



Buffalo Teachers Federation, Inc.
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President, PHILIP RUMORE

April 30, 2019

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

FROM: Philip Rumore, President, BTF

RE: Your Two Responses to Our Correspondence That Was Sent to You

In response to the April 18, 2019 correspondence ([enclosed](#)) to Buffalo teachers; obviously, with your approval, please note that you wrongly state that **we** “incorrectly stated that ‘It is the Buffalo Board of Education that has the authority to determine the school calendar.’”

However, you then provide Board Policy 8410, which states; “The Superintendent shall be responsible for the preparation of a school calendar to be presented to the Board for adoption” (emphasis added).

Inexplicably, **you** apparently don’t grasp the meaning of “presented to the Board for adoption” (emphasis added). Our statement is correct. **Your** statement is **false**.

Most of our students would understand the policy to mean that if the Board did not support what was presented, it would not be adopted. As **we** correctly stated, “It is the Buffalo Board of Education that has the authority to determine the calendar.”

Obviously to most, if the Board makes it known to the Superintendent that it would not approve the forty-four (44) week calendar but would approve the forty-three (43) week calendar, the Superintendent would honor its position since it is for the Board to adopt. Indeed, it would be the Board that would have to adopt a 42 week calendar, i.e. the schedule within the 42 week calendar. The Board will then be responsible for the lack of a mid-winter and spring recess.

Based on your other April 18, 2019 memo to the Board of Education and all teachers ([enclosed](#)), it is now obvious that your demand that teachers agree to a forty-four (44) week calendar is meant to set teacher against teacher and teachers against the BTF on this issue and in our current negotiations.

Despite the fact that, as related in our April 17, 2019 correspondence ([enclosed](#)), in just a two (2) day vote in the schools, forty (40) schools supported the forty-three (43) week calendar and nine

(9) supported the forty-four (44) week calendar, you cite correspondence from one (1) teacher that was obviously written prior to the recent vote of all teachers. Shame on you.

As we openly stated in our correspondence, there are some teachers who voted for the forty-four (44) week calendar.

Many voted for the forty-four (44) week calendar out of concern that you, vindictively, would refuse to support the forty-three (43) compromise calendar we have approved for many years and which provides for the mid-winter and spring breaks without harming the many teachers who would lose needed wages during the last week of August and which provides a break for teachers who must work in summer school. Teachers are saying that instead, you are saying that you will show the teachers you are in control by threatening the adoption of a forty-two (42) week calendar (Yes, the specifics of which the Board must adopt), i.e. “presented to the Board for adoption”.

You are correct, the elimination of the mid-winter break does not have to occur. The forty-three (43) week calendar, that the teachers overwhelmingly approved, provides for both breaks while allowing for two consecutive days of professional development prior to the start of instruction.

You still have given no compelling answer to our question as to why you are demanding the forty-four (44) week calendar instead of the forty-three (43) week calendar we have approved for many years.

Many teachers are very angry with the Superintendent and Board. You are destroying morale and turning teachers against you.

Teachers are apparently correct on your motivation – divide and conquer during negotiations and it’s your way or the highway – make that the low way.

Please be assured the solidarity of Buffalo teachers will not be broken by your obvious attempt to do so. All you are doing is creating great teacher anger against you, Superintendent Cash, Members of the Board and your messenger.

Of course we expect you to deny this is your motivation.

We, however, will not be fooled as your correspondence makes your motivation crystal clear.

PR:su

Encl: 3

cc: All Buffalo Teachers