



Buffalo Teachers Federation, Inc.
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President, PHILIP RUMORE

October 21, 2022

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

FROM: Philip Rumore, President, BTF

RE: Transportation/Bell-Time MOU – Teachers’ Position

As per our commitment to have teachers vote on the Transportation/Bell-Time MOU provided by Nathaniel Kuzma, BPS General Counsel, the results are as follows ([Click Here](#)):

I support signing the Transportation/Bell-Time MOU	12.62%	(273)
I do not support signing the Transportation/Bell-Time MOU	84.24%	(1,823)
I abstain from voting on the Transportation/Bell-Time MOU	<u>3.14%</u>	<u>(68)</u>
Total	2,164	

The vote was taken from October 14, 2022 to October 20, 2022.

In addition to concerns also raised by parents relating to the problems relating to childcare and other similar responsibilities, e.g. two children now at an early school having one child’s school changed to a late school, the following concerns remain:

- This year a schedule change can be made with just thirty-days’ notice.
- Unlike the previous agreement that was for only one year, this MOU allows these changes for all future years.
- It eliminates, from the District’s negotiations proposal and our previous agreement, “The starting time and/or ending time changes will be no more than one (1) hour”. *
- Changes the District’s negotiations proposal and our previous agreement from the starting time shall be no earlier than 7:50 am and end no later than 4:05 pm, to no earlier than 7:30 am and end no later than 4:45 pm. *
- Removes from the District’s negotiations proposal and our previous agreement “Upon notification of said changes, teachers at the affected schools will be placed at the top of the transfer list for the upcoming school year based on their seniority - Replaced with for the 2022-2023 school year only, in the event that a change in bell schedule creates a legitimate hardship for

a teacher, he/she may apply for a hardship transfer, which will not be unreasonably denied. Obviously, this forces a teacher to leave the students they have been teaching and creates problems if there are no vacancies, if they have no alternative but to seek an unwanted transfer to another school.

- Removes from the District's negotiations proposal and our previous agreement, "unless agreed to by the faculty of the affected schools, no other changes within the starting and ending times will occur".*

Yes, Buffalo teachers are also concerned with the school bus problems. **

The serious issues with the District MOU, provided by Nathaniel Kuzma, BPS General Counsel, in addition to being problematic, raise questions of integrity and trust as is reflected by the overwhelming rejection of the MOU.

PR:su

* As you know, the BTF has filed Improper Practice Charges against the District for submitting the Transportation/Bell-Time MOU, for increasing the impact of the District's submitted negotiations proposal.

** As you know we have written Mark Schroeder, Commissioner of the NYS Department of Motor Vehicles, to determine why so many applicants are apparently failing the written test.

cc: All Buffalo Teachers