



Buffalo Teachers Federation, Inc.
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President, PHILIP RUMORE

July 17, 2018

MEMO TO: All Buffalo Teachers
FROM: Philip Rumore, President, BTF
RE: Updates/Issues

TRANSFERS

As the District continues to utilize a flawed and contract violating transfer process, we ask that, when teachers who have requested a transfer are called and offered a list of available positions, you print a copy of the positions from the District website. If you are advised of any additional positions not yet on the website, please add them to the list. If you are not referred to the website, please ask to have the list of available positions emailed to you.

Please keep a file of all copies for use in the BTF grievance. We will use this record to ensure that you receive the position to which you are entitled.

While it may be somewhat disruptive, this is apparently the only way we can ensure that teachers receive the position to which they are entitled under our contract.

Please also document any and all issues you encountered relating to the “Professional Conversations” with administrators.

When selecting a school, try to, although it is not necessary, state the “based upon my contractual right, I select...”

Transfer reminders:

- When called by your Director/Supervisor, you have the right and should request to know “what vacancies exist or are known to be forthcoming”. (XIV, F. pg. 31)
- Teachers requesting a voluntary transfer can refuse an offer of transfer without being prejudiced in future year’s transfers.
- Teachers have four days to consider a transfer offer and have the right to discuss the transfer or assignment before it becomes final with the immediate Director or Supervisor. You can also call BTF for any information we can provide relating to the school.
- Transfers are to be based on seniority.

SPECIAL EDUCATION PROBLEMS

In addition to the continuing lack of prompt educational support services for our students, we will also be surveying and documenting the scheduling of special education students and non-special education students together in physical education, art, music, etc. class as if they miraculously no longer need the special education services (class size/teacher assistants) required when they enter these classes.

An arbitration on this issue, many years ago, did not provide the relief we sought. With your help this year, we will be utilizing an appeal to “State Ed” and other legal avenues to ensure that our special education students receive the services they need. If something negative occurs, you know who will be blamed... the teachers!!

PHYSICAL EDUCATION CLASS SIZES

Secondary Physical Education class sizes contractually are “Standard – 40”. This is too high and will be included in our upcoming negotiations. However, we continue to receive reports that in many cases the Physical Education class sizes exceed 40 students.

This year, we will be surveying Physical Education teachers to determine what your actual class sizes are. We will also use this information in relation to applicable State Law and regulations.

ARBITRATIONS

City Honors Reprisal/Harm to Students

Our final hearing will be held this week. Briefs will be done in August.

If necessary, we will return to court if the District, once again, attempts to punish the students and teachers for prevailing on an arbitration.

Transfers

Final briefs are due in August relating to seniority being the controlling factor in transfers and whether committees can interview teachers prior to their transfers to a school.

PR:su