

President PHILIP RUMORE



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**MEMO TO:** All Teachers  
Council of Delegates

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

**RE:** Negotiations Update

As you were advised, the first session with the PERB-appointed Fact-Finder was used by him to be briefed on the issues. We provided him (in writing) with a detailed synopsis of the issues. Included was our analysis of the salary gap between Buffalo teachers and the surrounding districts i.e., we are thousands behind our colleagues in surrounding districts and the other city districts. (See last **Provocator.**)

The District is still insisting that we pay 15% - 20% of our health care costs. Wrong!!

Included in our written presentation is an analysis of the District's budget which shows it is not as cash strapped as they would like us to believe. We will be following up this week with a further analysis of the budget.

After the Fact-Finder has reviewed both sides' proposals, he will reconvene us in an attempt to settle the issues as soon as he has completely reviewed the issues and adjusts his schedule. . If that is not successful, we will proceed to formal fact-finding and his written analysis of the issues and recommendations for settlement. While he has requested that we delay any protests until he has had an opportunity to attempt to settle the issues, we have advised him that we have waited long enough (too long!).

We expect a new contract, one that truly reflects the dedication and hard work of Buffalo teachers, in place before the end of the school year.

Be prepared to attend rallies, Board meetings and, yes, picket Board members' (and the superintendent's) homes, if progress is not being made. Stay tuned.

PR:ls