



**BUFFALO PUBLIC SCHOOLS**  
**Office of the Superintendent**  
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**Buffalo, New York 14202**  
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**Dr. Kriner Cash**  
**Superintendent**

March 17, 2020

The Governor of New York via Executive Order 202.4 has ordered the closure of all schools within the state to help curtail the spread of the COVID-19. Accordingly, please be advised that schools are officially closed, effective March 18, 2020. All teachers, teacher assistants, teacher aides, and school based clerical staff are directed not to report to school until April 20, 2020.

Further, Executive Order 202.4 clearly states that school districts shall develop a plan for alternative instructional options, distribution and availability of meals, and child care. Therefore, it is critical that teachers continue to provide alternative instructional options to students to the extent you are able.

Teachers have always been the core strength of our District in times of need and crisis; and, teachers have always distinguished themselves as remarkable protectors of children and advocates for their learning. As Buffalo faces this historic global Coronavirus challenge, we implore our esteemed educators to continue being our core strength--not just ours as a District--but the core strength that every child is relying upon at this time. We need our teachers as never before and ask for your best effort in helping to provide continuity in the education of your students during this time. Accordingly, please follow these important guidelines during this period of closure.

- Please bring home your electronic devices.
- The District and the Federation shall partner to provide alternative instructional options for students throughout this period of school closure during regularly scheduled school days.
- Teachers shall maintain contacts via electronic means with students enrolled in their class or in any related services on an as needed basis. If needed, the District shall provide support to track contacts with students should we be required to do so by the State.
- Teachers shall check Schoology accounts and respond to emails regularly and as needed during the school day during this period of school closure.
- Wherever possible and as needed, teachers and SST Staff who teach or work with students with IEPs, 504s, safety plans, or other students in need of intense mental health services shall coordinate with supervisors and team members to contact students and families to provide alternative instructional options.
- During this period of school closure, teachers of high school seniors shall provide the alternative instructional options necessary so that the students may remain on track to graduate.
- Teachers may voluntarily participate in professional development via electronic means during this period of school closure.

Sincerely,

Dr. Kriner Cash  
Superintendent of Schools

VIA EMAIL & FAX

President PHILIP RUMORE



BUFFALO TEACHERS  
FEDERATION, INC.

271 PORTER AVENUE  
BUFFALO, N.Y. 14201  
(716) 881-5400  
FAX (716) 881-6678

March 17, 2020

**MEMO TO:** Dr. Kriner Cash, Superintendent, BPS  
Nathaniel Kuzma, Executive Director of Labor Relations

**FROM:** Philip Rumore, President, BTF

**RE:** Attached MOU

As I advised Nate Kuzma previously, we cannot enter into an MOU as we do not have an Executive Committee and Council of Delegates meeting scheduled this month.

Since we just received your proposed MOU today, March 17, 2020 at 12:33 p.m., we, obviously, have not had time to confer with teachers or our Executive Committee. We must and will seek their input as they will, no doubt, have questions for you.

We will be in contact with you when we have sought and received input from teachers.

We look forward to working with you on this document. Obviously, we cannot agree to it without consulting our teachers.

PR:ls

Attachment: 1

**Sierra Umhauer**

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**From:** Kuzma, Nathaniel <NKuzma@buffaloschools.org>  
**Sent:** Tuesday, March 17, 2020 12:33 PM  
**To:** Lupe Sauer; Sierra Umhauer  
**Cc:** Cash, Kriner  
**Subject:** Draft MOU for President Rumore's review  
**Attachments:** Proposed MOU during closure.docx

Lupe/Sierra:

Please provide Phil with the attached for his review.

**Nathaniel J. Kuzma**  
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Buffalo, New York 14202  
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**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
BUFFALO CITY SCHOOL DISTRICT AND  
BUFFALO TEACHERS FEDERATION**

This Memorandum of Agreement is hereby made and entered into by and between Buffalo City School District (hereinafter referred to as the "District") and the Buffalo Teachers Federation (hereinafter referred to collectively as the "Federation").

**WHEREAS**, the Governor of New York via Executive Order 202.4 has ordered the closure of all schools within the state to help curtail the spread of the COVID-19; and

**WHEREAS**, Executive Order 202.4 clearly states that school districts shall develop a plan for alternative instructional options, distribution and availability of meals, and child care; and

**WHEREAS**, Teachers have always been the core strength of our District in times of need and crisis; and, teachers have always distinguished themselves as remarkable protectors of children and advocates for their learning; and

**WHEREAS**, as Buffalo faces this historic global Coronavirus challenge, we implore our esteemed educators to continue being our core strength--not just ours as a District--but the core strength that every child is relying upon at this time; and

**WHEREAS**, we need our teachers as never before and ask for your best effort in helping to provide continuity in the education of your students during this time; and

**WHEREAS**, the Buffalo Teachers Federation represents teachers in the District; and

**WHEREAS**, the Parties wish to work together during this unprecedented time to develop guidelines to comply with Executive Order 202.4.

**NOW, THEREFORE**, the Parties stipulate and agree as follows:

1. The District and the Federation shall partner to provide alternative instructional options for students throughout this period of school closure during regularly scheduled school days.
2. Teachers shall maintain contacts via electronic means with students enrolled in their class or in any related services on an as needed basis. If needed, the District shall provide support to track contacts with students should we be required to do so by the State.
3. Teachers shall check Schoology Accounts and respond to emails regularly and as needed during the school day during this period of school closure.
4. Wherever possible and as needed, teachers who teach or work with students with IEPs, 504s, safety plans, or other students in need of intense mental health services shall coordinate with supervisors and team members to contact students and families to provide alternative instructional options.

5. During this period of school closure, teachers of high school seniors shall provide the alternative instructional options necessary so that the students may remain on track to graduate.
6. Teachers may voluntarily participate in professional development via electronic means during this period of school closure.
7. This agreement shall be limited to the current school closure for the COVID-19 outbreak. It shall expire upon the full re-opening of the Buffalo City School District.

This memorandum shall be fully executed and take effect as of the last date of approval as completed by the parties below.

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Dr. Kriner Cash  
Superintendent of Schools  
Buffalo City School District

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Date

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Philip Rumore  
President  
Buffalo Teachers Federation

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Date