October 22, 2016

MEMO TO: All Buffalo Teachers

FROM: Philip Rumore, President, BTF

RE: "Hold Steps"

While everyone is grateful that all of what are called "Hold Steps" have finally been removed, there are still questions as to the impact of their removal.

The details of the salary schedule, back pay and bonus checks are being discussed. As soon as we have the details worked out we will forward them to you.

Now that we have eliminated the "Hold Steps" to significantly improve salaries, especially as teachers progress through the salary schedule, we can begin to lower the time it takes us to get to that maximum salary. It's called salary schedule compression.

Yes, that is part of our plan and yes, we are preparing to do just that as we plan for our next negotiations.

We want to make teaching in Buffalo a career that is personally and monetarily rewarding.

Everyone knows that by 2018 the "Hold Steps" will all be removed preventing teachers from remaining on Steps 15, 17, 19 and 21 for two years.

Here however, are responses to some of the questions relating to the overall impact of this accomplishment.

- When you remove the four (4) "hold steps" you obviously add four (4) steps.

When you add the 10%, 2% and 2%, you increase the salaries in all of the next salary schedule steps beyond.

That is why the salaries have the increases as follows:

	Masters		**Masters +30**	
	July 1, 2016	*September 1, 2018*	*July 1, 2016*	*September 1, 2018*
Step 17	$63,142	$74,128	$66,151	$77,569 (17%)
Step 23	$68,007	$85,420	$71,086	$88,861 (25%)
Step 27	$74,657	$92,948	$77,666	$96,389 (24%)

This obviously greatly increases the career earnings of all teachers regardless of where you currently are on the salary schedule. As I said above, the next priority is to significantly reduce the time it takes to get to the maximum salary to really be in line with other school districts.

PR:su