

## BTF PROPOSALS

<i>Proposal #</i>	<i>Contract Page #</i>	
BTF 1	3	Add: step-parent, step-child, domestic partner to definition of family
BTF 2	8	Harassment by Administrator grievable
BTF 3	8	Delegate Chair relieved of non-teaching duties
BTF 4	10	Lists of teachers eligible for hiring to vacant positions forwarded to BTF, e.g. "promotions"
BTF 5	10	New language: re: new union membership laws
BTF 6	15	Student days in excess of those required by law used by teachers for end of year record keeping
BTF 7	15	Class sizes cannot exceed maximums, adds inclusion class sizes
BTF 8	15	Students count 3 times, inclusion teachers provided with extra preps, ENL teachers limited to 4 different prep, max teaching load 60. New classes agreed to by parties
BTF 9	15	Reg. Ed. students 1-2 years behind in Math/Reading counts 2 times, 3 or more years counts 3 times
BTF 10	17	Vocational teacher – maintenance period – Exemption by Building Committee not allowed; teacher teaching elementary and secondary 240 minutes to 225
BTF 11	17	Allows teachers to grieve assignment
BTF 12	18	School Counselors case load 1-250
BTF 13	18	Split classes eliminated
BTF 14	18	Secondary/Special area teachers 2 lessons prep max
BTF 15	18	Art/Music/PE increased to 5 periods
BTF 16	18	ENL students taught by specialists – 5 classes 30-45 min -week
BTF 17	18	All teachers 45 minute prep
BTF 18	19	Eliminates most non-teaching duties
BTF 19	20	End of year non-teaching duties can't interfere with grading paperwork, etc.

BTF 20	20	Adult Learning Center teachers, Summer School, etc. paid 45 minute prep
	20	Lockable closet space
	20	Working copy machines/increase number – Building Commit agreement on placement
BTF 23	21	Classroom for each teacher
BTF 24	21	Increase supply funding
BTF 25	21	Increase petty cash to \$15/pupil plus \$5/year
BTF 26	23	Credit for teaching for eligibility lists – satisfactory teachers waved from new teacher selection process
BTF 27	23	Upon enrollment, teachers informed of student’s emotional/physical problems
BTF 28	23	As per Board policy, teacher decides on lesson plan.
BTF 29	25	Teachers notified in writing of receipt of and hiring/non-hiring for positions
BTF 30	27	ALC – Seniority for subbing in program
BTF 31	27	ALC – Part-time become full-time positions as vacancies occur – offered based on seniority – probationary appointments for ALC teachers
BTF 32	27	ALC teachers work 15 hour/week
BTF 33	27	ALC teachers paid non-teaching period for paperwork
BTF 34	28	Prior to termination – teachers can address Board in executive session with BTF rep.
BTF 35	28	For coordinator, helping teacher, teachers on special assignment, if equal, by seniority. Qualifications agreed to by parties
BTF 36	29	When filling “acting” positions, teacher with the greatest seniority appointed
BTF 37	29	Evaluation grievable
BTF 38	29	Written decision, re: evaluation protest received 20 days from meeting

BTF 39	31	Teacher transfer only with cause or reduction in force; thirty days notice, if position reinstated during the year, teachers return to school – also elimination reference to two transfer lists
BTF 40	33	Promotional position – teacher with greatest seniority tie breaker
BTF 41	34	Teacher notified of receipt of application and selection/non-selection
BTF 42	34	Derogatory letter placed in teacher’s file in violation of contract – permanently removed
BTF 43	34	Teachers notified immediately of allegations of misconduct or inadequacy
BTF 44	41	Caseloads for school counselors, social workers, attendance educational specialist 250/1
BTF 45	41	Add: Psychologists and Social workers assigned appropriate duties
BTF 46	41	Library services based upon student enrollment
BTF 47	42	Class size – Buffalo Alt, add: physical education – 10
BTF 48	42	Speech therapist – 1 day at end of year for paperwork (Itinerant)
BTF 49	45	Salary – 2019-2020 BS Step 1 Average of Big Six including Albany, excluding Buffalo – increased in same manner effective 07/01/2020, 07/01/2021, 07/01/2022. Club rate average of 6 minus Buffalo. Psychologists same percentage
BTF 50	45	July 1 (each) COLA
BTF 51	45	Graduate credit – units of 10 to BS + 90, MS + 90
BTF 52	45	Hourly rate 1/1100 of the teacher’s annual salary
BTF 53	51	School Psychologists salary increase same percentage as teachers - Stipends for School Counselors, Reading Specialists, Teacher assigned to Central Office, etc. increased to \$500, Bilingual Extension \$1000.
BTF 54	47	Add Class Advisor
BTF 55	52	District pays for required course, e.g. CPR, water safety, etc.
BTF 56	52	Delete teacher start on Step 2 – return to step 1 starting salary
BTF 57	53	Delete teachers starting on Step 2
BTF 58	53	Vocational teachers placed on correct step

BTF 59	54	Reduces number of steps (27 to 23)
BTF 60	55	Eliminates 6 year max transfer credit for salary placement
BTF 61	55	Speech Therapist – Salary credit for CEU and credits for ASHA
BTF 62	56	Teachers not asked to act like subs
BTF 63	57	Teachers paid after 2 weeks work
BTF 64	58	Teachers paid correctly after two weeks
BTF 65	67	Healthcare reason for coverage denial
BTF 66	70	Increase waiver incentive and waiver pool incentive
BTF 67	70	Eliminates husband and wife not having policies when both are Board employees
BTF 68	71-72	Decreased employment from 100 to 60 days for Temporary teacher to receive health coverage for summer
BTF 69	73	Excessed teacher receive medical benefits for 6 months
BTF 70	73	Increases Life Insurance policy
BTF 71	74	Teachers reimbursed for money/auto stolen on school property
BTF 72	74	Increases termination compensation
BTF 73	75	Increases separation payment
BTF 74	75	Increases SBF payment
BTF 75	77	Increases sick leave accumulation
BTF 76	80	Temporary teachers less than ½ time pro-rated personal leave time
BTF 77	80	Teacher allowed pay for religious holidays
BTF 78	84	District provides New York State FMLA coverage
BTF 79	84	Jury Duty payment kept by teacher for expenses
BTF 80	87	Increase Worker Comp to 3 years
BTF 81	90	Reinstate sabbaticals
BTF 82	91	No reduction resulting from computers, etc.
BTF 83	101	Increases ALC salaries adds BS and MS (stipend)
BTF 84	104	Adds payment for grad hours for Adult Learning Center

Editorial #1	1	Adds Case Managers
Editorial #2	69	State requirements incorporated into contract
Editorial #3	99	Class sizes as per Appendix F
Editorial #4		The BTF and District meet to agree to new language before contract is printed