

**RE: District Settlement Proposal-City Honors Non-Teaching Duty Arbitration**

January 23, 2018

Whereas: School districts and the individual schools within have an obligation to properly supervise students for their safety and well-being.

Whereas: The normalized practice in American public schools is for teachers to play a role in supervising students and participating in non-instructional duties.

Whereas: The BTF has been an outspoken advocate for safe and orderly school buildings.

Whereas: Non-teaching duties connect teachers in important ways with students away from tests, lectures and the classroom, and positively bolster the culture and climate of the school.

Whereas: Through this proposal, the District is attempting to create more opportunities for teacher preparation time through the creation of a new schedule at the building.

Whereas: The cost of the BTF's January 12, 2018 proposal to the District is cost prohibitive and unsustainable.

Therefore, this offer is made in good faith in an attempt to resolve this matter.

1. District agrees non-instructional non-teaching duties will be capped at one whereas the Contract between the parties allows for up to two to be assigned. Morning arrival and afternoon dismissal do not count toward the non-teaching duties.
2. Fifteen minutes after student dismissal any remaining time as part of the teacher's seven hour and fifteen minute work day will be reserved for teacher "office hours" and be duty free.
3. City Honors may create a committee to discuss changes to the schedule for the 2018-2019 school year that includes a reduction in lunch from 45 to 30 minutes and assigning no more than two days/periods a cycle of "common planning" for teachers at City Honors in an effort to create more teacher prep time. In the event a new schedule is adopted, fifth and sixth grade teachers would not be required to perform non-instructional, non-teaching duties in lieu of a 6<sup>th</sup> period of instruction as is the practice for all other

grade five and six teachers in the District at other grade 5-12 configured buildings.

4. Teachers will perform non-instructional non-teaching duties as designated by the school administration moving forward.
5. District agrees to no teacher reductions in force at this time.
6. \$1000.00 per year for current and active teachers at City Honors that performed non-instructional non-teaching duties. This covers seven school years between the 2010-2011 school year and the 2016-2017 school years. Non-instructional non-teaching duties do not include morning arrival and afternoon dismissal times. Payment will be made to teachers within 30 days of the execution of the MOU between the parties. The MOU is subject to approval by the Buffalo Board of Education.
7. BTF agrees to withdraw Grievance 10-004 and any litigation related to the implementation of the Bantle decision related to grievance 10-004.
8. All other BTF proposals not specifically addressed herein are rejected.