

President PHILIP RUMORE



February 10, 2015

MEMO TO: All Buffalo Teachers

FROM: Philip Rumore, President, BTF

RE: Time Sensitive APPR Appeal Information

BUFFALO TEACHERS
FEDERATION, INC

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The APPR agreement negotiated by the BTF and District, which was approved by the New York State Education Department (NYSED), contains the following language related to a teacher's right/ability to appeal the receipt of an "ineffective" rating:

Within 60 days of the receipt of the APPR, a teacher receiving an "ineffective" rating may appeal to the Superintendent of Schools.

In December 2014, the BTF received word that the District, after a NYSED audit of its APPR-related records, may have, for the first time, notified teachers that they had been deemed "ineffective." Some teachers who had previously been told that their rating could not be calculated /determined were now told they were "ineffective." Similarly, some teachers that had received other ratings – developing, effective, or highly effective – were told that, after recalculation, their rating was now "ineffective."

The District has not provided the BTF with a list of all the teachers impacted by the December 2014 change in rating. As a result, we do not know how many teachers are impacted. However, as we are now approaching sixty (60) calendar days from the date that we learned that rating changes were to be made, we are reminding affected teachers of their right to appeal and the process for filing an appeal.

If you received a rating of "ineffective" and would like to challenge that determination, you will need to complete an appeal form and provide it to the BTF within sixty days of the date you received notice of the "ineffective" rating. The appeal form can be found here:

http://btfny.org/news/2013_2014_appeal_form.pdf

Again, please note that the form must be returned to the BTF in time for us to file it with the Superintendent within sixty (60) days of the date you were notified of your "ineffective" rating.

If you have any questions regarding the appeal process, please do not hesitate to contact the BTF office.

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