda would:
 - o Gut tenure and collective bargaining
 - o Double-down on high stakes testing
 - o Erode local autonomy of districts
 - o Hold school aid increases hostage to an anti-teacher agenda
 - o Decimate regional teacher centers

The Overview

o It would also:

- o Siphon public \$\$ away from public schools to the benefit – and growth – of private and charter schools
- o Make the tax cap (and all of its inequality) permanent
- o Institute “flexibility” in fulfilling special education requirements to erode services

Your Evaluation (APPR)

- o In 2015-16, negotiated APPR plan overridden
- o Local control/assessments removed
- o Your evaluation would be based on
 - o 50%: state scores (currently 20%)
 - o 35%: observation by “trained independent evaluator
 - o 15%: principal’s evaluation

Attacks on Tenure

- o New teachers would be “probationary” until they received 5 consecutive E or HE ratings through APPR
- o Failure in any year would reset the clock
- o Teachers could be fired in any year until they reach tenure as described above



What's That Mean?

It's Impossible to Earn Tenure Under
Cuomo's Plan

Attacks on Tenure

- Making tenure impossible for new teachers is the first step in a plan to eliminate tenure altogether

Gamesmanship & School Aid

- o No increase to school aid UNLESS a stand-alone bill (his “reforms”) is implemented
- o Therefore, the school aid formula has not been released

Gamesmanship & School Aid

- o Districts are held hostage by his strings-attached tactics
- o Politicians are held hostage by his strings-attached tactics
- o If Cuomo is successful in his tactics, his proposed school aid increase is **STILL** \$1B (yes, “B” as is billion) less than the Regents requested

Gamesmanship & School Aid

- o Care for a little salt on that wound?
- o Cuomo's budget would increase funding to non-public schools by 4.8% - with no strings attached

Let's Review So Far

- o APPR fiasco
- o Attack on tenure
- o Playing “funny” with school money

- o Makes even the phrase “do more with less” sound good.



But We'd Still Have
Due Process Rights,
Right?

WRONG!

Attacks on Due Process

- o Amend the 3020-a process to create a presumption in favor of the administrator
- o Two consecutive ineffective ratings sufficient legal evidence of incompetence
 - o Remember how he wants to change APPR?
- o Teacher would have to prove one of the summative ratings is fraudulent
- o Proving fraud is an impossibly high hurdle

Boil It Down For Me

- o Essentially, tenure and 3020-a would be contingent on effectiveness ratings randomly determined based on state tests
- o Just how those tests are scored is determined by state
- o See how this cycle works?

State Takeover

- Cuomo's budget allocates \$8M to a "receivership" model for failing schools
- Receiver would be a not-for-profit, another district or **school entity**, or an individual
- Receiver role would be that typical of a local superintendent or board

State Takeover – But Wait, Don't Order Yet!

- Receiver has the power to:
 - Override or negate collective bargaining agreements
 - Supersede any decision of the superintendent or board, including hiring and firing
- **All teachers would be fired and forced to reapply**
- If layoffs are implemented, they would be based on APPR, not seniority

Charter School Expansion

- o Add an additional 100 charter schools
- o Remove regional restrictions
 - o Remaining and new charters could be located anywhere in the state
- o Regents or SUNY could “make it easier for prospective charters to partner with their chosen chartering authority” without limits
- o If an underperforming charter closes, the charter could be reused by another school and **not** count toward the state cap

Charter School Expansion

- Cuomo's budget increases the per-pupil charter school tuition by \$75 above the increase previously allocated in '14-15 budget for two years
- Increase paid by sending SDs, reimbursed by state...on a one year lag
- Nothing in Cuomo's proposal guarantees that charters would open their doors to all students on an equal basis

NYSUT's Plan

- o Develop messages to help members communicate the issues to the public
- o www.nysut.org/allkidsneed
- o Regional public education forums
- o Build partnerships with parent groups
- o TV ads/media blitzes

What ~~Can~~ Must You Do?

- o Sign Up For Member Action Center
 - o mac.nysut.org
 - o Text NYSUT to 38470
 - o Learn about campaigns that make it easy to make your voice heard
- o Call Your State Senator. Often.
 - o Use the NYSUT script or speak from the heart

What ~~Can~~ Must You Do?

- o Get Connected
 - o Share MAC campaigns through social media
 - o Encourage your family, friends and neighbors to action
 - o Voice your concerns as an advocate for your profession and colleagues
- o When your union calls, **STAND UP!**
 - o Call centers in buildings
 - o Letter-writing at group events
 - o Rallies, events, wear buttons – be there.



Thank you for all
you already do.

Your union is nothing without you!