

NO CONFIDENCE RESOLUTION

Whereas: The Superintendent's and Board's negotiating team has for over three (3) years continued to delay the negotiations for a new contract for Buffalo teachers that reflects Buffalo teachers' dedication to Buffalo students by:

- Inexplicably refusing to agree to ground rules, one of which would have each side agree that "The parties will schedule in advance a minimum of two tentative negotiating sessions with agreed time limits."
- Forcing the BTF to file three (3) Improper Practice Charges against them with the Public Employment Relations Board (PERB) for bargaining in bad faith.
- Insisting on going to Fact-Finding and then when a Fact-Finder was appointed in August, stating the District was not prepared to begin Fact-Finding until October, and

Whereas: The Superintendent's and Board's negotiating team has refused our contract proposals calling for lower caseloads for our school Guidance Counselors, Social Workers, Attendance teachers and educational specialists to support our students, and

Whereas: The Superintendent's and Board's negotiating team presented insulting and degrading offers to Buffalo teachers such as:

- No retroactive salary increase for teachers who retired prior to the ratification of a new contract.
- Increasing the number of weeks teachers must work from forty-two (42) to forty-three (43) weeks.
- Teachers required to work after the forty-two (42) week maximum will not be paid. (Will only receive 1/200 after the forty-third week.)
- Increasing the hours of special area teachers teaching both elementary and secondary students from two hundred forty (240) minutes to two hundred fifty-five (255).
- Making teachers pay fifteen percent (15%) by July 1, 2024 toward their health care.
- 2019-2020 - 0% salary increase
- 2020-2021 - 0% salary increase
- 2021-2022 - 0% salary increase
- 2021-2022 - only "teachers employed by the District at the time of ratification of this agreement by the Board that were hired by the District prior to January 1, 2022, shall receive a one (1) time bonus in the amount of 6% of their annual salary as of the date of ratification of this Agreement."
- Teachers that retired between September 1, 2019 and ratification shall receive a one-time payment in the amount of: \$500 if he/she retired prior to September 1, 2020, \$1,000 if he/she retired between September 2, 2020 and September 1, 2021, and \$1,500 if he/she retired between September 2, 2021 and ratification of this contract.
- Effective upon the later of July 1, 2022 or ratification of this Agreement, teacher and psychologist salaries shall be increased by 6.0% or 4.94% if the parties agree to include step compression.
- July 1, 2023, teacher and psychologist salaries shall be increased by 6.0%
- July 1, 2024, teacher and psychologist salaries shall be increased by 4.0% or 2.94% if the parties agree to include step compression,
- Proposing a contract that expires June 30, 2025 rather than June 30, 2026, and

Whereas: The salary of the Big Six School Districts including Albany but eliminating Buffalo at BA step one (1) for the 2019-2020 was \$52,551, where for Buffalo teachers it is \$39,531 (currently Buffalo teachers start on Step 2), and

Whereas: It takes Buffalo teachers twenty-seven (27) years to reach maximum salary, while teachers in surrounding districts reach maximum salary in 20-22 years on average, resulting in hundreds of thousands of dollars less in lifetime earnings, and

Whereas: Inflation/Cost of Living has risen 13% over the last three (3) years, and

Whereas: Buffalo teachers and their families can no longer put up with the Superintendent's and Board's negotiating team's over three (3) years of delays in providing a contract that reflects their dedication and support for our students.

Therefore Be It Resolved: That if there is no proposed contract for ratification, there shall be an all teacher vote on the following motion on Tuesday, October 11, 2022, unless the BTF negotiating team, based on significant and important contract movement, needs an additional week or two.

“As delineated in the above resolution, the Superintendent's and Board's negotiating team has delayed negotiations for over three (3) years, and presented Buffalo teachers with degrading and insulting proposals, harming them, their families and their students.

Buffalo teachers therefore vote no confidence in the Superintendent and Buffalo Board of education.”

MOVED: Philip Rumore
SECOND: Rebecca Pordum

Passed Unanimously by the BTF Executive Committee and Council of Delegates