



President PHILIP RUMORE

December 18, 2014

**MEMO TO:** All Buffalo Teachers  
**FROM:** Philip Rumore, President, BTF  
**RE:** Fact-Finders Report

BUFFALO TEACHERS  
FEDERATION, INC

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As per the Fact-Finder, the Fact-Finder’s Report is being released for review after December 17, 2014 at 12:00 midnight. Please go to [www.btfny.org](http://www.btfny.org), News & Alerts, Fact-Finder Report. Please remember the report is not binding on either side.

In summary, the actual recommendations start on page 10.

- The recommendations cover the years 2008-2018 (page 10).
- The base salary increases are listed on page 10.
- In addition to the base salary increases, a dollar amount will be phased in (added to) steps (years) 20-23 and 24-27.

The way the “longevity” payments are listed is somewhat confusing.

In short:

In 2015-2016, \$2,000 is added to Steps 20-27. In 2016-2017 \$3,500 is added to steps 20-22 and \$5,500 (\$2,000 + \$3,500) is added to steps 23-27. In 2017-2018 \$5,000 is added to Steps 20-22 and \$10,000 (\$5,000 + \$5,000) is added to Steps 23-27.

- Retirees will receive a payment of 3% of their final year’s salary (page 11).

**EARLY RETIREMENT INCENTIVE**

- The early retirement incentive is changed from 70% of the difference between the teacher’s final salary and the Masters Step 1 to:

Effective July 1, 2015	
20-24 years of service	\$250/year
25-29 years of service	\$300/year
30-34 years of service	\$350/year
35 or more years of service	\$400/year

**WORKER’S COMPENSATION**

- The worker’s compensation benefits for non-assault cases is reduced from two (2) years to one (1) year. It remains five (5) years for assaults.

### **HEALTH INSURANCE**

- Health Insurance (page 15) continues current coverage except:
  - The cosmetic surgery rider is eliminated for active teachers upon ratification of contract by BTF and District.
  - Office visit co-pay is increased from \$5 to \$15.
  - Prescription drug co-pays increased to \$5/\$25/\$40.
  - Medicare Advantage is required for “new” retirees who reach Medicare eligibility.
- Premium contributions for active members.

	<u>Individual</u>	<u>Family</u>
2015-2016	\$192/year	\$471/year
2016-2017	\$384/year	\$942/year
2017-2018	\$590/year	\$1460/year

- No increase of Healthcare costs for new retirees until 7/01/2017. At that time, new retirees will pay what they were paying when they retired.

### **LAI D OFF TEACHERS**

- Teachers in 2006 were laid off as a result of our refusal to drop our single carrier grievance.

While we lost court reviews of the layoffs, we were successful with PERB.

That positive ruling has been appealed to the full PERB board.

The Fact-Finder recommends awaiting the outcome of the appeal.

### **SUPPLEMENTAL BENEFIT FUND (SBF) (page 16)**

- A one-time payment of \$400,000 to the SBF.
- \$25 per member increase for each year. (Which years?)

### **CLASS SIZE/INCREASED DAY/YEAR (PAGE 19)**

- Fact-Finder recommends a joint BTF/District committee to develop recommendation. (Four (4) BTF/Four (4) District)

Remember the Fact-Finder Report is not binding on either side.

The Board will be reviewing it on Wednesday, December, 17, 2014.

We will post it on our website after the PERB release date and time, Wednesday, December 17, at midnight. The Council of Delegates will be briefed at our meeting on December 18, 2014.

[Click Here For Fact-Finder's Report](#)