

President PHILIP RUMORE



BUFFALO TEACHERS  
FEDERATION, INC.

271 PORTER AVENUE  
BUFFALO, N.Y. 14201  
(716) 881-5400  
FAX (716) 881-6678

June 5, 2020

**MEMO TO:** Buffalo Teachers  
**FROM:** Philip Rumore, President, BTF  
**RE:** Up-dates

**Thoughts for Today**

- Carve out a time for yourself today.
- It's okay not to do it all.
- If you ate both pasta and antipasto, would you still be hungry?

The statement below was approved by the BTF Executive Committee and BTF Council of Delegates:

**STATEMENT**  
**by**  
**Philip Rumore, President**  
**Buffalo Teachers Federation**  
**on behalf of the**  
**Buffalo Teachers Federation**

"The Buffalo Teachers Federation has a long history of fighting against racism, bigotry and discrimination.

The brutal murder, yes murder, of Mr. George Floyd and too many other Black/African Americans is a symptom of a disease; however, unlike the deadly and horrific Coronavirus, this disease has, for centuries, been denied and unlike the Coronavirus there have been no concrete and honest actions in search of a cure.

We condemn the violent and destructive acts of those resorting to self-serving actions that undermine finding a cure for the destructive disease of racism, bigotry and the abuse of power by those who, unlike many police, community leaders and communities, are seeking healing and a cure for this destructive societal disease.

We must also demand and ensure laws are passed requiring that such acts of violence and murder are reported to the public and punished, to the full extent of the law, regardless of who committed them.

As elections proceed, let us also ensure that those who receive our vote now, and in the future, are held accountable for taking specific and concrete actions to end the racism/bigotry virus forever.

Let us all join hands until this destructive societal disease perishes forever.”

### **NYSUT Virtual Vigil for Justice, Action and Peace**

Attached is information relating to a “Virtual Vigil” that NYSUT has planned for Monday, June 8, 2020 from 4:00 – 6:00 p.m.

We urge you to join in.

### **Safety Concerns**

- Student lockers – in addition to the safety concerns, it is not a teacher’s job to clean out lockers. Although you want to help, performing this without objection can lead to it becoming accepted as part of your duties, i.e. since you agreed, you agreed to perform the assignment without objection, it is now part of your duties.

We have filed a demand to negotiate this. If you are still being asked/required to perform this, please advise us by email to [Isauer@btfny.org](mailto:Isauer@btfny.org).

### **Graduations**

- We just received the letter from the Superintendent regarding apparent in-person graduations.

We are checking with the authorities to determine if this is allowed. Although you want to help your students, if you are concerned about your health, please inform your principal that, while you want to participate, you believe it presents a health risk.

Stay tuned.

### **Absurd and Unnecessary Teacher Duties**

We have filed grievances and, in some cases, Improper Practices against the District and some individual administrators.

Please keep us informed of the absurd duties you are being told to perform while administrators haven’t 1/100 of your responsibilities. ([Isauer@btfny.org](mailto:Isauer@btfny.org) / [sumhauer@btfny.org](mailto:sumhauer@btfny.org)).

### **Seniority Lists**

We have received copies of updated seniority lists. As soon as we have reviewed them, you will receive an email relating the procedure to access them and submit possible errors in them.

**Building Elections**

The Council of Delegates has approved a By-law change enabling your current Delegates, Alternates and Building Committee to serve until November 30, 2020, or sooner, if an election can take place.

**A Sample of the District's "Good Will"**

Just when you think the District couldn't get more petty, we see them denying teachers \$100 for a certification requirement that will actually benefit the District and students. (See attached)

We will continue to keep you up-dated. Once again, please stay healthy – take no chances.

# TOGETHER WE RISE:

## A Virtual Vigil for Justice, Action and Peace

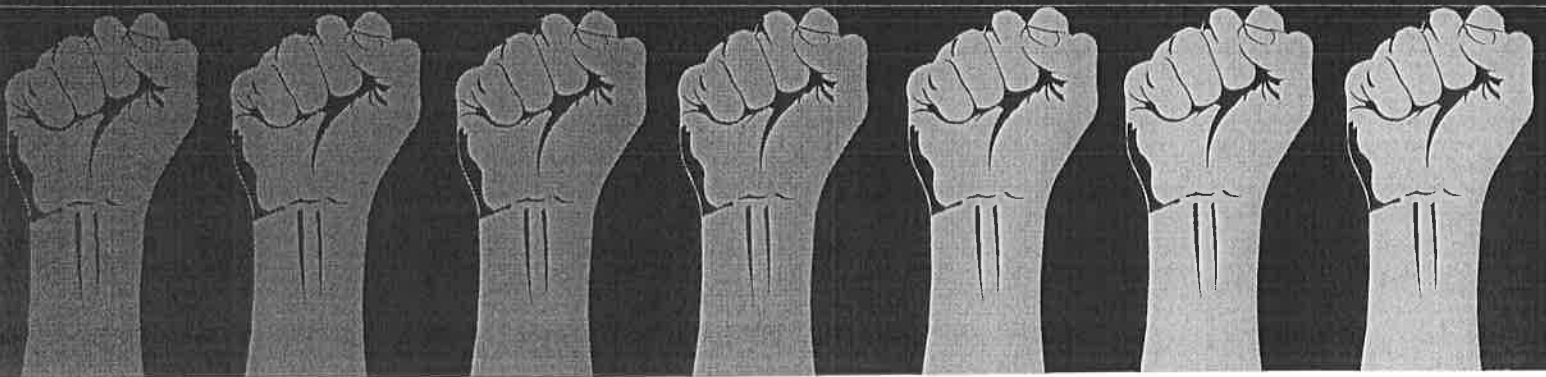
June 8th 4-6pm

Join us for a virtual vigil on Monday, June 8th at 4-6PM to call for an end to racial and economic inequities and honor the life of George Floyd and other lives senselessly ended. We are bringing communities across the state together to grieve, declare Black Lives Matter and offer national, state and locally driven actions to make a difference. The event will feature state and national union leaders and NYSUT members. In between speakers, we will have performances by students and members.

Watch the vigil at: [NYSUT.org/Vigil](https://www.nysut.org/Vigil)



# #TOGETHERWERISE





## BUFFALO PUBLIC SCHOOLS

Office of the Superintendent

65 Niagara Square Room #712 City Hall  
Buffalo, New York 14202

Phone (716) 816-3575 \* Fax (716) 851-3033  
krinercash@buffaloschools.org

June 4, 2020

Dear Buffalo Public Schools Community,

Our schools have engaged in imaginative and innovative ways to create continuity of learning for our students during this global health crisis. While most school sponsored events since March 18<sup>th</sup> have been cancelled or have occurred virtually, we are focused on making high school graduations for the class of 2020 an historic occasion. More than ever, our students need to see how much we cherish their success. Although each plan will be unique to each District high school, our message will be consistent- WE ARE PROUD OF OUR SENIORS AND RECOGNIZE THEIR TREMENDOUS ACCOMPLISHMENTS.

Tomorrow, June 5<sup>th</sup>, all District high schools will communicate their graduation plans to their school communities. District wide expectations for all high school graduations include but are not limited to the following:

- Each verified graduate will be allowed two guests to accompany them – no exceptions
- All participants must wear a mask – please come prepared with your own personal mask
- Everyone present will follow all explicit directions defined by school staff

Please keep in mind that the Buffalo Public School District reserves the right to postpone any and all graduation events if deemed necessary for safety and security reasons. Please be well, be safe, and enjoy the commencement ceremonies of our 2020 high school graduates.

Dr. Kriner Cash  
Superintendent of Schools

President PHILIP RUMORE



June 5, 2020

BUFFALO TEACHERS  
FEDERATION, INC.

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

271 PORTER AVENUE  
BUFFALO, N.Y. 14201  
(716) 881-5400  
FAX (716) 881-6678

FROM: Philip Rumore, President, BTF

RE: Your June 4, 2020 Correspondence – Graduation

Your June 4, 2020 correspondence relating to high school graduates has resulted in inquires from parents and teachers (attached).

While everyone wants to provide for a memorable graduation for our students, many have expressed the following concerns relating to students', parents' and staffs' safety:

- Are these virtual? In schools?
- Has the District received written verification that such procedures are in compliance with State and Local guidelines, i.e. in a school with 30 students graduating, there will be at least 60 guests?
- Does this envision using the auditorium or similar space in schools?
- Even though it may not be required, will each school plan be submitted to the District, State and County for approval?
- How will the District ensure that the masks be worn by the guests/participants are compliant with regulations?
- What written guidelines has the District issued to schools? Please provide a copy.

We all want to have a memorable graduation. The BTF, as you know, is sponsoring and helping to fund virtual graduations; however, if one person dies as a result of the lack of preparation and State and Local approval, who will explain that to his/her family?

Please advise us and the community of the answers to the above, as soon as possible.

We look forward to working with you and the community to ensure that we have a safe graduation for our graduates and all participants.

Enclosed, please find relevant orders of Governor Cuomo. Our attorneys are not sure that you are in compliance with the Governor's orders.

President PHILIP RUMORE



BUFFALO TEACHERS  
FEDERATION, INC.

271 PORTER AVENUE  
BUFFALO, N.Y. 14201  
(716) 881-5400  
FAX (716) 881-6678

June 2, 2020

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

**FROM:** Philip Rumore, President, BTF

**RE:** How Vindictive and Petty Can You be?

Here we are in the midst of a pandemic with teachers and staff working their hearts out to help our students and the District is “nickel and diming” some teachers who seek a \$100 reimbursement offered to them to extend their certification to help our students.

Indeed, if teachers just said “I’ll just keep my current certification”, the District would be unable to provide the necessary services for students.

The State/Federal governments changed certification requirements for special education teachers teaching secondary subjects by requiring teachers to add to their certification to continue teaching secondary subjects. If they chose not to, most would have to be transferred to regular special education classes or leave the District.

A process was instituted by NYSED that allowed for a window for teachers to apply and achieve this certification. The District agreed to reimburse teachers the \$100 fee, as it was also in its interest to keep the teachers and not have them leave or bump into regular Special Ed classes disrupting many students.

The initial application date for teachers to apply to NYSED was June 30, 2020. Teachers were to apply to the District for reimbursement by March 31, 2020. As a result of the Corona Virus, the chaos in March and thereafter, NYSED extended the time for teachers to apply to June 30, 2021.

Knowing the chaos that started in March caused NYSED to delay applications until June 30, 2021, we mistakenly assumed the District, knowing of the problems and chaos would, of course, extend its deadline for teachers to be reimbursed.

Of course, as is too often the case, the District couldn’t care less what your teachers were experiencing.

The answer to our inquiry was “We are not extending the opportunity”. Jamie Warren, Associate Superintendent for Human Resources (enclosure).

Many assume this decision came with your approval.

Once again, the District has shown what it thinks about its teachers and how petty it can be.

We will be forwarding this to our teachers so that they, in addition to all the other things the District has thrown at them, know how petty you can be.

PR:ls

cc: Buffalo Teachers

Encl: Correspondence – (1) Jamie Warren, Assoc. Superintendent, HR

(2) Jenna Burke. LRS

(3) Rebecca Pordum & NYSUT