



# BTF NEGOTIATIONS

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March 15, 2023

Nathaniel Kuzma, General Counsel and Chief Negotiator

# Efforts Since Fact-Finding

- Independent Fact Finder's Report and Recommendations issued on January 30, 2023.
- BTF rejected the Report and Recommendations within a day.
- The District agreed to meet for further negotiations on February 9, February 14, February 24, March 1, March 7, March 13, and March 14, 2023.
- BTF's stated concerns about the Report and Recommendations were that the fact finder did recommend step compression and that the health insurance contributions for active members were at a percentage as opposed to a flat dollar amount.
- These concerns were addressed during recent negotiations.
- District continued to focus on its stated priorities of salaries, health insurance reform for active employees and future retirees, the hiring of the most qualified athletic coach, and the ability to change the school schedules to implement a three-tiered bell schedule.

# District Proposal – Wages

- Significant wage increases begin immediately upon ratification.
  - Effective immediately: **8%**
  - On July 1, 2023, an additional: **6% (remove Step 20)**
  - On July 1, 2024, an additional: **4% (remove Step 18)**
  - On July 1, 2025, an additional: **3% (remove Step 16)**
- Removal of three salary steps over the term of the contract.
- All active teachers will receive a one time **10%** bonus.

# Six-Month Economic Benefit for a Teacher

<u>Step 4 with Masters currently:</u> \$48,623		<u>Step 22 with Masters +30 currently:</u> \$86,991	
Signing Bonus (10% new salary)	+\$5251	Signing Bonus (10% new salary)	+\$9395
New Base with 8%:	\$52,513 (+\$3890)	New Base with 8%:	\$93,950 (+\$6959)
July 1, 2023 Salary (6% plus step)	\$57,818 (+\$5305)	July 1, 2023 Salary (6% plus double step)	\$103,896 (+\$9946)
Additional Summer Pay:	+\$1149	Additional Summer School Pay:	+\$2113
<b>Monetary Benefit to Teacher:</b>		<b>Monetary Benefit to Teacher:</b>	
Salary:	\$9114	Salary:	\$16905
Summer Pay:	\$1149	Summer Pay:	\$2113
Bonus:	\$5251	Bonus:	\$9395
<u><b>Total Benefit:</b></u>	<u><b>\$15,514</b></u>	<u><b>Total Benefit:</b></u>	<u><b>\$28,413</b></u>

\*\*Does not include other extra activity increases such as coaching, after-school program, and Saturday Academy work.

# District Proposal: Health Insurance

- Fact-Finder recommended an increased percentage contribution from Teachers.
- To address the BTF's concerns, the District's Proposal now contains a flat rate.
- Beginning July 1, 2023, contributions from active teachers and future retirees are:

	<i>Single</i>	<i>Family</i>
• 2022-2023 (Current)	\$600	\$1,500
• July 1, 2023	\$750	\$1,750
• July 1, 2024	\$850	\$1,900
• July 1, 2025	\$950	\$2050

# Economic Facts of the District's Proposal

- Increases average salaries over the term of the Contract from \$72,000 to \$91,216.
- Includes a flat-dollar amount contribution toward health insurance.
- Reduces the number of salary steps to 23, so our Teachers get to their top step sooner.
- This proposal utilizes \$50 million of the approximately \$70 million in NYS Foundation Aid increases the District expects to receive this next fiscal year.
- Total Cost of the Contract is \$227 million dollars.
- Teachers are harmed financially by the BTF's rejection every day that goes by.
- If this impasse goes beyond July 1, 2023, teachers will have to wait another school year, and endure fiscal uncertainty, to hopefully reap the benefits of this Proposal.

# Impasse:

## Elimination of Retiree Health Insurance

- The District's Proposal requires the elimination of the retiree health care benefit for new teachers hired **after January 1, 2026**.
- This proposal would not impact our current Teachers, or Teachers hired through December 2025.
- Equity and solidarity are our union values. All of the six other bargaining units that previously had this benefit agreed have recently to its elimination for new hires (BEST, PCTEA, Local 264 (Cooks/Service Center), BCSA, and Local 409) and we have asked the same from the BTF.
- The District cannot offer these substantial economic benefits to our current employees without elimination of the retiree health care benefit for future hires.
- The BTF has rejected this proposal.

# Status and Conclusions

- On Monday, the parties met in a stated effort to finalize an agreement.
- Negotiations continued on Tuesday, with the hopes of having a proposal ready for tonight's meeting.
- The District made substantial financial increases to its Proposal for current teachers.
- The District's package is premised on elimination of retiree health care benefit, for employees hired as of 1/1/26 and thereafter.
- The BTF has stated they will not agree to this elimination.
- Negotiations appear to have now broken down over the retiree health care issue, though we remain committed to continue discussions.
- No further negotiations dates have been set.