

**RESOLUTION # 1**

**AFT MICHIGAN  
74<sup>th</sup> CONVENTION  
MAY 14, 2016**

**AFT MICHIGAN PER CAPITA DUES COMMITTEE**

- WHEREAS:** AFT Michigan's current per capita dues structure has not been studied in many years; and
- WHEREAS:** The current per capita dues structure pre-dates the growth in AFT-Michigan membership among graduate employees, contingent and part-time faculty, PreK-12 support staff and other locals representing lower-income members; and
- WHEREAS:** Increases in AFT Michigan per capita dues under the current structure are not progressive in nature and therefore have a disproportionate negative impact on locals representing lower-income members; and
- WHEREAS:** The long-term financial stability of both AFT Michigan as a whole, and its constituent locals, is critically important; and
- WHEREAS:** The Administrative Board has voted to create an ad hoc Dues Committee to study potential alternatives; and **NOW THEREFORE BE IT**
- RESOLVED:** That the AFT Michigan Dues Committee be proportionately representative of all AFT Michigan constituencies, and have at least one member from each represented group; and **NOW THEREFORE BE IT FURTHER**
- RESOLVED:** That the Dues Committee collect and compile local, state, and national AFT dues and per caps data; and **NOW THEREFORE BE IT FURTHER**
- RESOLVED:** That the Dues Committee investigate other dues and per caps structures for use in AFT Michigan, including but not limited to various systems in which per capita dues are specified as a percentage, ideally with a neutral effect on state federation revenue; and **NOW THEREFORE BE IT FURTHER**
- RESOLVED:** That the Dues Committee compile a report to be discussed by the AFT-Michigan Administrative Board and to be distributed to AFT-Michigan locals regarding committee findings and recommendations for restructuring no later than six months prior to the next AFT Michigan convention; and **NOW THEREFORE BE IT FURTHER**
- RESOLVED:** That the Dues Committee solicit feedback on said report and recommendations within a reasonable time frame, and **NOW THEREFORE BE IT FURTHER**
- RESOLVED:** That the committee recommend a constitutional amendment, if necessary, for the consideration and vote of delegates to the next AFT Michigan convention, for the purpose of restructuring the system of per capita dues, if necessary, to ensure equity and financial stability for locals and the state federation; and **NOW THEREFORE BE IT FINALLY**

**RESOLVED:** That locals affiliated with AFT Michigan strive to share the most accurate and current data regarding member dues and per capita payments when requested by the herein formed committee, in order to have a more complete view of the effects of the current per capita dues structure.

Submitted and Recommended for Adoption by:

Constitutional Amendments Committee (May 2, 2016)

Approved by AFT Michigan 74<sup>th</sup> Convention (May 14, 2016)

**FLINT WATER CRISIS**

- WHEREAS:** The Flint water crisis is an unprecedented, man-made disaster , betrayal of the public trust, and a dangerous situation for many families who are not getting the support, resources and education needed; and
- WHEREAS:** The State government's response has been inadequate in addressing the needs of the most marginalized populations such as immigrant families, low-income residents, and residents living in public housing; and
- WHEREAS:** The long-term medical and educational needs of Flint citizens still require significant study and program development; and
- WHEREAS:** The water crisis in Flint is the result of broader state policies that include long-term disinvestment in Michigan cities, an emergency manager law that nullified local democracy in low-income cities with majority black populations, and an agenda driven by evidently incompetent emergency managers that drove austerity and privatization at the expense of the health, safety, and education of residents; and
- WHEREAS:** While Flint is the most obvious example of these policy decisions, it is not the only community that has been hurt. The Detroit Public School system, also overseen by emergency management, is another high-profile example of destruction caused by the State government in low-income communities of color; and
- WHEREAS:** *Flint Rising*, a coalition of community groups, labor, and progressive allies, has been working to meet the needs of marginalized communities while building an organizing strategy to place power in the hands of residents who were directly impacted by this crisis; and **NOW THEREFORE BE IT**
- RESOLVED:** That AFT Michigan become a labor ally in *Flint Rising*, working in solidarity with the UAW, SEIU, AFSCME, Michigan Nurses Association, and the AFL-CIO, all of whom have members living in Flint, and support community members who are working to improve living conditions in Flint; and **NOW THEREFORE BE IT FURTHER**
- RESOLVED:** That AFT Michigan help in broadening the political narrative of the Flint water crisis, by connecting what's happening in Flint to what's happening in other places like Detroit, Pontiac, and Benton Harbor; and **NOW THEREFORE BE IT FURTHER**
- RESOLVED:** That AFT Michigan support, and keep its membership fully informed about, organizing efforts in Flint aimed at pressuring the government of State of Michigan to provide adequate resources to make our communities healthy and whole; and **NOW THEREFORE BE IT FURTHER**

**RESOLVED:** That AFT Michigan support Flint residents by supporting efforts to hold Governor Rick Snyder accountable for the decisions that caused the water crisis and ensure that there are sufficient resources in the State budget to make Flint and its residents whole; and **NOW THEREFORE BE IT FURTHER**

**RESOLVED:** That AFT Michigan unequivocally support the repeal of Michigan's Emergency Manager Law PA 436 (2012), and support the Flint community in its ongoing efforts to have Flint declared a federal disaster area; and **NOW THEREFORE BE IT FINALLY**

**RESOLVED:** That AFT Michigan actively seeks adoption of this resolution, or one that addresses the issues outlined above in a broader national context, at the 2016 AFT National Convention in Minneapolis.

Submitted by:

UM Lecturers' Employee Organization Local #6244

Recommended by Human Rights Committee (May 2, 2016)

Approved by AFT Michigan 74<sup>th</sup> Convention (May 14, 2016)

**SCHOOL SAFETY & EDUCATIONAL OPPORTUNITY FOR  
LESBIAN, GAY, BISEXUAL, TRANSGENDER, QUEER & QUESTIONING (LGBTQ) STUDENTS**

- WHEREAS:** LGBTQ students, nationally and in Michigan, are targeted with physical violence and experience a hostile school environment more frequently than their non-LGBTQ peers, and face additional challenges that threaten their health, safety, and learning opportunities in schools; and
- WHEREAS:** LGBTQ students who are bullied, harassed, or experience a hostile, stigmatizing, or disrespectful environment are more likely to experience depression and anxiety, feel excluded from the school or college community, and experience lower academic achievement and stunted educational aspirations; and
- WHEREAS:** To ensure academic and developmental progress, all students deserve a safe, supportive educational environment where they are treated equally and fairly, respected for who they are as a person, protected from discrimination based on real or perceived sexual orientation, gender identity, or gender expression, and have an opportunity to participate equally in all programs and activities; and
- WHEREAS:** Adverse health and educational consequences for transgender students are even greater than those for LGBQ students and, in a national report, 26 percent of transgender students were assaulted, (e.g., punched, kicked, or injured with a weapon) in school in the past year because of their gender expression; and
- WHEREAS:** LGBTQ students with intersecting marginalized identities (e.g., black gay males, LGBTQ students with disabilities) are at greater risk of negative emotional, health and educational achievement outcomes; and
- WHEREAS:** An individual's gender identity is a defining aspect of their sex, and the U.S. Department of Justice and the Equal Employment Opportunities Commission have clarified that discrimination on the basis of gender identity or gender nonconformity is literally sex discrimination; and
- WHEREAS:** The U.S. Department of Education has asserted a significant interest in ensuring that all students, including transgender students, have the opportunity to learn in an environment free of sex discrimination, clarifying that Title IX prohibits sex discrimination including discrimination based on gender identity, gender-nonconformity and sex stereotyping, and that transgender students must have access to programs and facilities consistent with their gender identity; and
- WHEREAS:** Many jurisdictions have adopted policies or developed model guidance on providing safe and welcoming learning environments for LGBTQ youth, including the Michigan State Board of Education Proposed *"Guidance on Safe and Supportive Learning Environments for Lesbian, Gay, Bisexual, Transgender, and Questioning (LGBTQ) Students"* which specifically recommends that schools:

- 1) Implement anti-bullying policies explicitly protecting LGBTQ students
- 2) Offer professional development opportunities on issues affecting LGBTQ students;
- 3) Support extra-curricular clubs such as Gay-Straight Alliances;
- 4) Develop meaningful family engagement and support for families of LGBTQ students;
- 5) Integrate respect for human rights including LGBTQ rights across the curriculum;
- 6) Provide developmentally appropriate resources on LGBTQ issues (e.g. in libraries, faculty resources);
- 7) Collect and review data to identify disparities and barriers for LGBTQ students;
- 8) Designate a building level staff person who is conversant in issues relating to sexual orientation, gender identity and gender expression;
- 9) Adopt specific policies for ensuring transgender students are treated in a manner consistent with their gender identity including:
  - a) Using chosen name and pronouns,
  - b) Changing name and gender in school records,
  - c) Ensuring student privacy and confidentiality in disclosing private student information,
  - d) Providing access to facilities and programs according to the student's gender identity,
  - e) Implementing gender neutral dress codes, and
  - f) Reviewing all gender-based activities; and

**WHEREAS:** AFT Michigan and its locals have played a critical and historic role in fighting discrimination on the basis of sexual orientation, gender identity, and gender expression—including being the only union in Michigan to support marriage equality in 2004 and calling for protections against discrimination based on gender identity in 2005—and have a long institutional history of leadership in securing better educational and working conditions and better lives for members of all groups facing stigma and pervasive discrimination; and **NOW THEREFORE BE IT**

**RESOLVED:** That AFT Michigan supports adoption, implementation and enforcement, at the institutional and state levels, of policies which support the safety and educational achievement of LGBTQ students in K-12 as well as post-secondary education, which specifically ensure that transgender students have equal access consistent with their gender identity to sex-segregated facilities and programs, reinforcing the Administrative Board's endorsement of all of the policy recommendations expressed in the Michigan School Board of Education's *"Guidance on Safe and Supportive Learning Environments for Lesbian, Gay, Bisexual, Transgender, and Questioning (LGBTQ) Students"*; and **NOW THEREFORE BE IT FURTHER**

**RESOLVED:** That AFT Michigan will actively oppose the adoption, implementation or enforcement of policies or legislation at the district, state and federal levels that undermine the safety and education of LGBTQ students, or that limit transgender student access consistent with their gender identity to sex-segregated facilities or programs, or that otherwise discriminate against students or staff, on the basis of sexual orientation, gender identity, or gender non-conformity; and **NOW THEREFORE BE IT FURTHER**

**RESOLVED:** That AFT Michigan supports inclusion of items relating to gender identity, gender expression and sexual orientation in Michigan school data collection to identify, track

and address health and achievement gaps in these at-risk youth; and **NOW THEREFORE BE IT FURTHER**

**RESOLVED:** That AFT Michigan supports training for union members, staff and leadership, as well as all instructional staff, school-related personnel, and administrators at the school, institutional and state levels, to deepen understanding of LGBTQ issues and policy implementation to support LGBTQ students, including training specific to the needs of transgender and gender-nonconforming students; and **NOW THEREFORE BE IT FINALLY**

**RESOLVED:** That AFT Michigan will actively seek adoption of the principles in this resolution at the 2016 AFT National Convention.

Submitted by:

Lecturers' Employee Organization Local #6244

Graduate Employees' Organization Local #3550

Revised & Recommended by Human Rights Committee (May 2, 2016)

Revised and Approved by AFT Michigan 74<sup>th</sup> Convention (May 14, 2016)

**WATER, AIR AND SOIL QUALITY IN MICHIGAN'S PREK-16 PUBLIC SCHOOLS**

- WHEREAS:** Water contamination from aging infrastructure, lack of corrosion treatment, air pollution, and soil contamination from industrial sources near public schools jeopardize children and school staff health and academic success; and
- WHEREAS:** There is no safe level of lead exposure; and
- WHEREAS:** Schools located in areas with the State's highest water, soil or air contamination levels have the lowest attendance rates and the highest proportion of students who fail to meet State testing standards; and
- WHEREAS:** Schools in Michigan are disproportionately located in areas of industrial pollution; and
- WHEREAS:** 81.5% of African American students, 62% of Latino students, and 44% of white students are attending K-12 schools in the top 10% of industrially polluted areas; and
- WHEREAS:** An enriched school environment including pre-school with strong reading readiness programs and highly nutritious foods will offset the developmental damage caused by environmental hazards such as air pollution, soil contamination and water toxins; and
- WHEREAS:** Our PreK-16 Michigan public schools have faced ongoing budget cuts and reduction of staff that hinders the ability to care for students with special needs as a result of exposure to water toxins, soil contamination and air pollution; and **NOW THEREFORE BE IT**
- RESOLVED:** That all Michigan PreK-16 public schools should be regularly notified and tested for air, water and soil quality and results made available to the public; and **NOW THEREFORE BE IT FURTHER**
- RESOLVED:** If high water or soil contamination or air pollution levels are found, all students should be tested and provided appropriate immediate and long-term care; and **NOW THEREFORE BE IT FINALLY**
- RESOLVED:** That the State of Michigan should invest money in soil remediation and the infrastructure to replace, as needed, pipes, water lines, water fountains, air vent and heating and cooling systems in our K-16 public schools.

Submitted by:

Human Rights Committee (May 2, 2016)

Revised and Approved by AFT Michigan 74<sup>th</sup> Convention (May 14, 2016)



**ACCESS TO FEMININE HYGIENE PRODUCTS**

- WHEREAS:** Individuals who menstruate make up more than half the population of the world; and
- WHEREAS:** No individual should be made to feel ashamed or embarrassed in experiencing menstruation; and
- WHEREAS:** No individual should have to be absent from school or work, experience health risks, or compromise their dignity because of menstruation; and
- WHEREAS:** Seventeen percent of women around the world report missing school, work or an event because they were afraid of others finding out they were menstruating; and
- WHEREAS:** Eighty-six percent of women say they have experienced the unexpected onset of their period in public without the supplies they needed; and
- WHEREAS:** The average menstruating individual spends \$70 per year on tampons and pads; and
- WHEREAS:** Over a lifetime, a woman in Michigan will pay about \$150 in sales taxes levied on personal hygiene products; and
- WHEREAS:** One in five children live in poverty in the United States, and food and clothing banks continually report shortages of feminine hygiene products, which are not luxury goods, but rather essential products necessary to maintain the health of individuals who menstruate; and **NOW THEREFORE BE IT**
- RESOLVED:** That AFT Michigan calls on the Michigan Legislature to pass and Governor Snyder to sign Michigan House Bill 5427, which requires all public schools to provide feminine hygiene products free of charge in all bathrooms; and **NOW THEREFORE BE IT FINALLY**
- RESOLVED:** That AFT Michigan calls on the Michigan Legislature to pass and Governor Snyder to sign Michigan House Bill 5569, which repeals the sales tax on all feminine hygiene products and provide alternative tax revenue to hold the School Aid Fund harmless from any loss of revenue.

Submitted and Recommended for Adoption by:

Human Rights Committee (May 2, 2016)

Revised and Approved by AFT Michigan 74<sup>th</sup> Convention (May 14, 2016)

**STUDENT DEBT FORGIVENESS**

**WHEREAS:** Many people choose teaching as a career because they are driven to ensure all students receive a high quality education; and

**WHEREAS:** This commitment leads many to work in economically disadvantaged districts; and

**WHEREAS:** The Teacher Loan Forgiveness Program is intended to encourage individuals to enter and continue in the teaching profession; and

**WHEREAS:** Teachers are eligible to participate in this program if they teach full-time in districts that serve low income families; and

**WHEREAS:** Teachers who work for for-profit entities that are subcontracted by districts that serve low-income students are **not eligible** to participate in this program, even though they would otherwise be eligible to participate in this program; and **NOW THEREFORE BE IT**

**RESOLVED:** That AFT Michigan believes that teachers who work for a public school, even if that school decides to contract with a for-profit entity, should be considered employees of the public school and thus eligible to participate in the Teacher Loan Forgiveness Program; and **NOW THEREFORE BE IT FINALLY**

**RESOLVED:** That AFT Michigan will work with the AFT to provide training and support for all members in understanding loan forgiveness and strategies for managing student debt.

Submitted by:

Michigan Alliance of Charter Teachers & Staff Local #6482

Revised & Recommended by Legislation & Resolutions Committee

Approved by AFT Michigan 74<sup>th</sup> Convention (May 14, 2016)

RESOLUTION # 7

AFT MICHIGAN  
74<sup>th</sup> CONVENTION  
MAY 14, 2016

**PSRP PROFESSIONAL DEVELOPMENT**

- WHEREAS:** Paraprofessionals and school related personnel (PSRPs) play crucial roles in ensuring that all students reach their educational potential as learners in a positive, supporting school environment; and
- WHEREAS:** We believe that all employees should receive relevant training for their job classification and have access to continuing education opportunities, and professional development that is collaborative with all educational staff; and
- WHEREAS:** Research has affirmed the positive impact of cooperative teams within classrooms and schools on delivering the best possible education, increasing employee satisfaction, and maintaining stability in our schools; and
- WHEREAS:** Increased PSRP flexibility and training may protect our members' job security and help prevent districts from privatizing school services; and **NOW THEREFORE BE IT**
- RESOLVED:** AFT Michigan work with PSRP locals to identify professional development opportunities currently available to our members as well as gaps that need to be filled; and **NOW THEREFORE BE IT FURTHER**
- RESOLVED:** AFT Michigan will work with locals to educate school districts and policy makers on the fundamental importance of dedicating resources to professional development for PSRPs in ensuring the delivery of flexible and high quality educational services; and **NOW THEREFORE BE IT FURTHER**
- RESOLVED:** AFT Michigan will work with locals representing PreK-12 teachers and PSRPs to look for opportunities to bring both constituencies together in professional development workshops and generally encourage the team approach in their districts; and **NOW THEREFORE BE IT FINALLY**
- RESOLVED:** AFT Michigan will work to ensure that every PSRP member is provided with initial on-the-job training, quality in-service professional development programs, tuition reimbursement, and career ladders that recognize and reward the acquisition of new knowledge and expanded job responsibilities.

Submitted by:

Detroit Federation of Paraprofessionals Local 2350

Recommended by Legislation & Resolutions Committee

Approved by AFT Michigan 74<sup>th</sup> Convention (May 14, 2016)

**OPPOSE THE STATE'S APPOINTMENT OF A CEO OVER EAST DETROIT PRIORITY SCHOOLS**

- WHEREAS:** In February of 2016, the State School Reform Office (SSRO) directed by Natasha Baker, an appointee of Governor Rick Snyder, declared that East Detroit High School, Kelly Middle School, Bellview Elementary School and Pleasantview Elementary School were being placed under the authority of the SSRO and a Chief Executive Officer for failure to improve results as reported on the State Priority Schools List; and
- WHEREAS:** East Detroit Public Schools (EDPS) entered into an agreement with the Macomb ISD to partner as joint decision makers in constructing a successful turnaround plan. The ISD has demonstrated the ability to help turn around priority schools in several instances and has been successfully working together with the EDPS to effect positive change; and
- WHEREAS:** The State has not demonstrated a successful program of turning around performance in low achieving schools using a CEO or Emergency Manager model; and
- WHEREAS:** The SSRO failed to act in a transparent and reasonable fashion in identifying and naming this group of schools. In fact, three of the four schools were not in the final year of priority status as required for state take over; and
- WHEREAS:** EDPS has recently emerged from massive financial hardship without state intervention or assistance, while teachers have endured five years of a 25% cut in wages causing significant teacher turnover and instability in staffing and enrollment; and
- WHEREAS:** State intervention threatens to further erode the community's confidence in the well-being of the schools, as evidenced by dropping enrollment in the Educational Achievement Authority, causing a new exodus of students which will throw the district back into financial hardship; and
- WHEREAS:** The recent financial crisis has been overcome by cooperation between all stakeholders and the district has already demonstrated many statistical signs of improvement, including a graduation rate higher than the state average, nearly double yearly growth rates in English Language Arts and Mathematics scores and improved disciplinary rates; and **NOW THEREFORE BE IT FINALLY**
- RESOLVED:** That AFT Michigan opposes the usurpation of local control of a school community via the appointment of a CEO or Emergency Manager by the SSRO or any other arm of the state government and reaffirms our call for the repeal of Michigan's emergency manager law.

Submitted by:

East Detroit Federation of Teachers Local #698

Revised & Recommended by Legislation & Resolutions Committee

Approved by AFT Michigan 74<sup>th</sup> Convention (May 14, 2016)

**RECRUITING AND RETAINING HIGH QUALITY TEACHING PROFESSIONALS**

- WHEREAS:** Many Michigan educators have experienced decreases in compensation; and
- WHEREAS:** Teachers have been under attack from select politicians and education reformers, and have been blamed for not overcoming systemic challenges to providing a quality education; and
- WHEREAS:** These attacks combined with declining compensation undervalue the teaching profession, distort the public image of educators, and lead others who would consider entering the profession to choose different careers; and
- WHEREAS:** Teachers are required to instruct students with diverse learning, social, emotional, behavioral, and language needs while still maintaining rigorous educational standards and dealing with increased class sizes and challenging school conditions; and
- WHEREAS:** Teaching requires high quality training and continual professional development; and
- WHEREAS:** Newly hired teachers repeatedly ask for additional support in effective classroom management and other critical areas; and
- WHEREAS:** Providing such training will help in developing and retaining quality teachers; and **NOW THEREFORE BE IT**
- RESOLVED:** AFT Michigan will work with legislators and policymakers to explore funding solutions to enable districts to recruit and retain the highest quality teachers; and **THEREFORE BE IT FURTHER**
- RESOLVED:** AFT Michigan will raise the respect of the profession by challenging misperceptions about the value and effectiveness of teachers; and **THEREFORE BE IT FINALLY**
- RESOLVED:** AFT Michigan will work with districts to ensure that veteran, probationary, and pre-service teachers receive continuous and quality training and professional development.

Submitted by:

Dearborn Federation of Teachers Local #681

Revised & Recommended by Legislation & Resolutions Committee

Approved by AFT Michigan 74<sup>th</sup> Convention (May 14, 2016)

**HIGHER LEARNING COMMISSION**

**WHEREAS:** AFT Michigan supports student assessment and institutional accountability models that enhance quality education and student achievement; and

**WHEREAS:** The Higher Learning Commission (HLC) has for several years mandated onerous and repeatedly revised accreditation requirements, particularly with regard to student assessment and institutional accountability measures; and

**WHEREAS:** Compliance with HLC accreditation mandates relative to assessment and accountability entails the significant allocation of human and fiscal resources by institutions of higher education, which are already burdened with severe budget constraints caused by decades of State disinvestment in higher education; and

**WHEREAS:** There is a dearth of research addressing the efficacy of HLC's revisions in its assessment and accountability measures relative to improvement in student achievement; and

**WHEREAS:** The HLC's recent mandate relative to faculty credentialing contains several features that will create serious staffing problems at institutions of higher education, including:

1. The HLC requirement of a Master's degree or Doctorate in a discipline or subset appears both absolute and discretionary and may diminish the authority of Boards of Trustees, college administrations, and faculty in assessing the credentials necessary for faculty in each discipline;
2. It is unclear whether HLC requires a degree in a discipline or in a subset of a discipline in which someone is teaching (e.g., a degree in English Literature versus a degree in American Literature or a Literature degree versus a degree in Composition). A requirement of a degree in a subset of a discipline has severe consequences for faculty and the course of study of current graduate students;
3. While career related work experience can apply toward HLC credentialing mandates relative to teaching in a career program, it is unclear whether successful teaching experience can apply toward meeting HLC credentialing mandates relative to teaching in academic programs, and it appears that successful teaching experience does not apply in teaching in a dual enrollment program;
4. The timelines in the HLC credentialing policy and guidelines are unclear in that they set a hard deadline of 2017 but also appear to indicate that this hard deadline is secondary to an institution's progress toward the HLC credentialing mandate;
5. While the HLC policy and guidelines indicate that the credentialing mandate should not, in itself, result in the termination of employment, no consequence(s) for an institution terminating or diminishing employment status under this mandate is cited; and **NOW THEREFORE BE IT**

- RESOLVED:** That AFT Michigan will call upon the AFT to research the institutional impact and effect on student success of HLC's assessment, accountability, and credentialing policies; and **NOW THEREFORE BE IT FURTHER**
- RESOLVED:** That AFT Michigan, in conjunction with the AFT, will confer with State organizations representing colleges and universities as well as professional organizations regarding the institutional impact and advisability of such HLC policies; and **NOW THEREFORE BE IT FURTHER**
- RESOLVED:** That AFT Michigan, in conjunction with the AFT, NEA, AAUP, and professional organizations, will develop a strategy to require that the HLC have an equal number of faculty and administrators on each HLC Accreditation Visiting Team, with faculty having the primary responsibility and authority in assessing teaching and learning and formulating recommendations regarding such; and **NOW THEREFORE BE IT FURTHER**
- RESOLVED:** That AFT Michigan, in conjunction with the AFT, NEA, AAUP and professional organizations, will develop a strategy to assure meaningful representation of faculty at all organizational levels of the HLC; and **NOW THEREFORE BE IT FURTHER**
- RESOLVED:** In the traditions of transparency and accountability, AFT Michigan, in conjunction with the AFT, will conduct a detailed analysis of the revenue and expenditures of the HLC and, if necessary, mount a campaign to secure the information required to do so; and **NOW THEREFORE BE IT FINALLY**
- RESOLVED:** That AFT Michigan, in conjunction with the AFT, will formulate recommendations for all affiliates as to how to address HLC mandates.

Submitted by:

Henry Ford Community College Federation of Teachers Local #1650

Revised & Recommended by Legislation & Resolutions Committee

Approved by AFT Michigan 74<sup>th</sup> Convention (May 14, 2016)

**PARAPROFESSIONAL PLANNING TIME**

**WHEREAS:** To increase student achievement and potential success, paraprofessionals need adequate planning time to collaborate with teachers on daily lesson plans, IEP goals, behavior plans, student successes, and classroom procedures; and

**WHEREAS:** Paraprofessionals are required to document student data on a daily basis and should have adequate time and resources to record the student data; and

**WHEREAS:** Research has confirmed that collaboration between the paraprofessional and the teacher increases student success and achievement, employee satisfaction, the quality of education for our students, and maintains the stability of the learning environment; and **NOW THEREFORE BE IT**

**RESOLVED:** AFT Michigan will work with locals to propose contract language that provides paraprofessionals with adequate planning and preparation time, and **NOW THEREFORE BE IT FURTHER**

**RESOLVED:** That AFT Michigan shall work with locals to educate school district and policy makers on the importance of providing adequate planning and preparation time; and **NOW THEREFORE BE IT FINALLY**

**RESOLVED:** That AFT Michigan shall work with local districts to provide professional development on teamwork and collaborative planning for teachers and paraprofessionals.

Submitted by:

Detroit Federation of Paraprofessionals Local #2350

Northville Federation of ParaEducators Local #3813

East Detroit Federation of Teachers Local #698

Revised & Recommended by Legislation & Resolutions Committee

Approved by AFT Michigan 74<sup>th</sup> Convention (May 14, 2016)



**FIGHT FOR \$15**

- WHEREAS:** Fighting for economic justice is at the core of AFT Michigan's work; and
- WHEREAS:** AFT Michigan supports the effort to obtain a living wage for all working people and has participated in the national Fight For \$15 campaign; and
- WHEREAS:** Many families are struggling to survive on poverty wages, and students are attending school without having their basic needs being met; and
- WHEREAS:** Poverty is the biggest barrier to student achievement and success; and
- WHEREAS:** Paying workers a living wage is the most effective pathway towards conquering poverty; and
- WHEREAS:** All school employees are essential to providing quality education and support for student achievement; and
- WHEREAS:** Many school employees currently earn less than \$15 an hour; and **NOW THEREFORE BE IT**
- RESOLVED:** AFT Michigan will fight for a \$15 an hour minimum wage for all education employees; and **NOW THEREFORE BE IT FINALLY**
- RESOLVED:** AFT Michigan will continue to strongly support economic justice by participating in the Fight For \$15 campaign, while advocating for improved wages and working conditions for all education employees.

Submitted by:

Northville Federation of Paraeducators, Local #3813

Revised & Recommended by Legislation & Resolutions Committee

**WALTER BERGMAN HUMAN RIGHTS AWARD  
482FORWARD**

- WHEREAS:** The potential power of united parents, students, and educators is essential to preserving public education and building the schools our students deserve, regardless of race or socioeconomic status; and
- WHEREAS:** Families have the right to help define solutions to problems in their schools and their communities and need independent parent organizations to enter into truly authentic partnerships with our unions; and
- WHEREAS:** 482Forward is a network of neighborhood organizations from across Detroit, including Brightmoor Alliance, Brightmoor Pastor Alliance, Congress of Communities, Detroit Hispanic Development Corporation, Focus: HOPE, Osborn Neighborhood Alliance, Southwest Solutions, and Urban Neighborhood Initiatives, devoted to building power for families to have a voice in decisions about their schools; and
- WHEREAS:** 482Forward supports local organizers embedded in the member organizations to develop action teams of parents, youth, educators, and community members who identify and run local campaigns towards school improvement; and
- WHEREAS:** 482Forward was one of the founding members of the Michigan Education Justice Coalition, a collaborative coalition of students, parents, educators and community members working together to realize quality public education and positive learning environments for all children in our state; and
- WHEREAS:** Members of 482Forward have stood in solidarity with AFT Michigan members organizing for recognition at charter schools, opposing school closings and privatization of support staff, demanding accountability and transparency from administrators and elected officials, creating healthier schools and communities; and **THEREFORE BE IT FINALLY**
- RESOLVED:** AFT Michigan thanks and honors 482Forward as the 2016 recipient of the Walter Bergman Human Rights Award.

Submitted by:

Human Rights Committee (May 2, 2016)

Approved by AFT Michigan 74<sup>th</sup> Convention (May 14, 2016)