

UNITED FEDERATION OF TEACHERS  
52 Broadway  
New York City 10004

**DELEGATE ASSEMBLY AGENDA**  
Wednesday, May 20, 2026

The agenda will be as follows:

- Announcements
- President's Report
- Staff Director's Report
- Question Period (15 minutes)
- Motions directed to the agenda (10 minutes)

Special Order of Business:

1. UFT Organizing Campaign to Defend Social Security, Medicare and Medicaid Resolution
2. Resolution Calling for Ethical Survey Administration and District Support Following Low Survey Results
3. Resolution Commemorating the 70th Anniversary of the Montgomery Bus Boycott
4. Resolution on the Need for Adequate Bandwidth and Wi-Fi Access in Schools
5. Resolution on Appropriate Staff in Early Childhood Classrooms
6. Resolution in Support of Appropriate Middle School Transitions and Contractual Classroom Assignments
7. Resolution Supporting New York State Legislation to Prohibit the Use of Victim Intoxication as a Defense in Sex Crime Cases
8. Resolution on Ensuring Fairness and Authentic Participation in the Chancellor's Regulation C-30 Hiring Process
9. Resolution on the UFT's 66th Anniversary, March 16, 2026
10. Resolution to Stop the Sale of Bombs and Bulldozers to Israel
11. Honoring 45 Years of Advancing Education to End the HIV/AIDS Epidemic Resolution

Required for a quorum: 777

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Tentative date for our next D.A.: June 10. Await Confirmation.  
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**RULES OF ORDER:**

1. TO PLACE AN ITEM ON THE AGENDA OF THE CURRENT MEETING – A motion to suspend the rules is required. IT IS NOT DEBATABLE and needs a 2/3 vote to carry.
2. TO PLACE AN ITEM ON THE AGENDA OF THE NEXT MEETING – A delegate may move to place an item on the agenda at the end of the question period. One speaker is allowed on each side; a majority vote is required.
3. INTRODUCTION OF NEW MOTIONS IN EITHER OF THE ABOVE CASES – A motion to add an item to the agenda of either the current or a subsequent meeting and which is more than 3 sentences long will be entertained only if the motion is written and distributed to the delegates.
4. DISTRIBUTION OF LITERATURE – ANY MEMBER (or group) may distribute literature at the door or before the beginning of the meeting, provided it conforms to the rules of propriety as defined in Roberts' Rules.
5. ADJOURNMENT – A motion to adjourn is automatically placed before the body at 6:00 p.m.

**AGENDA ITEM #1 – UFT ORGANIZING CAMPAIGN TO DEFEND SOCIAL SECURITY, MEDICARE, AND MEDICAID RESOLUTION**

**WHEREAS** the election of UFT endorsed Zohran Mamdani as Mayor of New York City has definitively ended the immediate danger that UFT and other NYC municipal retirees would lose our traditional Medicare and be transferred into a Medicare Advantage plan against our will, as Mamdani has unequivocally committed himself to the UFT’s position in support of maintaining traditional Medicare, and

**WHEREAS** the threat to retirement and health care security from New York City government has receded, a major and severe danger has taken shape in Washington DC, where President Trump and MAGA Republicans in Congress have mounted various attacks on Social Security, Medicare, and Medicaid, as detailed in the fact sheet appended to this resolution, and

**WHEREAS** through Social Security, Medicare, and Medicaid, the United States government has established a social contract with its working people, who contribute to these programs during our working lives and in return receive benefits that allow us to live our retirement in financial security and with dignity, and

**WHEREAS** the attacks of Trump and the MAGA Republicans on these programs threatens to undo that social contract and put the financial security and health care of UFT retirees and all retired Americans in real danger, and

**WHEREAS** the UFT, and especially its Retiree Chapter, have a unique ability, capacity, and responsibility to address this threat to retiree financial security and health care.

**THEREFORE, BE IT RESOLVED** that the UFT and its Retiree Chapter develop a comprehensive organizing campaign to defend Social Security, Medicare, and Medicaid, and

**BE IT FURTHER RESOLVED** that this campaign shall include the following components:

- The education of all UFT members, and especially UFT retirees, on the nature and extent of the attacks on Social Security, Medicare, and Medicaid by President Trump and MAGA Republicans, and on actions they can take, individually and collectively, in response, and
- The development of a rapid response network comprised of UFT retiree activists specifically dedicated to the defense of Social Security, Medicare, and Medicaid, including a list of e-activists prepared to engage in on-line action and a list of activists prepared to engage in in-person public protests and lobbying of elected officials, and
- The development of an ‘organizers tool kit’ with practical suggestions for UFT members and retiree groups on educational and political actions that they can take to their local communities, and the campaign will be coordinated with our national union, the American Federation of Teachers, and its retiree members and groups.

**AGENDA ITEM #2 - RESOLUTION CALLING FOR ETHICAL SURVEY ADMINISTRATION AND DISTRICT SUPPORT FOLLOWING LOW SURVEY RESULTS**

**WHEREAS**, NYC Public Schools (NYCPS) administers surveys to students, families, and staff to improve school conditions, instructional quality, leadership practices, and student outcomes; and

**WHEREAS**, survey integrity depends on ethical practices including voluntariness, confidentiality, freedom from coercion, and accurate communication of purpose; and

**WHEREAS**, school communities report concerns about inconsistent ethical practices during survey administration, compromised data validity, and insufficient district support in response to low scores; and

**WHEREAS**, low survey scores reflect systemic challenges requiring district intervention, and fostering trust requires transparency and clear connections between feedback and support;

**THEREFORE, BE IT RESOLVED**, the UFT demands that NYCPS reaffirm and enforce ethical survey guidelines—including prohibitions against coercion, retaliation, or manipulation—and provide mandatory training for school leaders and staff; and

**BE IT FURTHER RESOLVED**, the UFT demands that NYCPS establish clear mechanisms for reporting ethics violations with protections against retaliation; and

**BE IT FURTHER RESOLVED**, the UFT demands that NYCPS develop surveys for all student-facing titles to gather meaningful feedback on specific roles and working conditions; and

**BE IT FURTHER RESOLVED**, the UFT demands that NYCPS respond to low survey scores with timely support and transparent protocols specifying what schools can expect—including coaching, professional learning, climate resources, mental health supports, and staffing assistance—with clear timelines and accountability; and

**BE IT FURTHER RESOLVED**, the UFT demands that NYCPS engage school communities in reviewing findings and co-developing improvement plans to ensure meaningful action; and

**BE IT FINALLY RESOLVED**, the UFT demands that this resolution is shared with appropriate NYCPS offices as a formal call to strengthen ethical practices, data integrity, and district responsibility.

### **AGENDA ITEM #3 – RESOLUTION COMMEMORATING THE 70TH ANNIVERSARY OF THE MONTGOMERY BUS BOYCOTT**

WHEREAS, December 5, 2025, marks the 70th Anniversary of the start of the Montgomery Bus Boycott, a 381-day struggle that mobilized over 40,000 citizens and remains one of the prime examples of nonviolent resistance enforcing democratic principles in America; and

WHEREAS this action was launched by the courage and arrests of Claudette Colvin (March 2, 1955) and Rosa Parks (December 1, 1955); led by the Montgomery Improvement Association (MIA) under the Rev. Dr. Martin Luther King Jr., it demonstrated that grassroots organizing can successfully challenge state-sanctioned oppression; and

WHEREAS the Boycott's ultimate victory in the U.S. Supreme Court decision in *Browder v. Gayle* declared bus segregation unconstitutional, confirming that the Constitution demands equality and affirming the power of the judiciary when held accountable by civil action; and

WHEREAS the fundamental principles proven during the Boycott—unity, sustained collective action, and the defense of democratic integrity—are directly applicable to the mission of the United Federation of Teachers (UFT), which is to fight for social justice and protect the rights of educators and students against threats to equity and democratic norms today; therefore, be it

RESOLVED, that the UFT commemorates the 70th Anniversary of the Montgomery Bus Boycott and honors all participants, recognizing their struggle as a crucial chapter in the ongoing fight for American democracy; and be it further

RESOLVED, that the UFT encourages its members to teach the Boycott's full history, utilizing it as a powerful lesson in how organized resistance, economic pressure, and legal action are necessary tools for sustaining democracy; and be it finally

RESOLVED, that the UFT commits to continuing this legacy by engaging directly in modern-day collective action (including defending voting rights, protecting the independence of public education, and organizing against political attacks on democratic processes)—to secure true equity and justice for our community and our nation.

### **AGENDA ITEM #4 - RESOLUTION ON THE NEED FOR ADEQUATE BANDWIDTH AND WI-FI ACCESS IN SCHOOLS**

**WHEREAS** the effective implementation of technology in education is essential for the 21st-century learning environment, enabling educators to enhance instructional delivery, facilitate student engagement, and support academic achievement through digital resources; and

**WHEREAS** the ability of educators to efficiently communicate via email, manage assignments, and execute timely grading is fundamental to their professional responsibilities and the academic success of their students; and

**WHEREAS** the increasing reliance on digital platforms for virtual classrooms, teaching tools, online assessments, and continuous professional development necessitates robust and reliable internet connectivity in all public-school settings; and

**WHEREAS**, many educators have reported inadequate bandwidth and Wi-Fi access within school premises, which hampers their ability to perform essential functions and diminishes the quality of education delivered to students;

**THEREFORE BE IT RESOLVED** that the United Federation of Teachers (UFT) urges the Department of Education (DOE) and school construction to prioritize and allocate sufficient resources to ensure all

public schools are equipped with adequate bandwidth and Wi-Fi access to meet the demands of modern educational practices; and

**BE IT FURTHER RESOLVED** that the UFT will continue to advocate for and support our members in their pursuit of the necessary tools and resources required to perform their duties effectively, while holding the DOE accountable for addressing and rectifying deficiencies in technological infrastructure; and

**BE IT FINALLY RESOLVED** that this resolution be communicated to all stakeholders, including policymakers, to emphasize the critical need for investment in educational technology infrastructure to support teachers, students, and the future of public education across our communities.

#### **AGENDA ITEM #5 – RESOLUTION ON APPROPRIATE STAFF IN EARLY CHILDHOOD CLASSROOMS**

WHEREAS, students must be supervised by appropriate and certified staff at all times; and

WHEREAS, having only one adult in a 3K and Pre-K early childhood classroom at any time including, nap time, center time, and lunch creates a critical safety hazard; and

WHEREAS, if a student requires individual attention (e.g., a diaper change or using the bathroom), and only one adult is present, that leaves the rest of the class unsupervised, or the child in a potentially unsanitary condition; and

WHEREAS, the DOE's '3K and PreK For All Handbook' states that:

- "District Schools and Pre-K Centers must maintain required staff-to-student ratios throughout the day and maintain sufficient supervision of students to ensure safe and enriching environments in classrooms."
- "Classrooms serving 3-K for All and Pre-K for All students must adhere to the NYSED mandated staff-to-student ratio requirements at all times. This includes when the regularly assigned teacher or paraprofessional is not present in the classroom due to their regularly scheduled lunch break or prep-time (teachers only)."
- "It is strongly recommended that teacher and paraprofessional prep and/or lunch periods be staggered so that both are not out of the classroom at the same time. This helps to ensure that a staff member with strong relationships with 3-K and pre-K students is always with the class."

THEREFORE, BE IT RESOLVED, that the UFT works with DOE to ensure safety is a priority and satisfactory ratios are maintained in our 3K and PreK classrooms at all times.; and

BE IT FURTHER RESOLVED, that there shall always be a minimum of two adults present in any classroom with 3K and PK students, and at least one of these adults must be a licensed, certified teacher.

#### **AGENDA ITEM #6 - UFT RESOLUTION IN SUPPORT OF APPROPRIATE MIDDLE SCHOOL TRANSITIONS AND CONTRACTUAL CLASSROOM ASSIGNMENTS**

**Whereas**, the United Federation of Teachers (UFT) advocates for learning environments that support students' academic, social, and developmental growth while respecting the contractual rights and working conditions of its members; and

**Whereas**, middle school students are developmentally capable of and benefit from transitioning independently between classes, including transitions to and from lunch, as this practice fosters responsibility, executive functioning skills, independence, and preparation for high school; and

**Whereas**, requiring middle school students to remain in a single classroom for the majority of the school day undermines age-appropriate student development and places unnecessary logistical and supervisory burdens on educators; and

**Whereas**, practices that limit student transitions often result in teachers and paraprofessionals being required to rotate between multiple classrooms, increasing workload, reducing instructional effectiveness, and complicating classroom management and preparation; and

**Whereas**, the collective bargaining agreement between the UFT and the New York City Department of Education establishes limits and expectations regarding teacher programs, classroom assignments, and working conditions; and

**Whereas**, assigning teachers and other school staff to an excessive number of classrooms negatively impacts instruction, planning time, classroom setup, and compliance with contractual provisions;

**Therefore, be it resolved**, that the UFT will advocate for middle school instructional models in which students, rather than teachers, transition between classes throughout the school day, consistent with developmental best practices; and

**Be it further resolved**, that middle school students shall be supported in making independent transitions, including to and from lunch, except where individual students require accommodations as outlined in their IEPs or 504 plans; and

**Be it further resolved**, that schools shall adhere to contractual provisions requiring that teachers and other DPT-represented staff be assigned to a minimum number of different classrooms, in accordance with the collective bargaining agreement; and

**Be it further resolved**, that the UFT oppose scheduling or supervisory models that shift the burden of student transitions onto educators in ways that violate contractual limits or increase workload without compensation; and

**Be it finally resolved**, that the UFT shall pursue these principles through enforcement of contractual rights and advocacy with the New York City Department of Education to ensure developmentally appropriate practices for students and fair working conditions for educators.

#### **AGENDA ITEM #7 – RESOLUTION SUPPORTING NEW YORK STATE LEGISLATION TO PROHIBIT THE USE OF VICTIM INTOXICATION AS A DEFENSE IN SEX CRIME CASES**

**Whereas**, survivors of sexual assault often face systemic barriers to justice, including legal loopholes that allow perpetrators to use the victim's intoxication as a defense; and

**Whereas**, New York State Senate Bill S.54-A would prohibit the use of a victim's intoxication as a defense to criminal charges for sex crimes has been advanced by the New York state legislature; and

**Whereas**, this legislation strengthens protections for victims by ensuring that being under the influence of drugs, alcohol, or other substances cannot be exploited to excuse sexual misconduct or rape; and

**Whereas**, this is a critical step toward closing gaps in the law that have historically undermined accountability for sexual violence; and

**Whereas**, the UFT stands in solidarity with efforts to promote justice, equity, and safety for all New Yorkers, including students and those most vulnerable to sexual violence; therefore, be it

**Resolved**, that the UFT will promote member conversations to destigmatize sexual violence; and be it further

**Resolved**, that the UFT will lobby in conjunction with NYSUT to pass New York State Senate Bill S.54-A.

#### **AGENDA ITEM #8 - RESOLUTION ON ENSURING FAIRNESS AND AUTHENTIC PARTICIPATION IN THE CHANCELLOR'S REGULATION C-30 HIRING PROCESS**

Whereas, the hiring of school leaders under Chancellor's Regulation C-30 is intended to ensure a fair, transparent, and collaborative process that incorporates the voices of educators, parents, and school communities; and

Whereas, the current implementation of the C-30 process often functions in a performative manner, where committees composed of educators and parents devote substantial time to interviewing candidates and deliberating on recommendations, only to see those recommendations disregarded by superintendents or other central authorities; and

Whereas, when the recommendations of C-30 committees are routinely ignored, the process undermines the professional judgment of educators and the lived experience of parents who understand the needs of their school communities; and

Whereas, this disregard can result in leadership appointments that lack the confidence of staff and families, creating avoidable instability, diminished morale, and challenges to effective school leadership; and

Whereas, educators and parents are essential stakeholders in school communities and possess critical insight into the qualities and leadership approaches needed for their schools to succeed; and

Whereas, meaningful participation by educators and parents in leadership selection strengthens trust, promotes accountability, and increases the likelihood that school leaders will be effective and responsive to the needs of the community; and

Whereas, a hiring process that genuinely respects the input of educators and families helps ensure that principals and assistant principals are selected not only for administrative qualifications but also for their commitment to collaboration, equity, and community engagement;

Resolved, that the union will advocate for reforms to the Chancellor's Regulation C-30 hiring process that ensure the recommendations of C-30 committees are given substantial weight and cannot be routinely overridden without clear justification; and

Resolved, that the union will work to increase transparency and accountability in the C-30 process so that educators, parents, and communities understand how final hiring decisions are made; and

Resolved, that the union will actively build coalitions with parent organizations and community stakeholders to advocate for improvements to the C-30 process that ensure authentic participation and meaningful voice for educators and families in the selection of building leaders; and

Resolved, that the union will support policies and practices that strengthen the role of school communities in leadership selection in order to promote stable, collaborative, and effective school leadership across the public school system.

#### **AGENDA ITEM #9 – RESOLUTION ON THE UFT'S 66TH ANNIVERSARY, MARCH 16, 2026**

WHEREAS, the UFT will celebrate its 66th anniversary on March 16; and

WHEREAS, the United Federation of Teachers, AFL-CIO, was formed in 1960, when members of the Teachers' Guild, AFL-CIO, voted to merge with a group of high school teachers known as The Committee for Action Through Unity; and

WHEREAS, we remember our founders who took major occupational risks to establish the UFT so that educators would have a common voice to advocate for quality public education; and

WHEREAS, the UFT brought dignity to all educators in New York City and the lives of its members, and has been a model for educators throughout the country who aim to be treated professionally; and

WHEREAS, the UFT is, today, a powerful advocate for public education, healthcare professionals, children with special needs, early childhood education, workers' and civil rights, occupational and environmental safety, judicial proceedings, and mental health among many others, which benefit society and contribute to a healthy democracy; therefore, be it

RESOLVED, that we thank those who preceded us and paved the way for us to celebrate our 66th anniversary, knowing that the UFT has made unique and important contributions to public education, to the labor movement and to millions of people's lives; and be it further

RESOLVED, that we will continue our founders' work to preserve public education, protect workers' rights and do our part in solidarity with our fellow workers to fight for a nation and world where we all can live and thrive in our workplaces and in our personal lives.

#### **AGENDA ITEM #10 – RESOLUTION TO STOP THE SALE OF BOMBS AND BULLDOZERS TO ISRAEL**

Whereas, Since October 7, 2023, the United States has provided over \$21 billion in military aid to Israel.

Whereas, Israel violates international law by waging an all-out war of destruction against the entire Palestinian people in what human rights organizations call a genocide. Israel has killed more than 72,000 Palestinians in Gaza and wounded over 170,000, likely an underestimate, as bodies are pulled out of the rubble every day.

Whereas, Israel has destroyed virtually all of Gaza's infrastructure, including its water and sewer systems and its supply of electricity. They demolished every one of Gaza's 12 universities, along with hundreds of schools, dismantling their entire educational system. Israel has indiscriminately bombed civilian neighborhoods and damaged or destroyed over 90 percent of the housing units in Gaza.

Whereas, Israel has bombed over 90 percent of the hospitals in Gaza and killed 1,700 healthcare workers. Israel has imposed a blockade that has prevented food, water, and medicine from entering Gaza, resulting in thousands of Palestinians being diagnosed with malnutrition and hundreds actually starving to death.

Whereas, In the West Bank, in direct violation of international law that protects Palestinian territory, Israeli soldiers and settlers, since 2023, have killed over 1000 Palestinians, including 233 children, demolishing more than 6,000 Palestinian homes, establishing more than 200 new illegal settlements and outposts in Palestinian territory.

Whereas, Israeli Prime Minister Benjamin Netanyahu convinced President Trump to start an unprovoked and unconstitutional war on Iran, in violation of international law, resulting in the deaths of thousands of civilians, including hundreds of children in Iran and Lebanon, 26 Israeli civilians, and 13 American soldiers.

Whereas, People all over the world are suffering the economic consequences of this war, with higher prices and growing scarcity of basic goods.

Whereas, Israeli Prime Minister Benjamin Netanyahu is waging a war of expansion against Lebanon, which has killed more than 2,000 people, resulting in Israel occupying 14% of Lebanese territory. The Israeli Defense Minister, Israel Katz, announced that all Lebanese border villages will be demolished, following "the model in Gaza". Bezalel Smotrich, the Finance Minister, warned that Dahieh, a suburb of South Beirut, will look like Khan Yunis, a city in Gaza that Israel reduced to rubble.

Whereas, A Quinnipiac poll found that 60 percent-including three-quarters of Democrats, two-thirds of Independents, and 37 percent of Republicans do not want the U.S. sending more military aid to Israel.

Be it resolved that the United Federation of Teachers supports the 40 Democratic senators who introduced two joint resolutions of disapproval, the only formal mechanism Congress has to block an arms sale.

Be it further resolved that we endorse the first resolution of disapproval that would block the sale of \$151 million in 1,000-pound bombs.

Be it further resolved that we endorse the second resolution of disapproval that would block \$295 million in bulldozers, the machines used to demolish homes in the West Bank and Gaza, and make a Palestinian state physically impossible.

#### **AGENDA ITEM #11 - HONORING 45 YEARS OF ADVANCING EDUCATION TO END THE HIV/AIDS EPIDEMIC RESOLUTION**

**WHEREAS**, on June 5, 1981, the first report of what became known as AIDS was published in the CDC's Morbidity and Mortality Weekly Report (MMWR); this year marks 45 years after its initial reporting; and

**WHEREAS**, while treatment has advanced, the epidemic continues with persistent new infections and unequal access to care; and

**WHEREAS**, HIV/AIDS does not discriminate—impacting people across all races, incomes, ages, and identities—yet disproportionately affects Black and Latino communities, LGBTQ+ individuals, and young people; and

**WHEREAS**, education remains the most effective tool to prevent transmission, reduce stigma and ensure early testing and treatment; and

**WHEREAS**, the United Federation of Teachers has demonstrated leadership through the AIDS Hotline endorsed by former President Sandra Feldman and operated by members such as Patricia Crispino, participation in the AIDS Walk and World AIDS Day Commemorations, and the promotion of HIV/AIDS education in schools; and

**WHEREAS**, stigma and misinformation remain barriers to ending the epidemic, reinforcing the need for sustained education and action; therefore, be it

**RESOLVED**, that the United Federation of Teachers will expand and advocate for mandated, standards-aligned instruction and educator training; and be it further

**RESOLVED**, that the UFT will strengthen partnerships and participation in public health efforts, including the AIDS Walk and community-based awareness, testing, and prevention initiatives; and be it further

**RESOLVED**, that the UFT will advocate for sustained funding, professional development, and policy support to ensure educators are equipped to deliver effective HIV/AIDS education, combat stigma, and support students and families impacted by the epidemic.