

Email & USPS



President PHILIP RUMORE

August 19, 2022

BUFFALO TEACHERS
FEDERATION, INC

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MEMO TO: Dr. Tonja M. Williams, Superintendent, BPS
Board of Education

FROM: Philip Rumore, President, BTF

RE: How you are hurting Buffalo Teachers and their Families

Enclosed please find information/statistics, some of which you have previously received, that delineates the devastating, disparities Buffalo Teachers and their families are enduring in comparison with their colleagues in other Erie County School Districts. These statistics clearly show how other school districts value the commitment and dedication of their teachers in comparison to how Buffalo teachers are valued by the Buffalo Board of Education/School District.

As you can see from the enclosed Erie County School District comparison 2020-2021, the latest available, it takes an average of twenty-one (21) to twenty-two (22) years for other Erie County teachers to reach maximum; whereas, it takes Buffalo teachers **twenty-seven (27) years to reach the Maximum salary!**

This obviously has a devastating impact on their lifetime earnings. For example, just using the Districts marked on the comparison chart:

Lifetime earnings

<u>School District</u>	<u>Buffalo</u>	<u>Lifetime earnings Difference</u>
Akron	2,144,900	\$2,086,456
Hamburg	2,214,522	\$2,086,456
Kenmore	2,278,199	\$2,086,456
Williamsville	2,432,150	\$2,086,456

Is this what the Superintendent, Board and District seek to continue to inflict on your dedicated and committed teachers?

Note: The salaries in other Districts are significantly higher now; therefore, so are the lifetime earnings in these districts.

Not only is the compensation devastating, so also is reimbursement for our Supplemental Benefits Fund (We self - ensure for dental and optical benefits), class size, caseloads (school counselors, social workers, psychologists, attendance teachers) and issues as delineates in our contract proposals

And your response!

“District’s April 28 Proposals

Some of the Low-Lights

Signing “Bonuses”

- July 2019-2020
 - July 2020-2021
 - July 2021-2022
- No Salary Increases**

(a) Active, full-time teachers, employed by the District at the time of ratification of this agreement by the Board that were hired by the District prior to January 1, 2022, shall receive a one (1) time bonus in the amount of 6% of their annual salary as of the date of ratification of this Agreement. Adult Learning Center teachers employed and active at the time of ratification will receive a one-time bonus in the amount of \$500.00.

(b) Teachers that retired between September 1, 2019 and ratification shall receive a one-time payment in the amount of \$500.00 if he/she retired prior to September 1, 2020, \$1,000 if he/she retired between September 2, 2020 and ratification of this agreement.

“Salary” Only

- July 2022-2023 (or date of ratification), 6% or 4.9% if step 16 removed
- July 2023-2024, 6%.
- July 2024-2025, 4% or 2.94% (If new Step 16 removed)

Healthcare

Teachers Would Pay

- July 2022, 13%
- July 2023, 14%
- July 2024, 15%

Retirees

Teachers hired after July 2023- No Healthcare after retirement

Some Other Proposals

- School Year: 42 to 43 weeks
- Teaching Schedule-District can change starting and ending times of school-must be less than an hour and teacher must be notified by January 1 of the “Change year” e.g. January 2023 for 2023-2024 school year.

There should be no surprise that committed as Buffalo teachers are to our students, they are leaving and resigning in unprecedented numbers for other school Districts as per the enclosed.

- AFT Study
- Education week
- Buffalo News

Hopefully, there will be a change in the insulting proposals you have thrown at Buffalo Teachers.

We will see and make your actions known.