



Buffalo Teachers Federation, Inc.
271 Porter Avenue
Buffalo, New York 14201
(716) 881-5400
www.btfny.org

President, PHILIP RUMORE

November 6, 2017

MEMO TO: All Buffalo Teachers – Especially Temporary Teachers
FROM: Philip Rumore, President, BTF
RE: New Job Security for Temporary Teachers

After many years of litigation, we have finally forced the District to implement a law that we had passed that provides more job security for many of our temporary teachers. The legislation is referred to as the Replacement Teacher Pool.

In short, a number of temporary teachers will be appointed as “replacement pool teachers”. The number will be 2/3 of the number of teachers on leave the preceding year.

- The number of temporary teachers eligible for probationary appointments in the replacement teachers tenure area will be computed by June 15 of each year.
- Probationary appointments will be made prior to August 1st of each year.
- Teachers granted these probationary appointments will have all the rights and protections of a probationary teacher.
- Replacement teachers will be placed on a “preferred eligibility list” based upon their years of satisfactory service in the District for a regular probationary appointment in their license area of certification, i.e. they will receive a probationary appointment before someone who has not worked for the District.
- Teachers who are granted and accept replacement teacher probationary appointments will, as with all probationary teachers, be evaluated under the APPR procedures.
- As with other tenure areas, if the number of teachers in the tenure areas is reduced, teachers will be placed on the preferred eligibility list for recall based upon their years of satisfactory service with the District.
- Teachers will be notified of their probationary appointment as a “replacement teacher”.
- This year the District should do the above computation by December 20, 2017 and make the appointments at that time.

This has no negative impact on non-replacement teachers and should provide more continuity as the replacement teachers should continue at the school at which they are assigned unless the teacher on leave is on a paid leave of absence.

While there may be glitches, we will work with the District to work them out.

While it took years in court, we prevailed to the benefit of all teachers.

PR:su