

**BUFFALO TEACHERS FEDERATION / BUFFALO PUBLIC SCHOOLS  
CONTRACT OVERVIEW**

*APPROVED BY THE BUFFALO BOARD OF EDUCATION ON 4/21/2023*

**PROFESSIONAL COMPENSATION**

***Salary Schedules and Step Compression***

Note: Teachers' salaries for 2022-2023 are effective September 1, 2022 not upon ratification, i.e. the 8% salary increase is retroactive to September 1, 2022.

- Effective September 1, 2022, teacher and psychologist salaries shall be increased by 8.0%. Coaching stipends and hourly rates shall be increased by 8% effective upon ratification of this agreement.
- Effective July 1, 2023, teacher and psychologist salaries, coaching stipends and hourly rates shall be increased by 6.0%. A \$1,500 stipend will be paid to teachers at top step. One step on the salary schedule will be removed.
- Effective July 1, 2024, teachers and psychologist salaries, coaching stipends and hourly rates shall be increased by 4.0%. A \$1,500 stipend will be paid to teachers at top step. One step on the salary schedule will be removed.
- Effective July 1, 2025, teacher and psychologist salaries, coaching stipends and hourly rates shall be increased by 3.0%. A \$1,500 stipend will be paid to teachers at top step. One step on the salary schedule will be removed.

*Please see pages 3 and 4 of the proposed contract for details. Also see pages 28 to 31 for the salary schedules ([Click Here](#)).*

- Effective July 1, 2023, the monetary amounts in Article XXV, D. subsections 14-22 will increase by \$100.
- Effective July 1, 2023, the salary schedule for teachers providing instruction in a class where a bilingual extension is required shall be \$1000 above the regular teachers' salary schedule at each step.

***Signing Bonus***

Active, full-time teachers and psychologists employed by the District at the time of ratification that were hired by the District prior to January 1, 2023 shall receive a one-time bonus of 10% of their new annual salary. Non-ALC part-time teachers will receive a percentage of their base salary. Adult Learning Center teachers employed and active at the time of ratification will receive a one-time bonus in the amount of \$1,000.

*Please see pages 2 and 3 of the proposed contract for details ([Click Here](#)).*

***Training Reimbursement***

Teachers who must take additional CPR, First Aid, or Water Safety Courses in order continue teaching and/or coaching in the District shall be reimbursed for the fees and cost of the course upon seeking prior approval of the District and only if said courses are not provided at no cost by the District.

**EMPLOYEE BENEFITS**

***Healthcare for Active Teachers***

Enrolled, full-time teachers shall contribute the following flat dollar amounts towards the healthcare plan they select.

	<u>Single</u>	<u>Family</u>
Current	\$600	\$1500
7/1/2023	\$750	\$1750
7/1/2024	\$850	\$1900
7/1/2025	\$950	\$2050

***Note: There is no change in retiree healthcare benefits for current teachers.***

***Adult Learning Center***

Commencing July 1, 2023, Adult Learning Center/Part Time teachers' contributions toward health insurance shall be capped at \$6,500 annually for a family plan and \$2,500 annually for a single plan. This amount shall be increased by 5% every five (5) years.

Please see pages 5 and 8 of the proposed contract for details ([Click Here](#)).

**Retiree Healthcare**

Upon ratification of this agreement, teachers that retire that are eligible for retiree healthcare shall contribute the following flat dollar amounts in retirement:

	<u>Single</u>	<u>Family</u>
Current	\$600	\$1500
7/1/2023	\$750	\$1750
7/1/2024	\$850	\$1900
7/1/2025	\$950	\$2050

Teachers that are hired after June 30, 2026 are not eligible for District-provided health insurance in retirement.

Teachers that are hired on or after June 30, 2026 and therefore ineligible for retiree healthcare shall be able to use monies contractually provided to a teacher for “selling back sick days” and/or early retirement incentive towards the cost of healthcare premiums in retirement.

**Supplemental Benefit Fund**

Within 60 days of ratification of this Agreement, the District will provide the BTF with a one-time, \$175,000 payment toward the Supplemental Benefit Fund. Effective July 1, 2023, the District will pay into the BTF Supplemental Benefit Fund six hundred fifty dollars (\$650.00) per teacher. This amount will be increased by \$25.00 per teacher on July 1, 2024 and again on July 1, 2025.

**Waiver Incentive**

Full-time teachers receiving healthcare via another source other than the Buffalo Public Schools shall receive an annual payment of three thousand dollars (\$3,000)

Please see page 11 of the proposed contract for details ([Click Here](#)).

**TEACHING CONDITIONS**

**Petty Cash**

Effective July 1, 2023, the amount allocated for this purpose will be increased to \$10.00 per pupil. The amount will be increased by \$2.00 per pupil on July 1, 2024 and July 1, 2025.

**Supply Fund**

Effective July 1, 2023, the Board of Education will spend at least \$4,000,000 for instructional supplies and materials. That amount will be increased by \$250,000 on July 1, 2024, and July 1, 2025.

**Notification of Students' Conditions**

Within one (1) week of the information becoming available, teachers shall be informed and kept informed of a student's psychological, emotional, medical conditions and other information including legal guardianship which might affect the student's achievement or behavior or the safety of that student or others.

**TEACHING SCHEDULES**

Note: the language now limits the schedule changes to:

For the 2023-2024 school year (September 2023 to June 30, 2024) only, the District may change starting and ending times at schools to accommodate savings on bus routes and improve the transportation of students under the following conditions:

1. Teachers will be notified in writing of any such change on or before June 1, 2023 of the proposed change to take effect;
2. Upon notification of said change, teachers at the affected schools will be placed at the top of the transfer list for the upcoming school year based on their seniority;
3. Unless agreed to by the faculty of the affected schools, no other changes within the starting and ending times will occur;
4. Starting and/or ending time changes will be no more than one-half (1/2) hour with the exception of schools that presently start at 9:00am, which may change up to forty-five minutes under the condition that they move to an earlier start time. Bell times are projected to be 7:30, 8:15, and 9:00am;
5. The starting time for the teachers shall begin no earlier than 7:25 a.m. and end no later than 4:20 p.m.;

6. Teachers' hours of service shall not exceed 7 hours and 15 minutes as stated above;
7. Prior to the implementation of the change, the district agrees to hold a community meeting at each impacted school to receive feedback from the school community.

This is meant to address some of the concerns of teachers at late schools. It also provides more time for notification. Teacher work day remains at 7 hours and 15 minutes.

### **SPECIAL AREA TEACHERS**

#### ***Social and Emotional Wellness***

Within 60 days of ratification of the Contract, the parties agree to establish a committee of psychologists, social workers, and counselors appointed by the BTF and administrators and other relevant individuals appointed by the Superintendent to discuss and make recommendation to the Superintendent/Board and Federation on issues related to addressing the social and emotional wellness of our students. The parties agree that the topic of caseloads and ratios for psychologists, social workers, and counselors shall be discussed, and recommendations made no later than 90 days after its meeting unless mutually extended in writing by the parties. Both the Superintendent and BTF may select no more than six (6) individuals to serve on the committee.

### **SICK LEAVE**

For personnel employed on a ten-month schedule, twelve (12) days per school year with full pay shall be provided. The total unused portion of the annual sick days' allowance shall be permitted to accumulate up to two hundred fifty (250) days subject to the extensions provided for below.

For the purpose of Terminations Compensation, sick days shall be capped at two hundred twenty (220) days.

### **COUNCILS AND COMMITTEES**

Effective upon ratification, the BTF/District Athletic Committee will meet as soon as possible, but no later than thirty (30) days after ratification.

Said committee will make recommendations on improving the Buffalo Public Schools Athletic Program and the hiring of coaches.

If the committee does not reach an agreement on a recommended MOU by June 30, 2023, the attached MOU shall take effect.

### **EMPLOYMENT AND TERMINATION OF PERSONAL**

#### ***Adult Learning Center Paid Prep Period***

Effective July 1, 2023, class instructors and advisors employed by the Adult Learning Center programs shall be provided with a thirty (30) minute paid period per day for the purpose of preparing lessons and/or completing necessary paperwork.

#### ***Waiver from Selection Procedure***

Teachers with two complete years of satisfactory teaching service in an area for which they are certified and licensed shall be granted a waiver from future "selection procedures" in their certification areas and be provided with preference over applicants with less service time in the Buffalo Public Schools.

**[\\*\\* PLEASE CLICK HERE TO VIEW THE FULL PROPOSED CONTRACT \\*\\*](#)**

***IF YOU HAVE QUESTIONS, PLEASE SEND THEM AS SOON AS POSSIBLE TO [SUMHAUER@BTFNY.ORG](mailto:SUMHAUER@BTFNY.ORG). WE WILL PROVIDE ANSWERS AT THE RATIFICATION MEETING.***