

Arthur G. Steinberg, President



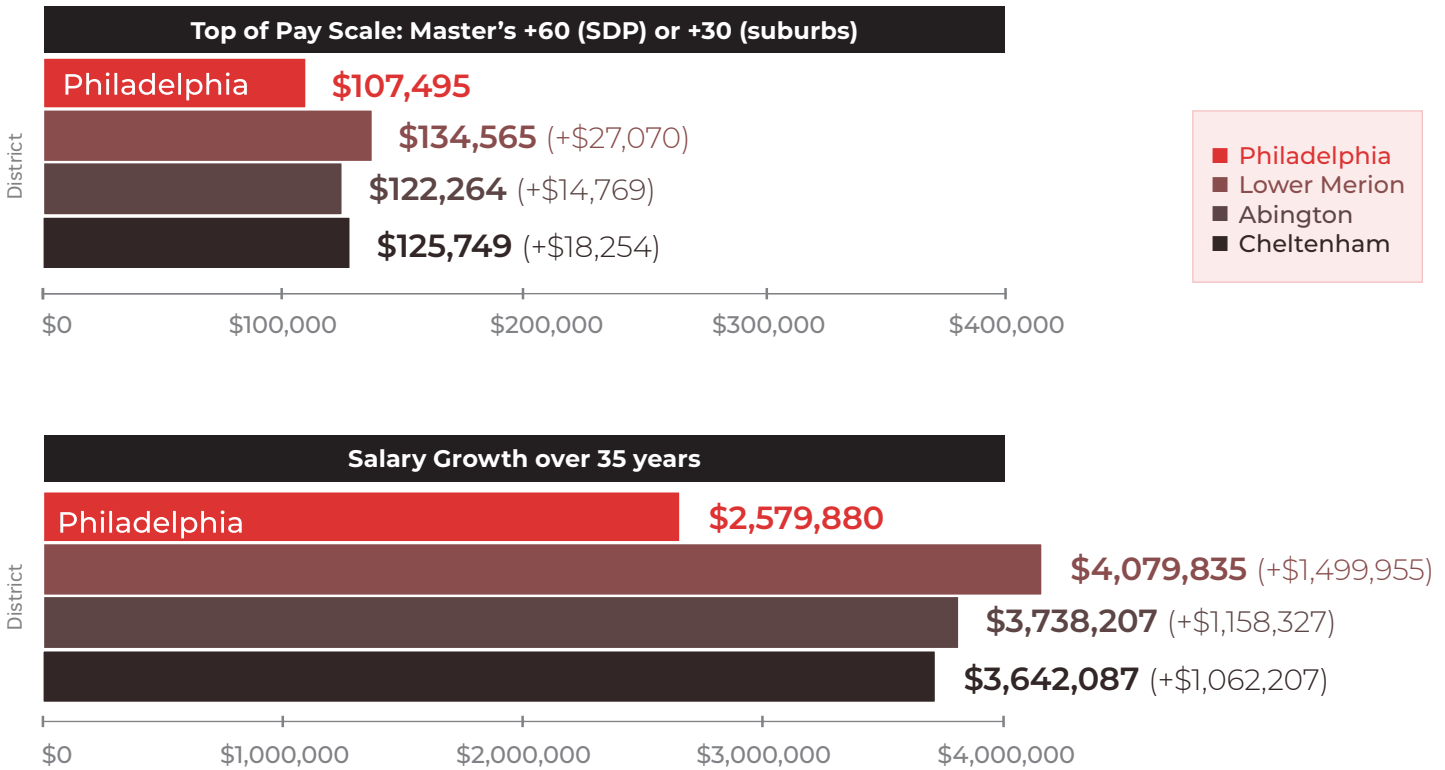
PHILADELPHIA
FEDERATION of TEACHERS

Building a Better Future for Philadelphia

'Nothing about us, without us' #FairContractNow

The Philadelphia Federation of Teachers represents nearly 14,000 educators and professionals working in the School District of Philadelphia. We're fighting for a contract that:

Attracts aspiring, lateral, and diverse talent



Veteran teachers in Philadelphia are required to have more credentials than suburban counterparts but on average earn far less. This disparity is frequently cited by teachers who gain early-career experience in the District but eventually take their talents elsewhere for financial reasons. Teacher turnover costs the District approximately \$27,000 per teacher; turnover is significantly higher in charter schools that are not operated by the District but receive District funding.

- A. A veteran teacher with a Master's Degree plus 60 credits earns on average \$20,031 less annually in Philly than in three neighboring districts.
- B. Surrounding districts require 30 credits beyond a Master's degree, while SDP requires 60. Even so, a new hire with a Bachelor's Degree who follows a typical career pathway (earning a Master's in two years; a Master's plus 30 in 7 years; a Master's plus 60 in 12 years; retires after 35 years) will earn on average \$1,240,163 more over their career in neighboring districts than in Philly.



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Addresses dangerous understaffing and overcrowding

- ▶ Better professional support and training to increase teacher retention.
- ▶ Reduce paperwork and increase lesson prep and learning time.
- ▶ Prioritize filling special education classroom vacancies.
- ▶ Grow the local talent pipeline by expanding Para Pathways Prep Program
- ▶ Boost recruitment and professional support for Black teachers and teachers of color

Improves health and safety in our schools

- ▶ With more than 300 buildings with an average age of 73 years old, and some buildings as old as 120 years, too many of our members are forced to work in crumbling and dangerous conditions.
- ▶ Many buildings lack modern and effective door and window locks or security systems, such as metal detectors, to keep students and personnel safe.¹
- ▶ Increase the number of behavioral health specialists and support staff to ensure the needs of students facing serious challenges are met and to minimize classroom disruptions.²

Respects the experience of front-line educators and school staff

- ▶ Our members are trained and experienced professionals who know what kids and their communities lack, want, and need. Members must be included and heard on administrative policies and initiatives such as the introduction of AI products into classrooms or expansion of before- and after-school programming and non-school year programming.

Empower members to care for themselves and loved ones

- ▶ Abolish the unfairly punitive 3-5-7-9 Sick Leave Policy

Ends poverty wages for assistants and support staff

- ▶ All school building staff including classroom assistants and those who work with our most vulnerable students deserve to earn a living wage

Restores libraries in every school

- ▶ Fewer than 10 out of 217 neighborhood public schools have libraries. All Philadelphia public school students deserve a library staffed by certified librarians.
- ▶ The research is clear: Access to quality library services is shown to correlate with stronger test scores and student achievement. Additionally, research shows the benefits are strongest for at-risk learners such as students from low-income households.³

¹'Epic administrative failure': Teachers union president demands answers after school stabbing." Nov. 20, 2024, WPVI. <https://6abc.com/post/philadelphia-federation-teacher-president-demands-answers-after-castor-gardens-middle-school-stabbing/15565710/>

²"An all-time high in the number of special ed students has led to a 'dire' shortage of trained school staff in Pa. and beyond." Philadelphia Inquirer, Oct. 7, 2024. <https://www.inquirer.com/education/schools-special-education-assistant-shortage-20241007.html>

³"Why school librarians matter: What years of research tell us." Kappan, March 26, 2018. <https://kappanonline.org/lance-kachel-school-librarians-matter-years-research/>