

WHEREAS, The Superintendent and Board of Education at the March 17, 2022 negotiations session, presented the BTF with a contract proposal in which they propose:

- No salary increase for the first year of the new contract (2019-2020).
- No retroactive payment for teachers who retired prior to the ratification of a new contract.
- To increase the number of weeks teachers must work for the same salary from forty-two (42) to forty-four (44) weeks.
- That teachers required to work after the current forty-two (42) week maximum will not be paid. Will only receive 1/200 after the forty-fourth (44) week.
- To increase the hours of special area teachers teaching both elementary and secondary students from two hundred forty (240) minutes to two hundred fifty-five (255).
- That teachers pay twenty percent (20%) toward their healthcare. Note: We have been informed the District's healthcare costs went down.

And, their gracious salary offer for Buffalo teachers is:

- 2019-2020 – 0% salary increase.
- 2020-2021 – Only “Teachers employed by the District at the end of the 2020-2021 school year, who continue to be employed by the District as of the date of ratification of this Agreement shall receive a one (1) time bonus in the amount of 5% of their annual salary as of the date of ratification of this Agreement.”
- 2021-2022 – Effective upon ratification of this Agreement, teacher and psychologist salaries shall be increased by 4%.
- 2022-2023 – 0%
- 2023-2024 – Effective July 1, 2023, teacher and psychologist salaries shall be increased by 5%, or 3.94% if the parties agree to include a form of step compression.
- 2024-2025 – Effective July 1, 2024, teacher and psychologist salaries shall be increased 2.5%.
- 2025-2026 – Effective July 1, 2025, teacher and psychologist salaries shall be increased by 4% or 2.94% if the parties agree to include a form of step compression.

Step Compression:

- Effective July 1, 2023, Step 16 will be eliminated from the teacher salary schedule (but reduces salary increase to 3.94%).
- Effective July 1, 2025, the new Step 16 will be eliminated from the teacher salary schedule (but reduces salary increase to 2.94%); and

WHEREAS, in addition, at a Board of Education meeting and at the March 18, 2022 negotiations session, their Chief Negotiator, Nate Kuzma, stated that the BTF Proposal was intended to “Bankrupt the District”; and

WHEREAS, the BTF proposal was not intended to “Bankrupt the District”, but rather to delineate the tens of thousands of dollars Buffalo teachers are behind their colleagues in the “Big 6” school Districts; and

WHEREAS, the impact of said proposals would have teachers making less in salaries; and

WHEREAS, Buffalo teachers find said proposals insulting and demeaning; and

THEREFORE BE IT RESOLVED, that Buffalo teachers call upon the Superintendent and Board of Education to, at our next negotiations session, rescind and withdraw its March 17, 2022 contract proposal and present a new contract proposal that they believe and assert truly reflects and affirms their appreciation for the commitment and dedication Buffalo teachers have shown for our students, staff and parents during these unprecedented and horrendous times; and

BE IT FURTHER RESOLVED, that the BTF take all appropriate and necessary actions to ensure that Buffalo teachers are provided with a new contract that reflects their continued commitment and dedication to students, parents and community, and

BE IT FURTHER RESOLVED, that a copy of this resolution be sent to the Superintendent, Board of Education and Buffalo teachers.

*Passed unanimously by the BTF Executive Committee and Council of Delegates on March 24, 2022*