




President PHILIP RUMORE

October 23, 2015

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

FROM: Philip Rumore, President, BTF 

RE: Receivership Proposal/MOU

BUFFALO TEACHERS  
FEDERATION, INC

271 PORTER AVENUE  
BUFFALO, N.Y. 14201  
(716) 881-5400  
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Now that we have provided the District with our response (October 22, 2015) to your proposals, the BTF makes the following proposals as additions to the MOU.

#### *CLASS SIZE*

Class sizes for grades PreK-3 will be limited to twenty (20) students and class size for grade 4-12 will be limited to twenty-five (25) students. For Academic Intervention Instruction of students in grades K-6 who are two or more years behind or a Level 1 or 2 in ELA or Math, each teacher will have no more than 10 students.

#### *ASSIGNMENTS*

Teachers will be provided with additional and sufficient duty free time during the school day which they can utilize to complete required forms, paperwork and conference with parents and staff.

#### *TEACHING CONDITIONS*

In April of each year, the District will conduct a survey of all teachers at each school to determine the changes that should be made to improve student learning/teaching conditions.

Said survey:

- Will be conducted to ensure that the teachers completing the form remain anonymous.
- Will be developed jointly by the District and BTF.
- Will be collated jointly by the District and BTF with the results made available to the BTF.

The District will enact the recommendations/address the concerns supported by 60% of the teachers at each school responding to the survey.

PR:su