

President PHILIP RUMORE



BUFFALO TEACHERS  
FEDERATION, INC

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September 13, 2013

**MEMO TO:** All Buffalo Teachers  
**FROM:** Philip Rumore, President, BTF  
**RE:** TIP

In addition to refusing to sign a TIP you don't agree with, teachers have the option of including the following with a TIP even if you have already signed it.

Remember, as per my September 4, 2013 memo, keep hard copies!

*To whom it may concern;*

*Be advised that my signature on this TIP does not mean that I agree that I should be required to complete said TIP for the 2013-2014 school year.*

*I believe that my composite score may be incorrect as a result of my lack of a score and/or an incorrect score resulting in my being required to complete this TIP.*

*In addition, there has been insufficient student information available. There have been very limited professional development opportunities relating to my students and the development of a TIP.*

*Based upon this and other issues the BTF is challenging, I wish to have this TIP and*

*any records associated with it expunged from all district records.*

*My signature on this TIP waives no statutory or contractual rights.*

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Name (Print)

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Signature

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Date

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School/Site