

GRIEVANCE FORM 2013-14

For use in the grievance procedure contained in the Master Contract between the Buffalo Teachers Federation and the Board of Education.

PLEASE TYPE OR PRINT NEATLY!

TEACHER Buffalo Teachers Federation

SCHOOL BUFFALO TEACHERS FEDERATION, INC.

SUBJECT/GRADE _____ DATE 09/20/2013

HOME ADDRESS 271 Porter Avenue HOME PHONE (716) 881-5400

CITY, STATE ZIP Buffalo, NY 14201 SCHOOL PHONE 881-5400

ARTICLE(S) VIOLATED INCLUDE BUT ARE NOT LIMITED TO:

1 B, VII D, XII K, XIII, XX, XXV G, XXXVII, XXXIX D, XXXIX F, MOU of 1/15/13; APPR Agreement dated 1/17/13, Report of the Professional Council APPR.

NATURE OF GRIEVANCE:

Violations include but are not limited to: Teacher composite effectiveness scores were issued late. Scores were incorrect and/or incomplete. Teachers are unable to view and/or verify State Growth/SLO and LMA scores. PGS system was used without Professional Council agreement. The PGS system failed to calculate accurate scores. Electronic approval/rejections were not honored or secured. Teachers were not adequately trained on the use of the PGS system. The entire process lacked NYSED required transparency. The District failed to ensure accurate teacher/student data verification. District representatives provided contradictory and inconsistent instructions to teachers throughout the APPR process including but not limited to SLO's, LMA's, Artifacts, Rubric and use of PGS System. Inconsistent number of indicators used from Rubric. Rubric indicators were utilized without Professional Council approval. Teachers were provided insufficient training on the entire process and were not provided the necessary time during the work day to perform all required tasks. Teachers were issued TIPS on the wrong form, without collaboration and late. Administrators and trainers insisted upon certain growth/achievement rates for SLO's and LMA's. Artifacts unfairly and arbitrarily assessed. Some teachers did not receive announced and/or unannounced observations. Timelines and feedback processes were breached. Evaluators were not properly trained and inter-rater reliability was breached. Pre-test and Post-test data was not available and not reliable. Absenteeism procedures were not used for artifacts. Portions of the APPR process were implemented without agreement of the BTF and District Professional Council.

SETTLEMENT DESIRED:

All 2012-2013 APPR's and related documents including but not limited to TIP's shall be expunged from all District files as well as records held by the State of New York. No 2012-2013 APPR shall be used to negatively affect teachers. All teachers shall be made whole.

SIGNED _____ SIGNED *Deanna Fox*
(TEACHER) (FOR THE BTF)

(over)

ADMINISTRATOR'S RESPONSE

PLEASE TYPE OR PRINT NEATLY!

DATE _____ SIGNED _____

TITLE _____

LEVEL I SETTLEMENT ACCEPTABLE TO TEACHER: YES _____ NO _____

1. If this grievance is settled at Level I, please mail the original to Grievance Committee, Buffalo Teachers Federation, 271 Porter Avenue, Buffalo, New York 14201, and retain a copy for your Delegate file.
2. If this grievance is not settled at Level I, you have five days in which to appeal to Level II. In this case, duplicate the original:
 - A. Retain file copy.
 - B. Send original to Central Grievance Committee, Buffalo Teachers Federation, 271 Porter Avenue, Buffalo, New York 14201. (The Federation will distribute added copies to the appropriate administrators.)
 - C. Include one signed, blank grievance for office use.
3. If you have any questions call:
Dennis Licherelli, Deana Fox or Nick Whitman, at 881-5400.

NOTE: A written grievance shall be filed as soon as possible, but in no event later than fifteen (15) days after occurrence of the facts giving rise to the grievance or notice of such facts to the teachers, whichever is later.