

Questions About the New CBA

1. **Q:** Is the waiver for not using healthcare and using my spouse's going from \$1,200 to \$3,000?

A: The waiver incentive for teachers receiving healthcare from a source other than BPS will increase from \$1,200 to \$3,000. Teachers in the waiver pool who are getting their healthcare through a spouse who is a BPS employee will continue to receive a \$1,200 waiver payment. In both cases, you can opt in or out at any time of the year and the change would take effect on the 1st of the month after notifying the District.
2. **Q:** Can you clarify if anything has changed with longevity. I have been on step 14 for several years now.

A: Although it was a proposal we fought for, the District would not accept making any changes to the current contract provision that limits teaching time from outside BPS to six (6) years for the purpose of longevity.
3. **Q:** Currently, I am under my spouse's health insurance, which is from outside the District. When I retire, will I be eligible for lifetime health insurance assuming I have at least 15 years of service?

A: Yes. This has been the case and is not changing in this contract.
4. **Q:** When will the retro money be paid out as well as our signing bonus?

A: The proposed contract stipulates that the signing bonus must be paid with a separate check within 60 days of ratification. The retro pay is not specified in the proposal but we are working with the District on the details and timeline for payment.
5. **Q:** I have a question regarding the use of the word "Active" employees for the 10% bonus for teachers hired prior to January 1, 2023. I went on FMLA starting last week. Will I be considered an active employee?

A: Our position is yes. There seems to be a special carve out in the law that deals with employees who are on FMLA when a bonus is to be paid. Our attorneys are clarifying this with the District. Teachers who are on any other type of unpaid leave would not be eligible for the bonus.
6. **Q:** Are we going to get retro pay on any trainings we did at the 1/200th rate since September 1, 2022?

A: Our position is yes. The proposed contract says that "Effective September 1, 2022, teacher and psychologist salaries shall be increased by 8%." Since 1/200th days are based on a teacher's annual salary, those days should be included.

7. **Q:** How will back pay be issued to us and at what tax rate?
A: The 10% bonus will come in a separate check. The IRS requires that the 22% tax rate be used for all bonuses. Regular NYS tax rates as well as Social Security and Medicare taxes will also apply. If you choose, the bonus can be put into your tax sheltered annuity. In this case, Federal and State taxes will not be charged but Social Security and Medicare will. Remember, you may be overpaying taxes now, but when you file your 2023 tax return, you will get back any money you overpaid.
8. **Q:** What about bell times? What times will teachers have to start under this agreement? Also, is this only for the 2023-2024 school year?
A: The District is planning to go to a 3-bell system and teacher start times are expected to be 7:25, 8:10, and 8:55. Teacher work day will remain at 7 hours and 15 minutes. The change can only be made once, but once the changes are made, bell times will not revert back to their previous times.
9. **Q:** The coaching M.O.U. says, under Physical Education on pages 41-44, that “Elementary classroom teachers may provide instruction under the direction and supervision of a certified physical education teacher.” Is this going to lead to Phys Ed jobs being cut?
A: This comes from the Commissioner’s Regulations and has nothing to do with our agreement on Athletics. The District gave no indication at all that it was seeking such a change. In our contract, Article X, J on page 18, we already have language that says “Each class in grades 4-6 shall be provided with a total of five periods per week of art, music, and physical education periods to be taught by a specialist in each subject area.”
10. **Q:** Can you please clarify who is eligible for the \$1,000 stipend for bilingual teachers? Is there a form we have to complete?
A: The \$1,000 payment on the salary schedule is only for teachers who are providing instruction in a class where a bilingual extension is required. This becomes effective July 1, 2023 and there is no form to fill out. If you think you should be receiving it next school year and you are not, please call your LRS.
11. **Q:** I saw on the Facebook group that you can take a day off for a child’s graduation and not be charged a personal day. Does this include PreK and Kindergarten graduations or is it simply for high school and college?
A: Article XXIX, C deals with “Graduation and Awards”. At the end of the article, it clearly states “such absences shall be granted from personal leave.” There is no provision for taking a day off for a graduation without charge to personal leave time.

This has been in the contract for a long time and is not changing with this agreement.

12. **Q:** It was rumored that there would be changes to our health insurance plans. Is this part of the contract? Are there any changes to our coverage, etc.?

A: No. There will be no changes in coverage and no changes to future retiree healthcare for active teachers. The only change is a small increase in teachers' contributions but those amounts will remain as fixed costs and not percentages.

13. **Q:** Were there any changes in regards to the 42/43 week calendar?

A: No. The calendar will remain at 42 consecutive weeks unless the BTF enters into an MOU with the District to create a 43-week calendar. The newly proposed calendar will be sent out this week for teachers' review and a subsequent vote by the Council of Delegates.

14. **Q:** I saw that the sick days allotted appear to still be 12 per year but I don't see anything about personal days in the new contract. Also, will the language about when personal and or sick time can be taken be the same? Any changes to bereavement or FMLA?

A: There is no change to personal leave days at all, either in how many are allotted or their usage. The only change in sick days is that teachers can now accrue up to 250 sick days. Sell back is still limited to 220 days. Teachers are never restricted as to when they can use sick days. You use them when you are sick. Also, there are no changes to the provision about Death in the Family. FMLA is Federal law and that is not changing.

15. **Q:** Please clarify the provision about teachers with two complete years of satisfactory teaching service in an area being granted a waiver from future "selection procedures".

A: This applies to temporary teachers who have been asked to interview in multiple years and also to a "contract" teacher who wishes to change tenure areas and is certified and licensed in the new tenure area.

16. **Q:** I am on Step 23 in 2022-2023. Do I go to Step 25 in the 2023-2024 school year?

A: No. The new Step 20 will include two salary increments so any teacher who will be at Step 20 or higher will pick up two "career increments". The exception is teachers who are already at top step. Those teachers will benefit by having a \$1,500 stipend paid to them on July 1st. Please see the salary schedule for your new annual salary in the coming years.

17. **Q:** Will teachers with National Board certification receive any additional payments?

A: Teachers with National Board certification will receive the same salary increases and bonuses as all other teachers.