



Buffalo Teachers Federation, Inc.
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President, PHILIP RUMORE

March 22, 2018

MEMO TO: Dr. Kriner Cash, Superintendent, BPS
Jamie Warren, Associate Superintendent of Human Resources. BPS
Nathaniel J. Kuzma, General Counsel, BPS

FROM: Philip Rumore, President, BTF

RE: Teacher Transfers – An Impending Mess for the District

As a follow-up to my March 13, 2018 correspondence ([attached](#)), we have been informed that in compliance with our contract, teachers bringing their transfer requests to Human Resources were told that the transfer request must be submitted electronically. One teacher indicated that, after some discussion, the written transfer request was accepted. Hopefully, this has been corrected.

Continuing to accept teacher transfer requests in violation of our contract will subject the District to having to do all transfer requests over and correctly.

In addition to violating the plain language of the contract and ignoring our written refusal to change the language to reflect last year's disastrous transfer mess, a grievance in itself, all we need is one teacher who complied with the contract by providing a written transfer request not receiving their desired transfer as a result of a teacher who only submitted an electronic request filing a grievance and ultimately you will again be forced to redo the entire transfer process.

If that's your desire, fine. If not, we once again, to avoid an inevitable mess, suggest that you act now to rescind the notification and advise those teachers who have only submitted their transfer request electronically that they must do so in writing. Thanks to the District's non-action, that must be done by tomorrow, March 23, 2018.

If said notification rescinding the previous notice is done within a week, by March 29, 2018, we would be willing to entertain an MOU granting an extension to those teachers who have already only submitted a transfer request electronically to resubmit their transfer request as per the contract.

We are trying to help you avoid a mess. It's up to you.

PR:su