


WHEREAS: The teachers at City Honors School have received the District's offer to settle the issues involving the recent arbitration decision, wish to reach a settlement that benefits our students; and,

WHEREAS: The teachers at City Honors School believe strongly that their time is better utilized assisting their students than being wasted on some tasks that make no sense, have been newly created to apparently fill time (see response to District 1, 4); and,

WHEREAS: The teachers at City Honors School have been surveyed for their input relating to the District's January 4, 2018 offer; and,

THEREFORE BE IT RESOLVED: This offer is made in good faith in an attempt to resolve the issues.

Modification or additions must be agreed to by the parties.

1/12/18
on behalf of the City Honors Reg. Team


RE: District 1, 4

The following non-teaching duties are duties that subtract from time that teachers could be utilizing to assist students and, in most cases, are unnecessary. As such, teachers should not be assigned to the following duties:

1. **Supply/Copy Machine Duty** - During their 45-minute duty, teachers are to use the forty-five minutes to fill supply orders and replenish the supply of copy machine paper. Previously performed by one teacher aide. Now assigned to three teachers.
2. **Bathroom Sweep** - During their 45-minute duty, teachers are assigned to enter and patrol student lavatories during this 45-minute assignment. Newly created by the Principal.
3. **Physical Education Locker Room Duty** - During their 45-minute duty, each period, a teacher is assigned to sit in front of the locker room. Newly created by the Principal.
4. **Recycling Duty** - During each 45-minute duty, a teacher is assigned to collect cans and bottles for recycling. Newly created by the Principal.
5. **Hall Sweeps** - During their 45-minute duty, teachers are assigned to monitor each floor.
Note: There are security cameras on each floor that are monitored by security office and Main office. Newly created by the Principal.
6. **Professional Growth System (PGS)** - During their 45-minute duty, assigned teachers are required to input other teachers' credit bearing time into the PGS. Newly created by the Principal.
7. **Master Calendar Duty** - During their 45-minute duty, assigned teachers are required to update the school website. Newly created by the Principal.
8. **Attendance Duty** - Call guardian and/or write letters for students who are frequently absent and/or tardy. This is an Attendance teacher's assignment. Newly created by the Principal.
9. **Recess Duty** - For twenty minutes, teachers are required to take students out-side and then have lunch duty for the remaining twenty-five minutes. Newly created by the Principal.
10. **Front Desk Duty** - Two teachers are assigned to a desk at the front door to have visitors sign in and direct them to the office. This is newly created by the Principal. Previously performed by a teacher aide.
11. **Main Locker Room Duty** - Teachers required to monitor students at their locker - Security office is directly in front of the desk. Previously performed by an Administrator.

The teachers agree to the following duties that were previously performed by teacher aides:

1. **Lunch Duty** - Teachers who volunteer should receive a stipend for lunch duty. The stipend should be proportionate to the \$2959 the teachers in Niagara Falls receive for a 30-minute lunch duty. Previously performed by teacher aides.

2. Study Hall Duty - Teachers will receive the current hourly rate. Previously performed by teacher aides.

All agreed upon non-instructional duties will be voluntary and rotated on a yearly basis. Voluntary assignments will be based on seniority.

RE: District 2

1. We need the specifics and clarification on this proposal

RE: District 3

1. This has nothing to do with the Arbitration and is therefore rejected.

RE: District 5

1. There will be no reduction in force or involuntary transfers for three (3) years unless there are similar actions at the other Buffalo Public Schools due to a fiscal emergency.

RE: District 6

1. Since \$1,000/year equates to approximately only \$5.50/day, all teachers who performed said non-instructional duties covered by the arbitration, including retired, active, and those no longer at City Honors, will receive the contractual rate in effect for each year, i.e. the rate in effect when said duties were performed.

The BTF agrees to a negotiations news/media "black out" while negotiations proceed.