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President, PHILIP RUMORE

April 24, 2017

MEMO TO: All Buffalo Teachers
FROM: Philip Rumore, President, BTF
RE: Trial Transfer Process

The District voluntary and involuntary transfer process has been a disaster for years. Some teachers did not know of their assignments until late August or September!!

Last year the District approached us to try an electronic process for transfers ("email") that is used in other large districts. We agreed to work with them and try it for a year. (Attached)

In short, teachers who are being involuntarily transferred (reduction in force, initiated by an administrator, receivership, etc.) or who are seeking a voluntary transfer will:

- if they have already applied for a transfer, in writing, be notified to resubmit via email. (#6)
- if they are applying for a voluntary transfer, apply via email and have an acknowledgement of said request emailed to them. (#5, 12)
- be notified of the openings in their tenure areas. (#7, 12)
- have an opportunity to meet with principals. (#11, 13, 14)
- attend a meeting with all teachers in their tenure area also transferring at which time all openings will be projected on a screen and filled based upon the teachers' seniority. (#10)
- have an assignment they choose before they leave the meeting. If they don't want any of the available positions, obviously, teachers applying for a voluntary transfer can choose to remain in their current school.
- be able to have a proxy attend the meeting, if they cannot attend. (#14)

You should note re: professional conversations/interviews:

- The unavailability of said representative (administrator) will not disqualify the teacher for the transfer they have chosen. (#11, 13, 14)

We will try the process this year. If it works or is promising and needs to have some "glitches" worked out, we, if the Council of Delegates approves and after canvassing participants, will try it again next year. We have to do something to try to clean up the transfer mess.

PR:ls

