

**BUFFALO TEACHERS FEDERATION, INC.
271 PORTER AVE
BUFFALO, NY 14201**

BTF 13-027

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 _____

SUBJECT/GRADE _____ DATE 10/17/2013

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

CITY, STATE ZIP Buffalo, NY 14201

SCHOOL PHONE _____

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

I 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 Professional Council APPR

NATURE OF GRIEVANCE:

For the 2013-2014 APPR process the district is in violation of the above by: failing to create and utilize pre-tests for teachers SLOs and LMAs. The district is providing inconsistent and/or contradictory information about SLOs and LMAs. The district has forced teachers to serve as trainers. Training is not adequate and not paid. Teachers are not being provided with adequate work/release time in order to complete SLOs and LMAs. The district is mandating the use of PGS which doesn't allow for required signed hard copy agreements between the teacher and administrator. The PGS is not functioning as needed. The district is not providing adequate information to teachers on student rosters, data, and a listing of teachers 51% student populations for SLOs and lowest 50% for LMAs. District mandated deadlines are unilateral and not reasonable. Teachers with changing student populations are being told to write SLOs and LMAs. Teachers are improperly mandated to use a varied number of "data points". Teachers are being coerced and ordered to utilize and set certain targets such as those included in School Educational Plans.

SETTLEMENT DESIRED:

Cease the implementation of this flawed process. Adhere to all applicable laws, the master contract and agreements between the parties. All 2013-2014 APPRs and related documents shall be expunged from all District files as well as records held by the State of New York. No 2013-2014 APPR shall be used to negatively affect teachers. All teachers shall be made whole.

SIGNED _____

(TEACHER)

SIGNED _____

(FOR THE BTF)

(over)