



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

President, PHILIP RUMORE

October 4, 2018

MEMO TO: All Buffalo Teachers

FROM: Philip Rumore, President, BTF

RE: Updates

TEACHERS HIRED WITH PREVIOUS TEACHING EXPERIENCE

All teachers hired on or after September 1, 2016 with credited previous teaching experience, should have had their previous credited service started from Step 2, not Step 1.

“Teachers with no prior service will be placed on Step 2. Teachers with prior service will be placed based on Step 2, the starting salary of newly hired teachers, e.g. a teacher with four (4) years of prior service will be placed on Step 6.” Article XXV, E., (1), (e), page 53 lines 18-23.

The District has been made aware that many teachers have been incorrectly paid and is in the process of correcting the error. Corrections should be in the next two checks. If after the next two-three checks, you have not received the correction, and you have heard that corrections have been made for others, please call payroll (816-3538). If they don't help, call BTF.

REASSIGNMENT OF CSE CHAIRS

While some at City Hall thought it would be a great idea to place almost all of the CSE Chairs in one location, he or she apparently didn't take the best interests of our students into consideration.

In addition to removing valuable resources for the students in the school and placing increased pressures on the remaining teachers, it has greatly delayed providing the services our students need.

We will be documenting the problems that have arisen, including CSE Chairperson problems/difficulties at the school in which the CSE Chairs have been assigned. Please email sumhauer@btfny.org with issue(s), school and your contact information.

We will not use your name in any correspondence without your permission.

LESSON PLAN CHECK LISTS

As per the recent email ([attached](#)), we continue to receive concerns relating to some administrators' overbearing obsession with lesson plans.

Please find one document that is being used ([attached](#)). Please forward any similar "Check Lists" to sumhauer@btfny.org.

The lesson plan documents approved by the Board are on our website. (www.btfny.org, [Misc. Tab](#))

Note: "Purpose of Lesson Plans: Primary purpose of plans is for the teacher. **Teachers should make them as detailed as the teachers need them**".

We are grieving this issue.

BUSES STILL ARRIVING LATE

Apparently all the problems relating to school bus arrivals before and after school have not been resolved. If your school is still having issues with school bus arrival times, please advise us (sumhauer@btfny.org). Include school, school bus number and information relating to the problem.

DISTRICT HOMEROOM PARENT REPRESENTATIVE PROGRAM

We all know that the active involvement of all parents in the education of their children is critical.

The District is apparently advertising a "Homeroom Parent Representative Program" ([attached](#))

Concerns: The District has apparently already communicated with parents, e.i. "Homeroom teachers personally canvas their parents who have either expressed a desire to assist the school or also believe would be willing to participate" - R. Reynolds. However, they are asking teachers to do what has already been done, i.e. "If you have not already done so, please speak with your parents and identify one representative and one alternate to serve."

We will be corresponding with the District, since in the past, parents have objected to teachers being the person recruiting and selecting them for a position.

Indeed, many homeroom teachers neither have the resources or time necessary to properly contact parents, nor do they want to alienate parents who applied by rejecting them.

We will be registering these and other serious concerns to the District.

Stay Tuned.

THE COORDINATED APPROACH TO CHILD HEALTH (CATCH)

We are in receipt of a document sent to principals relating to the "Coordinated Approach to

Child Health (CATCH) ([attached](#)).

Once again, we apparently have another program, that while on the surface is worth developing, is being added to a teacher's plate and implanted without teacher input and training.

Please advise us (sumhauer@btfny.org) of the training you have received (when, how, etc.), how the program is being implemented in your school, and concerns.

STUDENTS STILL IN DIAPERS

Teachers should not be changing students' diapers. That is the responsibility of a trained healthcare aide.

While you may want to help the child, you might be charged by a parent for mishandling their child. If this is an issue in your school, please advise us (sumhauer@btfny.org) so that we can help the child receive appropriate help.

HOW MUCH MORE CAN THEY PUT ON TEACHERS

Is there no end to what those who don't teach, are not in a classroom (and probably haven't been in one in years – if ever) demand that teachers find time to perform? Before putting any more on teachers' plates, do they sit down with teacher volunteers recommended by BTF to discuss the programs(s), their implementation, the teachers' concerns, recommendations, etc.? Obviously not. Do they care... apparently not.

Are we going to do something about this? Yes we are!

First, I will be meeting with the Superintendent to recommend the formation of a committee(s) of district administrators and teachers, recommended by the BTF, to review and make recommendations prior to the implementation of any new and current district initiatives involving teachers and our students.

One would think that the District, assuming they want the programs to succeed, would want the input of teachers.

While we believe that the City Hall administrators should support forming these committees, if not, we will be planning appropriate and major actions/events to call for teachers' voices and input before (and during) the implementation of programs intended to improve the education of our students.

Who knows better what is working and will work to improve the education of our students – those in the classrooms or those in their offices at City Hall and elsewhere?

We will also be grieving contract violating actions.

PR:su