



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

President, PHILIP RUMORE

May 3, 2018

MEMO TO: All Buffalo Teachers
FROM: Philip Rumore, President, BTF
RE: Transfers

We have made no agreement to return to the horrendous transfer policy attempted by the District last year.

Transfers are to take place as per our contract and past practice (p. 30-33):

- We have not agreed to the process contained in an [April 27, 2018 memo from Human Resources](#) [“Professional Conversation Form”](#). We have notified the District of this and have grieved the memo and form (attached).
- Teachers do not have to attend Professional Conversations.
- Our contract states in Article XIV (pg. 23-33):

“K. If an assignment or transfer is given a teacher, the teacher shall have the right, upon request, to discuss such transfer or assignment before it becomes final directly with the immediate Director or Supervisor. If requested, the Associate Superintendent for Instructional Services shall attend such discussion.” (emphasis added)

“L. If requested by a teacher, a representative of the Federation may be present at all meetings between teachers and members of the administration relative to transfers” (emphasis added)

- We note that the section of the administrators’ contract states, “Principals shall be afforded opportunities to interview teachers about to be assigned to their staff...” (emphasis added). Perhaps one of our early elementary teachers could help them with their reading comprehension skills. Certainly, they would not do well on the State tests.

Our position is that if you have the seniority to be assigned to a school, you, if you choose, must be assigned to that school. We will again be arbitrating this issue on May 22, 2018.

In addition, we have been informed that when anyone looks into the portal, the names of all the teachers seeking “conversations” are available for everyone to see, e.g. to principals as well. This is another obvious violation of the privacy sections of the contract (XIV B, p. 30).

Finally, we remind teachers, who, as per Human Resources, applied for a transfer through the portal and not as per the BTF contract, that their transfer request can be challenged by a teacher who applied as per our contract ([March 9, 2018, Transfer Reminder Email](#)). We sent correspondence to the District on March 22, 2018 ([View March 22, 2018 District Email](#)) indicating our willingness to, for those teachers, allow them to apply as per the contract. Of course we are still waiting.

In addition to Professional Conversations being a violation of our contract, they are a waste of time, i.e. there may no longer be a position available at the school when transfers occur, as teachers accept transfers new openings occur, teachers have afterschool programs and responsibilities, etc. Indeed the memo from Human Resources states, “At this time vacancy information is not available.”

PR:su