

Phil
Passed 5 to 4 !!
on 23 March
To Delegate Chair
From Phil

Update Post-
Note: This applies
to all teachers current
and newly hired.
The media
reports are
incorrect.
Phil

City of Buffalo
Buffalo Board of Education
Resolution

An order to rescind Residency Rule Policy § 6170

Sponsor: Ralph R. Hernandez

Whereas, on April 24, 2002, the Board of Education adopted Personnel Policy §6170 which requires employees hired on or after the effective date of the policy to become residents domiciled within the City of Buffalo, and maintain residency within the City throughout their employment by the Board; **and**

Whereas, newly hired school teachers are required to move into the City of Buffalo within six months or lose their jobs; **and**

Whereas, the MGT report (Human Resources Management 3-9), a 2010 district wide assessment study of best practices commissioned by the Board of Education recommends that teacher and administrator residency rule be removed; **and**

Whereas, other school districts' residency policies have been declared "unenforceable" and ordered fired teachers over residency rule reinstated with back pay; **and**

Whereas, schoolteachers and administrators are professional employees who work within specific guidelines and the boundaries of accepted practices. Those guidelines remain the same regardless of residency; **and**

Whereas, the teacher residency requirement deters many otherwise qualified teachers from pursuing employment in the BPS district, thus decreasing the supply of teachers from which BPS must do its hiring; **and**

Whereas, A growing body of research shows that teacher quality is perhaps the most important factor influencing student achievement and that attracting and retaining high-quality teachers is the key variable to improving urban schools;

NOW THEREFORE, BE IT RESOLVED, that upon approval of this resolution District Personnel Policy §6170 (Residency Rule) is hereby rescinded and effective immediately, the District is prohibited from requiring, as a condition of employment, that a hired employee reside within the school district or City of Buffalo;

BE IT FURTHER RESOLVED, that those job applicants who opt to reside in the city of Buffalo will get a "10-point hiring preference" added to their final interview or hiring score.

BE IT FURTHER RESOLVED, in recognizing the value of teachers living in the City of Buffalo, the administration will work to create incentives to encourage teachers to choose to live in the City of Buffalo.