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President, PHILIP RUMORE

October 6, 2017

MEMO TO: All Buffalo Teachers

FROM: Philip Rumore, President, BTF

RE: Administrators Interfering with Student Behavior Referrals

We have been advised that some building administrators are attempting to circumvent the use of the District's data input system (Infinite Campus) to report behavior referrals (student discipline).

We have been advised that in some schools:

- principals have told teachers that they should not input student behavior referrals.
 - the discipline referral that was inputted was changed or removed.
 - teachers were told that if they used the word "assault" they would be insubordinate.
 - the principal told (ordered) teachers not to use Infinite Campus to record student behavior.
- Instead, they are to use a program that she has designated.

Student behavior problems cannot and should not be swept under the rug.

They must be reported so that the student can receive the necessary counseling to prevent the behavioral issue from reoccurring, to ensure the well being of other students and safety and order in the school.

Teachers are advised of the following sections of the contract:

Article XVIII, Section A, Line 30

"Under the Policy on Pupil Behavior as it relates to marked deviation from good behavior, the teacher involved shall be consulted by the principal before the principal takes action thereunder, and the principal shall inform the teacher of the action taken. If the teacher believes such action to be inappropriate, the matter may be referred for review through the first three steps of the grievance procedure."

Article XVIII, Section B, Line 39

“Upon the menace or assault (as defined in the New York State Penal Law) of a teacher by a pupil, the teacher shall submit a sworn affidavit outlining the facts and circumstances to the Principal and to the Federation. Upon receipt of the affidavit, the principal shall immediately suspend the pupil and request a formal suspension. No such pupil shall be returned to the same classroom against the desire of the teacher if the charges which led to the suspension are upheld in the formal hearing.”

Article XVIII, Section C, Sub-Section 2, Line 22

“When, in spite of the teacher’s best efforts at correction, a pupil continues to misbehave, the teacher refers the case to the principal for advice and assistance.” Note: It says “principal”.

Article XVIII, Section C, Sub-Section 4, Line 43

“The pupil shall not be readmitted until the teacher has conferred with the principal or assistant principal involved. The pupil shall not be returned to the same class until the teacher and administrator have discussed the basis on which improvement can be expected.”

Article XVI, Section A, Line 20

“Non-Board personnel shall not be authorized to enter a classroom unannounced during teaching periods or at other times when the teacher has responsibility for pupil supervision.”

These are not suggestions. They are required under the contract.

The New Contract Information

On August 7th, we sent an updated copy of the new contract to the District. We have corresponded with the District asking for its review. Their latest response is, “I will have the District’s response to the BTF no later than October 16, 2017”. We will keep you informed.

As soon as the District signs off, we will send it to the printer for copies for each teacher.

PR:su