

BTF Negotiations Update

Executive Affairs Committee

December 7, 2022

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District's Priorities Aligned to the BPS Strategic Plan

1. Provide a fair and competitive compensation package to current Buffalo teachers as soon as possible.
2. Stabilize the District's budget by bringing contract provisions in line with the marketplace; protect and preserve the District's financial stability for the future.
3. Increase the District's ability to appropriately fill athletic coaching appointments with the most qualified coach.
4. By negotiating work rule flexibility, increase educational opportunity and learning time equity for all students.

District Proposal-Wages

From Most Recent Proposal

- Effective immediately upon ratification: **8%** (or 7% if the parties agree to remove Step 15 from salary table.) This represents an average increase of \$5760 per teacher.
- July 1, 2023: **6%** (or **5%** if the parties agree to remove Step 15 from salary table.) This represents an average increase of \$4,665 per teacher.
- July 1, 2024: **4%** (or 3% if the parties agree to remove Step 15 from salary schedule.) This represents an average increase of \$3297.00 per teacher.
- Average teacher salaries would increase from \$72,000 to approximately \$85,700 over the term of the District's proposal.
- Additionally, all active teachers will receive a one time **8%** bonus of his/her new salary upon ratification that on average will be \$6,200.00. Adult Learning Center teachers will receive a one-time \$500.00 bonus.
- Teachers who retired between September 1, 2019 and today, would be eligible for a payment of up to \$1,500.00 depending when he/she retired.

District Proposal-Wages From Most Recent Proposal

- Class instructors at the Adult Learning Center will be provided with a new thirty (30) minute preparation period for the purpose of preparing lessons and completing necessary paperwork.
- Effective July 1, 2023, increase teacher per pupil allowance from \$8.00 to \$10.00. Additional increase by \$1.00 effective July 1, 2024.
- Provide a \$1,000.00 stipend for teachers with a bilingual extension when providing instruction in a class where the bilingual extension is necessary and required.
- Increase stipends for guidance counselors, reading specialists, social workers, attendance teachers, and other TOSA's by \$100.00 to help address instructional and social-emotional needs of students, post pandemic.

District Proposals-Health Insurance

From Most Recent Proposal

- Health Insurance

- Active Employees: Contribute 13% of premium equivalent.

- Future retirees: Effective upon ratification, contribute the same percentage toward premium equivalent as active employees.

- What a 13% contribution means on an annual basis for a teacher:

- Family plan: From \$1500 to \$2,793 (per year) for the highest cost plan/\$139 per pay.

- Individual plan: From \$600 to \$1,257 (per year) for the highest cost plan/\$62 per pay.

District Proposals-Health Insurance

- Medicare Advantage Plan:

Teachers who retire subsequent to ratification will automatically be enrolled in the District's Medicare Advantage Plan upon reaching Medicare eligibility.

- Retiree Health Care:

New Hires as of July 1, 2023 are not eligible for this benefit. All existing members are still eligible.

District's Work Rule Proposals

- Propose modifying in collaboration with the BTF, the CBA to modernize the teacher transfer process.
- Implementation of the athletic coach hiring MOU to ensure our student-athletes have access to high quality athletic coaches, as the athletic committee recommended.
- Flexibility in determining the starting and ending times at schools to support decreased learning loss and enhanced safety of all children during bus driver shortage.
- Hiring of teachers during the summer will be based on district seniority rather than prior summer of years of summer employment.
- Provision allowing for the development of a 43-week calendar as opposed to a 42-week calendar, to support the professional development of teachers and to decrease learning losses experienced by students during the pandemic.

BTF Proposals 49 and 50

From Most Recent Proposal

2019-2020: 11.0%	8%		Remove Step 1	(3.0%)
2020-2021: 11.0%	8%		Remove Step 1	(3.0%)
2021-2022: 11.0%	8%		Remove Step 1	(3.0%)
2022-2023: 17.6%	8% + COLA	(6.6%)	Remove Step 1	(3.0%)
2023-2024: 17.9%	8% + COLA	(6.9%)	Remove Step 1	(3.0%)
2024-2025: 14.0%	8% + COLA	(3.0%)	Remove Step 1	(3.0%)
2025-2026: 14.0%	8% + COLA	(3.0%)	Remove Step 1	(3.0%)

TOTAL: 96.5%

- These increases are retroactive and apply to salary schedule, coaching rates, and psychologist salaries.
- COLA in future years is unknown but conservatively estimated based on current trends.
- BTF 50 proposes increasing the teacher salary schedule by COLA on each July 1, including year beyond expiration.

BTF Proposal 52

From Most Recent Proposal

- The hourly rate for teachers shall be $1/1100^{\text{th}}$ of their annual salary for each hour or part thereof they are employed. Current hourly rate is \$31.85.
- This proposal is retroactive to July 1, 2019.
- If agreed to, this proposal increases the hourly rate by 102% or to approximately \$63.00 immediately upon signing of the agreement, which would be higher than the rate for building leaders.

Differences in Cost of District Package

- 4/28/22 District Proposal
 - 22-23 net cost - \$37 million (1 Year)
 - 4-year net cost - \$181 million
 - Run rate at Year 4 - \$53 million
- 11/28/2022 District
 - 22/23 net cost - \$ 54 million (1 Year)
 - 4-year net cost - \$210 million
 - Run Rate at Year 4- \$60 million

History of BTF Proposals

Analysis of BTF 49 and 50 and 52 only

	November 7, 2022		Difference		May 6, 2022		Difference		January 9, 2022	
	annual	cumul	annual	cumul	annual	cumul	annual	cumul	annual	cumul
2019-20	60	60	(10)	(10)	70	70	(118)	(118)	188	188
2020-21	103	162	(22)	(33)	125	195	(105)	(223)	230	418
2021-22	150	313	(38)	(71)	189	383	(84)	(308)	273	691
2022-23	239	551	(53)	(123)	291	675	(56)	(363)	347	1,038
2023-24	345	896	(42)	(165)	387	1,062	(22)	(386)	409	1,447
2024-25	442	1,339	(52)	(218)	495	1,556	48	(337)	446	1,894
2025-26	554	1,892	(46)	(264)	600	2,156	115	(223)	485	2,379

Projected Cost of Proposals – Impact on District Budget and Fund Balance

- Current District Fund Balance - \$313.0 million.
- District proposal uses nearly 67% of Fund Balance reserves within 4 years.
- BTF proposals 49, 50, and 52 will **fully deplete all** of the District's available financial reserves immediately upon signing of the agreement, and it would require nearly double our available fund balance to pay for the BTF's proposed raises and would likely cause significant lay-offs impacting the District's ability to provide basic services to the students and families it serves.
- If the District were to agree to the BTF proposal, it would immediately **render the District insolvent and unable to operate.**

Next Steps

- The parties have submitted evidence and arguments to the PERB appointed Fact Finder. The parties are scheduled to meet with the Fact Finder on December 13, 2022 where he will seek clarification from the parties on the issues. The parties should receive the Fact Finder's non-binding report within a few months of this meeting, if not sooner.
- The District remains willing to negotiate in a fair and meaningful process which will prove to be respectful to teachers (who our deeply appreciated) while financially allowing the district to operate in ways financially which will:
 - Continue to offer programming and professional development opportunities that will encourage high and equitable academic achievement for all the students in the Buffalo Public Schools.
 - The parties are scheduled to meet on December 8, 2022.