



Buffalo Teachers Federation, Inc.  
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President, PHILIP RUMORE

June 15, 2021

MEMO TO: All Buffalo Teachers  
FROM: Philip Rumore, President, BTF  
RE: District Seniority Lists

We have received the District Seniority Lists from the District. Unfortunately, they may not be completely accurate.

The BTF Contract definition of “Seniority” is:

*“a teacher’s length of total continuous service from the date of original probationary appointment as a teacher in the Buffalo Public School System. Leaves of absence, without pay, shall not be counted as service for this purpose.*

*Effective January 31, 1977, whenever temporary service has been credited toward the completion of a probationary period, it shall also be counted for the purpose of seniority.”*

*Note:* For “**BTF Contractual Seniority**” [“Contractual (District)”], a maximum of two years of temporary time is counted if the service has been counted towards the completion of one’s probationary appointment. “Total” BTF Contractual Seniority is the combined seniority in all tenure areas.

For Example, if I had twelve (12) years of seniority in K-6 and three (3) years of seniority as a school counselor, I have fifteen (15) years of seniority as defined above. This is sometimes called “**BTF Contractual Seniority**”. There is no such thing as building seniority.

Those teachers who have seniority from any previous tenure areas will note that it may not have been (but should have been) included in “BTF Contractual Seniority”. **Please email any possible inaccuracies to the BTF, [sumhauer@btfny.org](mailto:sumhauer@btfny.org) and to the District, [instructionalhr@buffaloschools.org](mailto:instructionalhr@buffaloschools.org) using the [BTF SENIORITY REQUEST TO RESEARCH FORM](#), if previous tenure area seniority has not been included.**

“**BTF Contractual Seniority**” is used for determining reductions-in-force in buildings, transfers, etc. Reductions-in-force in buildings must be done in conformance with Article XIV, G of the 2016 Contract (pages 30-33).

On this list, the date of any temporary time (up to two years) that was counted toward a probationary appointment, and therefore counted toward seniority, is designated under “Contractual (District) Transfer and Recall”.

**In addition, leaves of absence (without pay) do not count towards seniority. Please email the completed form to the BTF, [sumhauer@btfny.org](mailto:sumhauer@btfny.org) and to the District, [instructionalhr@buffaloschools.org](mailto:instructionalhr@buffaloschools.org) using the [BTF SENIORITY REQUEST TO RESEARCH FORM](#) if you took a leave that has not been included.**

**If there are ties in seniority, between teachers**, (e.g. appointments made effective on the same day by the Board) the ties are broken by using the following criteria, **in this order**:

- *if an exam was not used to make a probationary appointment, the last four numbers of the tied candidates’ Social Security numbers arranged in ascending order. (The teacher with the lowest number would have greater seniority.) These are not printed on the lists to protect the teachers’ privacy.*
- *if there was an actual exam that was used to rank candidates, the date of the exam from which the probationary appointment was made. (The teacher with the earlier exam date has greater seniority.) No exam has been given in over 10 years.*
- *the rank of the teacher on the exam when the tied candidates are from the same exam date. (The highest ranked candidate has greater seniority.)*

These lists are based on service through December 2020. Temporary teachers are not included on them because temporary teachers do not accrue seniority (see above).

### **SENIORITY FOR LAYOFF PURPOSES**

**DISTRICT/BTF CONTRACTUAL SENIORITY IS NOT USED FOR LAYOFF PURPOSES. FOR LAYOFFS, WHAT IS CALLED COMMISSIONER’S SENIORITY IS USED. IN GENERAL, ALL YEARS OF SERVICE INCLUDING TEMPORARY SERVICE IN THE CURRENT TENURE AREA ARE COUNTED FOR LAYOFF PURPOSES.**

**HOWEVER, ONCE LAID OFF, ALL YEARS OF SERVICE IN ALL TENURE AREAS COUNT FOR RECALL FROM WHAT IS CALLED THE PREFERRED ELIGIBILITY LIST.**

**NOTE: We have filed a grievance seeking to have more information on the seniority lists, e.g. date of probationary appointment, dates of temporary service, etc.**

### **SENIORITY LISTS BY TENURE AREA (Click On Tenure Area Below To View That List)**

[AC & Refrigeration Seniority List](#)

[Advertising Seniority List](#)

[Aquatic Ecology Seniority List](#)

[Art Seniority List](#)

[Attendance Seniority List](#)  
[Automotive Seniority List](#)  
[Building Maintenance Seniority List](#)  
[Business Seniority List](#)  
[Carpentry Seniority List](#)  
[Computer Science Seniority List](#)  
[Corrective Math Seniority List](#)  
[Cosmetology Seniority List](#)  
[Culinary & Food Prep Seniority List](#)  
[Dance Seniority List](#)  
[Drafting Seniority List](#)  
[ELA Seniority List](#)  
[Electrical Seniority List](#)  
[Elementary Education Seniority List](#)  
[Forensics Seniority List](#)  
[Guidance Seniority List](#)  
[Hearing Seniority List](#)  
[Home and Careers Seniority List](#)  
[Horticulture Seniority List](#)  
[Interior Design Seniority List](#)  
[Legal Services Seniority List](#)  
[Library Seniority List](#)  
[Machine Shop Seniority List](#)  
[Math Seniority List](#)  
[Media Communications Seniority List](#)  
[Medical Assisting Seniority List](#)  
[Music Seniority List](#)  
[Personal Trainer Seniority List](#)  
[Physical Education Seniority List](#)  
[Plumbing Seniority List](#)  
[Practical Nursing Seniority List](#)  
[Printing Seniority List](#)

[Psychologist Seniority List](#)  
[Reading Seniority List](#)  
[Science Seniority List](#)  
[Social Studies Seniority List](#)  
[Social Worker Seniority List](#)  
[Special Education Seniority List](#)  
[Speech Seniority List](#)  
[Technology Seniority List](#)  
[TESOL/ESL Seniority List](#)  
[Theatre Seniority List](#)  
[Urban Seniority List](#)  
[Visually Impaired Seniority List](#)  
[Welding Seniority List](#)  
[World/Foreign Languages Seniority List](#)