



Buffalo Teachers Federation, Inc.
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President, PHILIP RUMORE

May 13, 2019

MEMO TO: Dr. Kriner Cash, Superintendent, BPS
Members, Buffalo Board of Education

FROM: Philip Rumore, President, BTF

RE: 2019-2020 School Calendar

There still seems to be some confusion relating to the 2019-2020 school calendar.

We have attached a copy of our proposed forty-three (43) week calendar ([Document A](#)) and MOU ([Document B](#)) that, again, agree to teachers working forty-three (43) weeks instead of the contractual forty-two (42) weeks. Note: the 2018-2019 forty-three (43) week MOU, as you can see ([Document C](#)) just changes the dates of this year's (2018-2019) forty-three (43) week MOU.

This year's, next year's as well as other District/BTF compromise calendars, spread the teacher's salary over forty-three (43) weeks instead of forty-two (42) weeks; whereas, your proposed calendar spreads teachers' pay over forty-four (44) weeks, e.g. for a teacher making \$50,000 a year, their pay is reduced by over \$108 every two weeks.

The forty-three (43) week compromise calendar, that we have agreed to for many years, addresses what were apparently your major concerns, having two consecutive days of professional development and incorporating the mid-winter and spring breaks.

Having Friday, September 6, 2019 as a day for student orientation, seating, organization, grouping, etc. is very desirable. It allows for students and teachers to organize their classes, meet each other and be ready to begin the first week of instruction on Monday.

Rather than being a negative, as some not in the classroom at City Hall would have you believe, it is indeed a preferred way to begin the school year.

As per our April 17, 2019 correspondence, within two days, despite what you are being told by some, teachers voted overwhelmingly for the forty three (43) week compromise calendar.

- Forty (40) schools support the forty-three (43) week calendar.
- Nine (9) schools support the forty-four (44) week calendar.

One or more City Hall administrators are telling teachers that on Wednesday, May 15, 2019, the Board will be voting to approve the forty-two (42) week calendar despite our having provided a forty-three (43) week compromise calendar that provides for the two consecutive professional development days and the

mid-winter and spring breaks, and that comes with the support of forty (40) of the forty-nine (49) schools that reported.

In addition, our compromise calendar, in contrast to your forty-four (44) week calendar, does not prevent many teachers from earning needed summer wages (some over \$1,000) and provides some time between summer school and the beginning of instruction.

Knowing you as well as I do, I can't believe that you would agree to a forty-two (42) week calendar that does much harm to employees and morale, when we have proposed a forty-three (43) week calendar that agrees to have teachers' work-year extended for an extra week with no additional pay.

We have worked together for many years and agreed to a forty-three (43) week compromise calendar that is a compromise allowing for teachers to work beyond the mandated forty-two (42) week calendar.

We have many issues to work on together.

We look forward to continuing that productive working relationship.

PR:su

cc: All BTF Members

Enclosures:

[Document A – Proposed Forty-Three \(43\) Week Compromise Calendar](#)

[Document B – Proposed Forty-Three \(43\) Week Compromise MOU](#)

[Document C – Agreed to Current 2018-2019 Forty-Three \(43\) Week Compromise Calendar
Showing Date Changes Incorporated into 2019-2020 Compromise MOU
\(Document B\)](#)