

FOR IMMEDIATE RELEASE



PRESS RELEASE

August 23, 2022

BUFFALO TEACHERS TO RALLY FOR A NEW CONTRACT

The Dedicated Buffalo teachers are angry and insulted at the District's three-year delay in providing a new contract and:

- Buffalo teachers salaries are many thousands of dollars behind other school districts
- It takes twenty-seven (27) years for Buffalo teachers to reach maximum salary; whereas, it takes other school districts on average twenty-one (21) to twenty-two (22) years to reach maximum salary
- Buffalo teachers' lifetime earnings are hundreds of thousands of dollars less than their colleagues in other districts.
- Buffalo has insufficient school counselors, social workers, psychologists, attendance teachers, etc. to assist Buffalo students.
- Buffalo's class sizes are excessive.
- Buffalo's teaching conditions are unacceptable (insufficient support.)

See letter to Superintendent and Board ([click here](#))

WHEN: Wednesday, August 24, 2022

TIME: 4:00-5:00 pm

WHERE: Buffalo City Hall

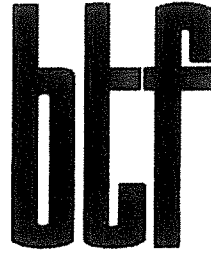
While more teachers may attend since the rally was just scheduled on Monday August 22, 2022, the BTF just expects one (1) or two (2) representatives from each school/site at this rally.

The purpose of the rally is to bring attention to the correspondence sent to the Superintendent and Board.

** ** ** ** ** ** **

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	\$2,086,456	\$58,444
Hamburg	\$2,086,456	\$128,066
Kenmore	\$2,086,456	\$191,743
Williamsville	\$2,086,456	\$345,694

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 contact proposals

And your response!

“District’s April 28 Proposals

Some of the Low-Lights

Signing “Bonuses”

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

(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.

Akron		Buffalo		Hamburg		Kenmore					
BA	MA	BA	MA	BA	MA	BA	MA				
1	40016	43250	1	37649	42977	1	33750	43402	1	35791	42117
2	41016	44250	2	39531	44859	2	34750	44479	2	36947	43253
3	41516	45650	3	41413	46741	3	35000	45784	3	38677	45587
4	42016	46350	4	43295	48623	4	35750	47297	4	38677	47987
5	42516	47350	5	45177	50505	5	36350	48835	5	38677	50344
6	43016	49350	6	47059	52387	6	36838	50299	6	38677	52702
7	43516	50850	7	48941	54269	7	37336	51775	7	38677	55063
8	44016	52850	8	50823	56151	8	38496	53633	8	38677	57981
9	45516	54250	9	52705	58033	9	39739	55313	9	38677	60931
10	46016	56350	10	54587	59915	10	41910	57187	10	38677	63342
11	46516	58350	11	56469	61797	11	43828	59341	11	38716	65816
12	47516	60350	12	58351	63679	12	44830	61521	12	61689	68226
13	48516	62350	13	60233	65561	13	45736	63564	13	65820	72213
14	49516	64350	14	60233	67443	14	46525	66395	14	69888	76552
15	51016	66350	15	63163	70373	15	47758	69195	15	71164	79666
16	51516	68350	16	65045	72255	16	52766	72264	16	75403	82698
17	51516	70350	17	66927	74137	17	54749	76680	17	75403	85500
18	51516	71850	18	68809	76019	18	65315	84434	18	78401	88133
19	51516	81600	19	70691	77901	19	75335	96927	19	78586	89410
20	79516	95500	20	72573	79783	20	75335	96927	20	78771	90685
21	79516	95500	21	74455	81665	21	75335	96927	21	85552	94220
22	79516	95500	22	76337	83547	22	75335	96927	22	87511	96197
23	79516	95500	23	78219	85429	23	75335	96927	23	87511	96197
24	79516	95500	24	80101	87311	24	75335	96927	24	87511	96197
25	79516	95500	25	81983	89193	25	75335	96927	25	87511	96197
26	79516	95500	26	83865	91075	26	75335	96927	26	87511	96197
27	79516	95500	27	85747	92957	27	75335	96927	27	87511	96197
28	79516	95500	28	85747	92957	28	75335	96927	28	87511	96197
29	79516	95500	29	85747	92957	29	75335	96927	29	87511	96197
30	79516	95500	30	85747	92957	30	75335	96927	30	87511	96197

Cumulative Earnings	
1-5	207,080
1-10	429,160
1-15	672,240
1-20	957,820
1-25	1,345,400
1-30	1,752,980

Cumulative Earnings	
1-5	207,065
1-10	461,180
1-15	759,629
1-20	1,103,674
1-25	1,494,769
1-30	1,921,622

Cumulative Earnings	
1-5	175,600
1-10	369,919
1-15	598,596
1-20	922,096
1-25	1,298,771
1-30	1,675,446

Cumulative Earnings	
1-5	188,769
1-10	382,154
1-15	689,431
1-20	1,082,961
1-25	1,488,414
1-30	1,899,194

Eric County School District Comparison
2020-2021

District	Abbreviation	Longevity Step	Salary at Longevity Step		Buffalo at Other District Longevity Step	
			BA *	MS	BA	MS
Akron	AK	20	79,516	95,500	72,573	79,783
Alden	AL	21	82,219	91,862	74,455	81,665
Amherst	AM	21	88,174	96,071	74,455	81,665
Buffalo	BU	27	85,747	92,957		
Cleveland Hill	CH	24 MS		93,512		87,311
Cheektowaga	CK	23	87,315	89,465	78,219	85,429
Clarence	CL	21 MS		103,500		81,665
Cheektowaga Sloan	CS	17	90,336	92,536	66,927	74,137
Depew	DP	25	89,183	96,659	81,983	89,193
Erie 1 Boces	E1B	23	83,447	85,197	78,219	85,429
East Aurora	EA	22	85,690	93,412	76,337	83,547
Eden	ED	20	85,200	90,200	72,573	79,783
Frontier	FR	21	85,641	94,012	74,455	81,665
Gowanda	GO	21	84,700	87,000	74,455	81,665
Grand Island	GI	20 MS		92,671		79,783
Hamburg	HA	19	75,335	96,927	70,691	77,901
Holland	HO	25	87,000	90,000	81,983	89,193
Iroquois	IR	26	93,150	97,150	83,865	91,075
Kenmore	KN	22	87,511	96,197	76,337	83,547
Lancaster	LN	21		96,715		81,665
Lake Shore	LS	25	86,635	94,815	81,983	89,193
Lackawanna	LK	25	96,941	103,643	81,983	89,193
Maryvale	MV	19	78,772	83,772	70,691	77,901
North Collins	NC	25 MS		85,147		89,193
Orchard Park	OP	20	92,683	102,379	72,573	79,783
Sweet Home	SH	24	87,385	102,227	80,101	87,311
Springville	SP	22	88,591	97,331		83,547
Tri-County Boces	TCB	24	93,071	94,071	80,101	87,311
Tonawanda	TN	25	75,903	90,996	81,983	89,193
West-Seneca	WS	15	84,089	95,369	63,163	70,373
Williamsville	WV	16	95,713	100,750	65,045	72,255

* Some Left Blank Longevity Begins at a Different Step for BA than MS

Updated 4/22/2022

Subject: **It's a job seekers' market. Find your next job on EdWeek Top School Jobs.**
Date: 8/11/2022 10:29:57 AM Eastern Standard Time
From: topschooljobs@mail.edweek.org
Reply To: feedback@mail.edweek.org
To: btfny@aol.com

EdWeek Top School Jobs

The stresses of the past two years have caused many educators to consider leaving the profession. According to a recent survey, when asked about the likelihood that they'll leave teaching in the next two years, 54% of teachers said they are "somewhat" or "very likely" to do so.

This is actually *good news* if you're looking to make a career move or enter the education field. **You are in high demand, and there's more opportunity than ever.**

Search for that next great opportunity on EdWeek Top School Jobs, a site exclusively for jobs in K-12 education, with over **62,000 jobs** in districts all over the country. Easily find positions in teaching, administration, and support staff, and apply right there.

You can also sign up for job alerts to get jobs customized for you delivered directly to your inbox. It only takes 2 minutes to **jump-start your job search**.



Visit **EdWeek Top School Jobs** today to browse open positions and find a job that's right for you.

Happy searching!
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For Immediate Release
July 16, 2022

Contact:
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AFT Unveils Report on Teacher and School Staff Shortages

In-depth analysis spells out what America must do to attract and retain the educators and school staff our students need

BOSTON—After seven months of meeting, listening to members, and sharing our on-the-ground experiences, the AFT’s national Teacher and School Staff Shortage Task Force—made up of 25 leaders from state and local affiliates across the country—released a report, *Here Today, Gone Tomorrow?*, which was considered at the union’s biennial convention; the report outlines targeted solutions to ensure educators have the tools, time, trust, and training they need to do their jobs and to stay in their jobs.

Even before the COVID-19 pandemic, nearly 300,000 teachers were leaving the profession each year, and schools were also facing persistent shortages among the school support staff who play such a vital role in every child’s school day. The pandemic only made things worse.

“Teachers and school staff have been struggling for years with a lack of professional respect; inadequate support and resources; subpar compensation; untenable student loan debt; endless paperwork; and a culture of blame that weaponizes standardized tests to attack public schools and public school teachers,” said **AFT President Randi Weingarten**. “And then came COVID. The pandemic, combined with the political culture wars, made the last two years the toughest in modern times for educators. On top of all of that, the unthinkable happened again, when gun violence took the lives of 19 students and two teachers in Uvalde, Texas.”

The American Federation of Teachers is a national labor union representing public school teachers, paraprofessionals, and other school support staff in public schools, colleges, and public universities, and confederates with public school and higher education. We are committed to union, to these principles, and to the members’ ongoing and continuing political and political advocacy and especially through the trial on our behalf.

Randi Weingarten
President

Christine J. Johnson
Secretary

Tracy K. Edwards
Executive Vice President

American Federation of Teachers (AFT)

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AFT Teachers • AFT PSP • AFT Higher Education • AFT Public Employees • AFT Nurses and Health Professionals

The report comes on the heels of an AFT member survey that showed the 2021-22 academic year was "one of the worst years for preK-12 teachers and staff." The survey showed the lowest job satisfaction ratings for paraprofessionals and school-related personnel ever recorded and revealed that 79 percent of teachers said they're dissatisfied with their current overall working conditions. And last month, a Rand Corp. survey said about one-third of teachers and principals reported that they were likely to leave their current job by the end of the 2021-22 school year.

"Why do we have a teacher shortage? Because we have a shortage of respect for educators. A shortage of the professional working conditions that allow teachers and other staff to do their best for their students. We have a shortage of pay for what is arguably the most important job in the world. No wonder teachers' job dissatisfaction is up 34 points since the start of the pandemic. The teacher shortage is the direct result of the shortage of conditions, respect and pay—and we are not going to fix the one without fixing the others."

The report offers practical, research-proven solutions to reverse the shortages and revitalize the education profession, including:

- **Increasing salaries and benefits;**
- **Shrinking the "teacher pay penalty,"** or 20 percent disparity between teacher pay and that of college-educated non-teaching peers);
- **Diversifying the educator workforce,** through promising practices such as Grow-Your-Own programs and sustained mentoring;
- **Lowering class sizes;**
- **Curbing the nation's "test-and-punish" obsession with standardized tests;** and
- **Reducing the endless paperwork** collected for administrative purposes and districtwide reports.

The report also emphasizes **treating teachers and school staff like the professionals they are,** with time to plan and prepare for classes, the chance to collaborate with colleagues, the power to make day-to-day school decisions, and ongoing professional development so they can grow in their careers. It also calls for **turning schools into community hubs** that serve the needs of the whole child and the whole family. This means investing in thousands of community

schools with wraparound services—a model that is working across the country, including in the 700 community schools (to date, and counting) that the AFT and its affiliates have helped create.

“We don’t know exactly how many of those considering leaving education actually *will* leave,” added Weingarten. “But we *do* know that when asked, ‘Would you recommend the profession to a prospective new teacher?’—74 percent of teachers would most likely not recommend it. We need to reverse these numbers and address the root causes that are driving so many talented staff and educators away from this profession when they have never been needed more. That’s why the AFT convened this task force—what’s probably the most important task force in our history—because no one knows better where the problems lie, and how to fix them, than the people who work in schools every day. They can guide us to solutions—if policymakers will listen.

“I see a lot of hope in this report. I’m confident that our country can learn to treat and respect teachers and school staff in ways that befit their importance to our society. In the process, we will not only save our profession and revitalize our schools, but also build a better future for all.”

“School districts across the country are facing dangerous staffing shortages because they are unable to attract and retain educators. Despite the pure heroism our teachers and schools have shown during the pandemic, too many communities are not investing in public education. We know how to reverse this trend. Our responsibility is to make it happen. Our students are depending on us,” said **Michael Mulgrew, task force co-chair and president of the United Federation of Teachers.**

Carl Williams, task force co-chair and president of the Lawndale Federation of Classified Employees and the CFT Council of Classified Employees, said that the solutions in this report can help support staff too. “The impact of shortages has been widespread—from the smallest towns to the largest urban centers. The workers, the people on the ground, see the problems shortages cause up close, which is why we heard directly from them to find solutions for this report. The answer to staff shortages isn’t ‘one size fits all,’ but this report will help guide us in the right direction so school support staff—custodians, bus

https://buffalonews.com/news/local/education/tight-teacher-job-market-squeezing-some-buffalo-area-school-districts/article_5f8f2452-1a50-11ed-a3ca-5b29e7ce079d.html

Tight teacher job market squeezes some Buffalo-area school districts

By Brian O'Brien
Published 8/10/2023

Buffalo-area school districts trying to hire teachers are encountering something they've never seen in the public sector before: job candidates looking for the highest bidder.

"I've never seen applicants playing districts off one another like they do now," Starpoint Central Superintendent Sean M. Croft said. "People are coming in and saying 'I'm offered this at this school district, what can you do for me?'"

There's always a few last-minute hires in August, but it's a little different this year. Starpoint put off hiring an additional science teacher because it could not find the right candidate, and may not be able to fill a technology job. Clarence Central is hoping to hire a business teacher before school starts. And Buffalo Public Schools have 138 teaching spots to fill.

The market for teachers around the country is tighter than it has been in years, particularly in subjects such as science, special education and foreign languages.

People are also reading...

- 1 **Scorching guitars and lots of hits highlight 'Stadium Tour' stop**
- 2 **A message for Brandon Beane: Von Miller's right – the Bills should absolutely sign Odell Beckham Jr.**
- 3 **GOP chorus against FBI search of Trump home has an unlikely ally: Andrew Cuomo**
- 4 **Shock, sadness after Salman Rushdie stabbed at Chautauqua Institution; suspect in custody**

Some school districts in rural Texas switched to four-day weeks as an incentive to attract and retain teachers. Florida is issuing temporary certificates to veterans who have 60 hours of college credit to teach for up to five years while they pursue bachelor's degrees to get more teachers in the classroom.

The days of getting hundreds of applications for one opening are over, so some local districts are trying different ways to attract quality candidates: advertising more and sometimes offering to start applicants at a higher pay step or offering signing bonuses.

"We have a little wiggle room," Croft said.

And while teachers have been known to switch schools, Croft said there's a new wrinkle: Teachers are being wooed by other districts.

"We had a technology teacher leave because they were recruited by another district," he said, adding that the teacher got emails from teachers in the other district lauding their school.

He doesn't think he'll be able to hire a technology teacher by September. Starpoint also was planning to add a science teacher this year because of increases in enrollment, but could not find the right hire.

"We decided to punt until next year, and rework the schedule to give existing teachers additional classes," Croft said.

The market for teachers around the country is tighter than it has been in years, particularly in subjects such as science, special education and foreign languages.

Buffalo News file photo

While smaller districts may still have a few open spots, Buffalo Public Schools have 138 teacher openings.

But that's not unusual. It's about the same number of openings the district had at this time the last five years, according to Tami Hollie-McGee, chief of human resources. She said she expects that number to come down, since the transfer process ended Friday and the district can start extending offers to outside candidates.

She said that some teachers have told the district recently that they are leaving, either to relocate out of the area or to work in other districts that may be closer to where they live.

“I have my staff reaching out to them to find out if there is something we can do to intervene to keep them from separating from us,” Hollie-McGee said.

Not every district has had problems. It’s been a busy summer for hiring in West Seneca, but the faculty is set, although hiring in other areas, such as transportation, is a bit of a struggle.

“If we had a physics opening, I might be panicking,” West Seneca Assistant Superintendent Jonathan Cervoni said.

West Seneca developed partnerships with local college teacher prep programs for students to be substitutes. The district also created preferred building substitutes who work every day with duties that can vary from day to day.

“We really get to know them, they get to know us,” Superintendent Matthew Bystrak said.

While the shortage may not have reached a crisis point in Western New York, districts are seeing far fewer applicants for the openings they have. Several years ago, it would not have been unusual for Clarence Central to have 30 applications for a music teacher posting.

“We put one up not too long ago, and it was more like 12,” said Robert Michel, assistant superintendent for human resources.

It really depends on the specialty, he said.

“For an elementary position, we’re usually pretty safe in getting very quality applications,” Michel said.

But there are few candidates for special education, family consumer sciences, business, chemistry, physics and even Spanish, he said.

“I never thought we would have trouble filling Spanish positions,” Michel said.

“That’s a problem across the state.”

The district was considering discontinuing its family consumer science program in the middle school because it had trouble hiring a teacher, but a second posting yielded a successful candidate.

When they can't fill an opening, Buffalo Public Schools, like other schools, asks other teachers to pick up a class during their planning period for extra pay, Hollie-McGee said.

The shortage of teachers has been looming for years. According to the New York State Teachers' Retirement System, 34% of teachers in 2021 were 50 or older. State officials estimate that New York will need 180,000 new teachers over the next decade.

"We knew that our workforce was aging out. Unfortunately, as we started to see the shortage looming, the pandemic hit," said Jolene DiBrango, executive vice president of New York State United Teachers.

Adding to the demographics is the stress of teaching through the Covid-19 pandemic, as well as culture wars creeping into schools. While teachers don't appear to be leaving the profession in masses right now, some have noticed a slight uptick in retirements.

"I think part of that is the stress of the last two-and-a-half years. It's definitely taking a toll on individuals," Croft said. "People just at the back end of their career are getting out maybe earlier than they anticipated."

U.S. Secretary of Education Miguel Cardona has called on states, school districts and institutions of higher education to form partnerships to support a strong pipeline of teachers. He also urged them to use American Rescue Plan Act funding to address the teacher shortage and increase the number of teacher candidates prepared to enter the teaching profession.

Many districts have hired more teachers in the past year with federal funds, which decreased the pool of applicants a little more.

Buffalo is one of many districts working with local colleges with teacher preparation programs.

“We have engaged with the local colleges for around three years to gain teachers through the teacher residency program,” Hollie-McGee said.

Under the teacher residency program, college students aspiring to be teachers work in the classroom for four days a week, and spend one day getting classroom instruction.

New York State United Teachers created a “Take a Look at Teaching” program to encourage students to consider teaching as a profession.

Schools also might think about improving working conditions to attract and retain teachers, DiBrango said.

“I think now that we're seeing this shortage you will see teachers seek out districts that have excellent labor management relationships or great working environments where perhaps they have flexible schedules or better schedules,” she said.

Finding a job in education still boils down to being in the right place at the right time, with the right certification.

Michel, of Clarence, recently met with a substitute teacher candidate with a biochemical degree who was anticipating getting certified to teach biology.

“I said pick up chemistry, chemistry teachers are at a premium,” he said.

By Barbara O'Brien

Reporter

Rochester native and St. Bonaventure alum.