



Buffalo Teachers Federation, Inc.
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President, PHILIP RUMORE

Sent Via Email and US Mail

June 7, 2022

MEMO TO: Dr. Tonja Williams, Interim Superintendent, BPS
Members, Buffalo Board of Education
Gregory Poland, Mediator, PERB

FROM: Philip Rumore, President, BTF

RE: Apparent District Contempt for Buffalo Teachers

The District obviously has no respect for and what appears to be contempt for the hardworking and dedicated Buffalo teachers.

The District has not only prolonged negotiations to the extent that we had to file two Improper Practice charges against you and now a third ([Attached](#)), but you, at our June 6, 2022 negotiations, stated that you “want to see movement from the BTF’s latest proposal to a place we can get things done” and that you are holding firm on our (your) last April 28, 2022 financial package.

We note that while we disagree with the District’s analysis, even your analysis showed that our last counter-proposal to the District reduced the cost to the District by \$223,000,000. ([Attached](#))

Apparently, the District is demanding that it will not make a salary/financial package and the BTF must, in effect, negotiate against itself.

I would also point out that this contradicts the District’s response to my seeking clarification for our June 6, 2022 negotiations where I stated, “It is our understanding that at this (June 6, 2022) negotiating session, the District will provide a comprehensive counter-proposal in response to our proposal including the items listed on page 12”. ([Attached](#))

You then responded, “It was never the District’s intent to make counter proposal on May 25. What we conveyed to Mr. Poland is that we would hear from the ALC teachers on May 25, and then respond to your proposals in writing at our next session, which is June 6. I don’t know where the wires got crossed, but to be clear, it is our intent to respond to your proposals on June 6.” (Emphasis Added) ([Attached](#))

Buffalo teachers continue to see nothing but a lack of acknowledgement of their commitment and dedication to our students during these unprecedented, stressful and horrible times.

Do you have any idea what they have been and are enduring? Do you care? Your actions answer both questions.

Enclosures:

District Cost Analysis

BTF Letter

District Response

3 Improper Practice Charges

- Filed - September 23, 2019 District refusal to negotiate April 2019 - August 2019
- Filed - November 7, 2019 – Bad Faith Negotiations – Regressive Bargaining
- Notice of Claim Served - June 2022 – District – Bargaining in “Bad Faith”