



Buffalo Teachers Federation, Inc.  
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President, PHILIP RUMORE

March 23, 2017

MEMO TO: All Buffalo Teachers  
FROM: Philip Rumore, President BTF  
RE: Request for Information – Upcoming Arbitration Hearing  
BTF 11-014 / Classroom teachers performing attendance teacher duties.

In 2005, the District abruptly and inappropriately laid off its attendance teachers. For the next several years, the District grappled with how it could get other employees to perform the attendance-related work that had previously been performed by the laid off Attendance Teachers.

In 2011, prior to the recall of all the laid off Attendance Teachers, Lead Community Superintendent Mark Frazier directed each Principal to appoint an Attendance Designee. Per a memo issued by Dr. Frazier, the designee could be an “administrator, teacher with an out-of-classroom duty, or teacher aide.” In addition, Dr. Frazier stated that the Attendance Designee “*will work in collaboration with the School Clerk, who will provide various reports and other valuable information on a regular basis to keep attendance challenges from increasing. In severe cases of student truancy and/or educational neglect, the designee will be able to make effective referrals to the District attendance teachers so they can intervene.*”

In response to the District’s actions, the BTF filed grievance 11-014. The grievance alleges, among other things, that non-attendance teachers were ordered to work outside their area of certification when assigned to perform Attendance Teacher duties. Furthermore, when the Attendance Designee work was assigned to an administrator or teacher aide, the District inappropriately subcontracted BTF bargaining unit work.

BTF 11-014 is scheduled for an arbitration hearing on April 25, 2017. To finalize our preparation for the upcoming hearing, we need feedback and information from all of you.

To the best of your knowledge, is the District still utilizing an Attendance Designee on a building-by-building basis?

Were you ever assigned to serve as a building’s Attendance Designee?

If so, do you have any documentation or correspondence related to the assignment?

If so, what specific duties were you asked/required to perform?

How much time did it take to perform those duties?

Did you feel as if the assignment was equal to other non-instructional duties assigned to your colleagues?

**Please forward all information that you believe is relevant to the attention of Labor Relations Specialist Nick Whitman. You may email your feedback to Mr. Whitman at [nwhitman@nysutmail.org](mailto:nwhitman@nysutmail.org) or fax it to Mr. Whitman’s attention at (716) 881-6678.**