

President PHILIP RUMORE



December 5, 2014

BUFFALO TEACHERS
FEDERATION, INC

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

Reports in the media relating to preliminary Turnaround plans being developed in four (4) of our schools have resulted in questions relating to their impact on our contract and the procedures relating to proposed variances from that contract.

The long-standing procedure for any initiative that would necessitate a variance of our contract requires a majority vote of approval of any variance(s) by the BTF Council of Delegates.

Any such initiative emanating from a school first requires a two-thirds secret ballot approval of the BTF members at that school. The secret ballot vote is administered by the BTF using the same procedure we use for school schedule changes and BTF elections.

Each BTF member on that school's payroll receives a mailing at home containing a postage prepaid envelope with a secret ballot and the date on which the ballot will be picked up at our Post Office Box. The ballots are brought back to the BTF office for tabulation. The mailing contains information relating to the initiative and the date and time that the ballots will be tabulated so that observers can be present.

If an initiative achieves the two-thirds approval of the faculty, a copy of said initiative will be made available to all BTF members via several copies sent to all schools for posting/distribution, e-mailed to all teachers and posted on the BTF website.

Since the decision to grant any variance to the contract must be made by the BTF Council of Delegates, the Delegate Chairs from the school(s) will start by making a motion to approve the initiative (Turnaround Plan). The Delegate Chair will then speak to the motion on behalf of the BTF members at their school(s). Once again, this assumes that the initiative (Turnaround Plan) has been approved by two-thirds of the BTF members at the school.

Once debate on the motion has ended, there will, as always, be a voice vote of the Council of Delegates.

If a "division" is called, there will be a standing vote. It takes a majority vote of the Delegates to pass. If necessary, a roll call vote can be called.

An Alternate Delegate taking the place of a Delegate is, of course, eligible to vote.

Hopefully, this clarifies the process we will use.

PR:ls