

President PHILIP RUMORE



December 11, 2014

**MEMO TO:** All Buffalo Teachers

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

**RE:** TIPs (Teacher Improvement Plans)

BUFFALO TEACHERS  
FEDERATION, INC

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New York State Education Department (NYSED) regulation Sec. 30-2.10 states –

Upon rating a teacher or a principal as Developing or Ineffective through an annual performance review ... a school district ... shall formulate and commence implementing of a teacher ... improvement plan for such teacher ... as soon as practicable but in no case later than 10 school days after the opening of classes in the school year following the school year for which such teacher's ... performance is being measured.

Despite the clear language of the regulation, the BTF has learned that the District has been directed by NYSED to place up to one hundred and fifteen (115) teachers on improvement plans prior to the Winter Recess. We believe that most of the 115 teachers had previously been advised that their Ineffective or Developing scores were incorrect and that they did not need to complete a TIP.

The BTF is taking action with NYSED via the New York State United Teachers (NYSUT) to halt and prevent the District from taking the TIP-related actions.

If you are told that you must participate in the creation of a TIP at this time, please follow this guidance:

1. Create a paper trail. Send an email message to your administrator indicating that the creation of a TIP is not appropriate at this point in the school year as per Section 30-2.10.
2. If directed to participate in the creation of a TIP, please request (in writing) that the directive be provided in writing.
3. If directed to participate in the creation of a TIP, adhere to the directive. If you feel that you need assistance, call the BTF and ask to speak with someone relating to your being required to complete a TIP. If necessary, we will arrange for a representative from the BTF office to be present during the TIP creation meeting.

4. You should not be forced to agree with or sign off on a TIP created solely by the administration and/or with which you do not agree. The BTF & District have agreed that the TIP is to be mutually developed. As a result, if you are ordered to sign off on or agree to such a TIP, submit the following statement in writing as soon as possible –

I am completing this TIP only because I have been directed to do so by my administrator. The TIP does not conform to the provisions of 3012-c or regulation Section 30-2.10 or to the APPR agreement negotiated between the BTF and District. Therefore, I consider any adverse consequences resulting from this TIP a violation of my rights under the Collective Bargaining Agreement and other agreements between the BTF and Board of Education.

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Signature

Date

School

5. Please keep a copy of the TIP for your records.

PR:su