

PROVOCATOR

June 2019

OFFICIAL PUBLICATION OF THE BUFFALO TEACHERS FEDERATION VOLUME 49/NUMBER 6

DEDICATION
SOLIDARITY
PROFESSIONALISM
PRIDE
SECOND TO NONE



BTF-Endorsed Candidates Take All Nine Seats in Board of Education Election

For the first time in 15 years, all nine Board of Education seats were up for grabs. Each of the BTF-endorsed candidates breezed to victory, setting off a flurry of radio and news reports criticizing the BTF's political influence in the election.

The endorsements were made after the candidates underwent extensive interviews by teams from the BTF Political Action Committee.

Each candidate interviewed requested the BTF endorsement. They were questioned on issues such as school funding, smaller class sizes and a moratorium on Charter Schools.

After the interviews, the PAC recommended endorsements to the Executive Committee which reviewed the candidates' qualifications and voted on which candidates to support.

The Executive Committee then made its recommendations to the Council of Delegates. The Delegates had the final vote on whom the BTF would endorse.

The incumbent Board members who were re-elected are:

- Jennifer Mecozzi, West District
- Louis Petrucci, Park District
- Sharon Belton-Cottman, Ferry District
- Hope Jay, North District
- Paulette Woods, Central District

Newly elected by a narrow margin was Dr. Kathy Evans-Brown, East District, a project coordinator for the Buffalo Urban League. Each will serve for three years.

Three new members were also elected to At-Large positions and will serve five years. They are:

- Larry Scott, a school psychologist in the Kenmore School District and co-chair of the Buffalo Parent Teacher Organization
- Dr. Ann Rivera, an associate English professor at Villa Maria College and chair of the district's Special Education Parents Advisory Committee
- Terrance Heard, an assistant team leader at General Motors with a background as a probation and corrections officer.

The Board members will be begin their terms on July 1.

BTF Members Key to Election

"Alone we can do so little. Together we can do so much." –Helen Keller-

Running for political office is not easy. But it would be much harder, if not impossible, to get elected without the hundreds and hundreds of hours of manpower donated by volunteers.

BTF members gave unselfishly to help elect school board members with students' interests at heart. Beginning with interviews of the candidates, BTF members worked long hours on the May 7 Board of Education election.

Many donated money or attended fundraisers for the candidates of their choice. Others spent hours walking door-to-door in the cold obtaining signatures for petitions to get the candidates on the ballot.

Phone banks were conducted from the BTF and NYSUT offices, gift baskets were made and donated to raise funds, and campaign materials were distributed door-to-door by the dedicated volunteers.

And some volunteers did it all.

The BTF volunteers who helped get our endorsed candidates on the school board included:

- Marc Bruno
- Cherie Burau
- Sami Cirpilli
- Kilissa Cissoko
- Lynn Garcia
- April Hall
- Nicole Herkey
- Sophia Howard-Johnson
- Isabella Keegan (retired)
- Melissa Kenney
- Joseph Montante
- Becky Pordum
- Sue Raichilson
- Sara Rodland (retired)
- Trish Rosokoff
- Phil Rumore
- Chris Salamone
- Eve Shippens
- Greg Sawicki
- Liz Spiro-Garman
- Ruyvette Townsend



From left, Terrance Heard, Nina Heard, Ann Rivera, Jennifer Mecozzi, Kathy Evans-Brown, Hope Jay, Sharon Belton-Cottman, and Larry Scott.

Save the Date

June 28

Bisons Game
Sahlen's Field

August 17

Puerto Rican/Hispanic Day Parade
Niagara Square

September 4

Labor Day Parade
Buffalo Irish Center



On behalf of the BTF officers, secretaries and staff, have a safe and restful summer.

We will, of course, be here if you need us as the battles continue.

- Negotiations
- Receivership
- Grievances
- Arbitrations
- Summer school problems

Please remember when anyone asks how you are enjoying your summer “vacation,” remind them that the students are on vacation. You are on summer lay-off. You don’t get paid a salary during the summer.

Rumore Excoriates Wingo for Failing to Take Responsibility for His Actions

Three wrongs don’t make a right. That was the message BTF President Philip Rumore sent to Councilman Ulysees Wingo, Sr. after he failed to take responsibility for his illegal actions at Riverside High School.

First, Wingo went into Riverside High School with a loaded gun. Then he criticized the District for its lack of school security which he said allowed the indiscretion to occur.

But, it was Rumore who reminded Wingo that it takes money to increase security and funding for the school district has not been increased by the Common Council in three years.

Rumore criticized Wingo for his comments following the May 17 incident.

“It is a matter of grave concern that Councilman Ulysees Wingo, Sr. brought a loaded gun into one of our schools despite all the horrendous school shootings and the fact that every knowledgeable person knows that it is illegal to bring a loaded weapon into a school (unless you are a law enforcement officer).”

What is far worse and unacceptable is his complete refusal to accept responsibility for his dangerous action and his attempt to blame the school district for his illegal and dangerous action.

His statement that ‘I am remorseful that this has come to our doorstep as a community. This further enforces the

need for a more robust security program at all of our schools.’

Rather than saying that he was wrong and had violated the law by bringing a loaded firearm into the school, he attempts to blame the school district’s security program for his bringing a loaded weapon into the school.

Yes, we would all like more security in our schools; however, that will never remove the responsibility of a person who illegally brings a loaded weapon into the school.

Blaming the school district is unacceptable.

Upon realizing that he had or was bringing a loaded firearm into the school, after notifying the administration, he should have immediately returned to his vehicle and locked it in the trunk.

We teach our children to accept responsibility for their actions. Councilman Wingo obviously ignored this life lesson.

He owes an apology to the community, our security officers and all in our school district.

We note that while Councilman Wingo shamelessly attempts to blame the school district for his unlawful act of bringing a loaded weapon into a school, the Common Council has not increased its allocation to the school district for over three years,” Rumore concluded.

BTF at a Glance

BTF President

Philip Rumore

BTF Vice President

Rebecca Pordum

BTF Treasurer

Joseph Montante

BTF Secretary

Melinda MacPherson-Sullivan



BTF Executive Committee Members

Pre-K-6

Rachel Binda-Lis,
Sophia Howard-Johnson,
Trisha Rosokoff, Janine Schuster
Christopher Stephens,
Ruyvette Townsend

7-12

Dennis Brancato, Patrick Foster,
Lynn Garcia, Melissa Kenney,
M. Sue Raichilson, Chris Salamone,
Eve Shippens-Nieves

K-12

Susan Marie Baker, Nicole Herkey,
Catherine Lipsitz, Mark Mecca,
Gregory Sawicki, Elizabeth Spiro-Carman

At Large

Marc Bruno, Tom Gattie, Mike Mecca

BTF Headquarters Staff

Philip Rumore, *President*
Joseph Montante, *Presidential Assistant*
Rebecca Pordum, *Presidential Assistant*
Tim Connick, *NYSUT Counsel*
Deana Fox, *NYSUT Labor Relations Specialist*
Jenna Burke, *NYSUT Labor Relations Specialist*
Anna Geronimo, *NYSUT Labor Relations Specialist*

Visit Our Updated Website
www.btfny.org

PROVOCATOR

BTF Provocator Staff

Joseph Montante, *managing editor, photo editor*
Chris Salamone, *editor*

The **Provocator** is the official publication of the Buffalo Teachers Federation. It will be published six times during the 2018-2019 school year as a service to BTF members and interested parties in the community. Subscription price is included in BTF dues.

Postmaster, send address changes to:
BTF Provocator, 271 Porter Avenue,
Buffalo, New York 14201.

Advertising: Rates and anticipated publishing schedule may be requested from the BTF, 716-881-5400, FAX 716-881-6678. Although advertising is screened, advertising does not imply BTF endorsement of the product, service or the views expressed. Your patronage of our advertisers is appreciated.

The BTF is an affiliate of **NYSUT, AFT** and **NEA**.

June 2019
Volume 49, No. 6
Circulation 4400

Letters to the Editor

Variety Kids Telethon Appreciates Support

Thank you and everyone at BTF for your generous support of the 2019 Variety Kids Telethon!

On behalf of all of us at the Variety Club, and the children we serve, we look forward to your continued support of Telethon 2020.

Regards,

Richard and Alex

Students Grateful to BTF for LLS Donation

We are so grateful that you generously donated to our cause. With this donation, it made us achieve our goal.

The Students of the Year campaign is a 7 week long fundraiser for high school students among Western New York. We competed against 10 other teams throughout WNY and we were from the smallest town. The campaign was to see what team could raise the most money after the 7 weeks is up. Whatever team raised the most money received the official title Students of the Year and an academic scholarship. We were the only students awarded the Mission and Citizenship Award. This award is given to a candidate or co-candidate team who displays outstanding efforts in the volunteerism spirit, involving the community, and spreading the Leukemia and Lymphoma Society mission.

Your generous donation of \$250 was greatly appreciated. We are so thankful that you donated to our campaign. With the union's support, we were one step closer to our goal of \$15,000, which we successfully met.

Not only is this campaign a great way to support LLS and their life-saving work, but it was a great leadership opportunity for us. Students receive scholarships based on our fundraising and awareness efforts. We are so excited to be able to make a difference and with your help, we are one step closer to a cure for blood cancers.

Gratefully,

Madison Gaglione and Henry Jarzynski
2019 Students of the Year Candidates

BTF Supports Fair Housing Organization

Your support makes a difference!

Thank you for your donation towards HOME's 56th Anniversary Celebration held on May 17. Because of supporters like you, we continue to provide fair housing services to the community.

For your records, we received your donation of \$300. I invite you to visit HOME's website, www.homeny.org to learn more about fair housing and the programs you make possible.

If you have any questions or concerns, please do not hesitate to contact our Development Officer, Reina Ysaguirre-Boersma at 854-1400, ext. 22, or at ryboersma@homeny.org.

Thank you again for making our 56th Annual Celebration a success and for your continued support of fair housing.

With much gratitude,

M. DeAnna Eason
Executive Director

BTF Donates to Vietnam Veterans' Scholarship Fund

Thank you for your recent gift of \$250 to the Vietnam Veterans of America, Chapter 77. Your gift has been applied to the Peter P. Tycz II Memorial Scholarship fund and will help deserving students stay in school. In recognition of your donation, your name will be placed on a plaque at the Chapter 77 Museum, 47 Main St., Tonawanda.

With the rising costs of higher education and the continued challenges of the local economy, we both know that there is a tremendous need for financial assistance; we average receiving over 90 applications per year. The number of our scholarships awarded is tied to fundraising and, since its inception in 2005, were able to present 368 \$250 scholarships with a total value of \$92,000. With help from people like you, we hope to present even more in 2019.

Again, thank you for your investment in the future of our country and your recognition of the importance of higher education. The Chapter, the Tycz family, as well as the recipients, greatly appreciate your generosity.

Sincerely,

John Heffernan, chairman
Scholarship Committee

BTF Supports EPIC

On behalf of the Board of Directors, staff, and the families that we serve at EPIC –Every Person Influences Children, we would like to extend our sincerest gratitude to the BTF for your 2018 donation to EPIC's Annual Heroes Reception in the amount of \$200.

EPIC's mission is to help families, schools, and communities raise children to become responsible and successful adults. We provide research-based and evidence-informed year-round programming in Family Engagement in Education, encouraging early literacy and building parents' capacity to become more actively involved in their children's education, and Parenting Education, which includes Ready, Set, Parent! (offering support and solutions for parents of infants and toddlers, young children and young adolescents), Ready, Set, Read! (developing family literacy and early intervention for children's academic success), Families in Transition (helping individuals facing challenges reach their full potential as parents), Storytime Family Literacy (family fun literacy-based event), Just for Teens (enhancing the skills and confidence of pregnant and parenting teens; and our Youth Services, including and Just for Me (teaching life skills and building confidence among at-risk teens).

We appreciate your belief in EPIC's work to help families, schools, and communities to raise children to become responsible and successful adults.

Thank you again for your generous support!

Warm Regards,

Tara N. Burgess
Executive Director

Peace Center Donation

This letter is our thank you for your kind donation of \$400 to the WNY Peace Center in the 2018 calendar year. We wish you a peaceful year and thank you again for your continued and very generous support.

In peace,

Victoria B. Ross, Exec. Director
Silver Light, Ass't. Director
Deidra M. Emel, Officer Manager

Thanks from Voice Buffalo

Thank you very much for your Community Sponsorship of our Annual Awards Banquet. Your support enables us to send leaders to training, lift up and empower our community, and help make our city and country more just and equitable for all.

With Gratitude,
Dennis Walczyk, Treasurer



Sixty-Eight Teachers Retiring After Serving Students for a Total of 1,990 Years

Sixty-eight retiring teachers, who accumulated a total of 1,990 years in the classroom, were honored May 30 during the annual BTF Retirement Dinner. The teachers, who are retiring at the end of the month, were honored during a celebration at Salvatore’s Italian Gardens in Depew.

“You probably don’t even know it, but you have impacted generations,” BTF President Philip Rumore told the retirees. “Teaching is not like any other profession. The impact you have on kids is amazing.”

Rumore reminded the retirees their health insurance will remain the same throughout retirement.

“What you retire with is what you get,” he said. “It shouldn’t change. If it does change, contact us immediately. We are still here for you.”

Rumore also thanked the retirees for their years of service.

“Thank you on behalf of all the teachers. You have been the heart and soul of this organization. Without you, we wouldn’t be here,” he said.

Among the retirees were three past and present Executive Committee members. They are Tom Gattie, who is currently on the Committee and a member of the negotiating team; and former Committee members, Luci Emmi and Teresa Leatherbarrow.

The retirees, listed by the number of years served, are:

Kathleen Smith	40	Patrice Glynn	31.5	Mary Sandone	24
Peter A. Jankowski	37	Bruce R. Burton	31	Patricia Watson	24
Julia Brocato	36	Jeanette C. DelBel	31	Jacqueline E. Nelson	23
Kevin Coady	36	Cecilia Doody	31	Wendy D. Coyde	22
Roslynn Gaumer	36	Christine Fennie	31	Kathy Fischer	22
Carol Hesketh	36	Tom Gattie	31	Bradley White	22
Kathleen Marcinkiewicz	36	Alice Lawrence	31	Valerie Lauricella	21
Claire Rosart	36	Deborah Rudyk	30.8	Annette S. DiDomizio	20
Mary Cole	35	Beverly A. Sikora	30.5	Helene Gliboff	20
Karl Maggiore	35	Mary Ann Woods	30.3	Liang Gu	20
Crista Scheiten	35	Kathy Bethel	30	Aida Stewart	20
Judith Stenroos	34.6	Jeanne Cummings	30	Victoria Vullo	19
Andrea Andrews Cott	34	Susan McNamara	30	Teresa Leatherbarrow	18
Debbie Biggane	34	Rose Swift-McKeller	30	Nora Roberto	18
Leslie Stahlin	33.5	Luci Emmi	28	Mary Ann Topper	17.7
Franca Todaro Tucker	33.2	Daniel W. Conley	27	David Carver	17
Doug Aderdice	33	Gerard Dickson	27	Pamela Gay	17
Bonnie Hill	33	Richard Leggio	27	Linda Tokarz	17
Judith Zoanetti	33	James Mattison	27	Erin Hickey	16.3
Lori Joerger	32.7	Karen Partridge	27	Peg (Margaret) Heath	15
Karen White	32.6	Barbara Wachowiak	26.4	Nancy Pilcher	15
Cynthia Clark	32	Paul Liszka	25.5	Lori Harrington	12



ABOVE: Tom Gattie, who has served on the Executive Committee for many years, is retiring after 31 years of service to BPS.



ABOVE: With 40 years of service the District, Kathleen Smith has decided to retire.

Retirees Remain Active

You don't have to say goodbye to your friends and colleagues when you retire. The Buffalo Retired Teachers Association (BRTA) will keep you busy and in touch.

The BRTA is open to all Buffalo teachers and administrators who are retiring. The BRTA hosts four luncheons during the school year, including the Fall Luncheon on the first day of school in September, Holiday Luncheon in December, Winter Luncheon in February, and the Spring Luncheon, held in May.

During June, BRTA men and women participate in the Annual Golf Tournament. Travel excursions are sponsored by the BRTA throughout the year, including international vacations, day trips to various locations within a 100-mile radius, overnight trips outside New York State, and theater trips to Shea's Buffalo Theatre.

The BRTA newsletter keeps members informed of all important issues.

And although retired, members of the BRTA don't forget the students. Each year, three \$1,500 scholarships are awarded to graduating seniors of the Buffalo Public Schools.

Life membership in the BRTA is \$150 and must be paid in full. Annual membership is \$12 per year.

For more information contact Linda Parada, membership secretary, at 875-3392 or online at www.BRTA.biz

Welcome to NYSUT Retiree Council #44

Congratulations to our new retirees! As you conclude your time as an active teacher and BTF member, be assured that you are still a union member in NYSUT and AFT.

Retired members serve as delegates to the NYSUT, NEA and AFT conventions where they represent the interests of their retired colleagues as well as support the issues important to active teachers. Retired teachers become members of NYSUT Retiree Council #44 and join more than 200,000 NYSUT retirees. As a retiree, you can still take advantage of the many benefits that NYSUT offers its members.

In addition, RC#44 partners with retirees from the Western New York area (Retiree Councils #1, #2, and #3) to plan activities for its members.

There will be a September luncheon to welcome new retirees as well as a holiday luncheon and a retiree conference in the spring. These events provide the opportunity to network with retirees as well as to keep up to date on member benefits, Legislation, and any

other issues pertinent to retirees.

There are a variety of activities that retirees can engage in. RC #44 members can volunteer at The Teacher's Desk, participate in the Making Strides Walk, make phone calls to support NYSUT endorsed candidates, to name a few.

There are also workshops and trips the Retiree Councils offer to members. You can keep informed of these events through our RC #44 newsletter that you will receive during the year and by following us on our Facebook page.

Retirees do not pay dues to belong to NYSUT. RC #44 has a voluntary participation fee that is collected each year.

However, upon retirement, you are no longer an NEA member unless you join as a lifetime member. There is a one-time \$250 payment. This will enable you to continue to enjoy all the benefits of membership.

If you have any questions, please contact Sara Rodland, president of RC #44 at 689-9561 or by email at sarasarasara2008@live.com

BTF Resolution Referred to Board of Directors

A resolution forcing NYSUT to seek to vacate arbitration decisions adversely affecting its members never made it to the convention floor during the NYSUT Representative Assembly.

The resolution, proposed by BTF President Philip Rumore, had not yet been considered late in the RA when a lack of quorum closed the meeting.

All resolutions not considered by the close of the meeting were referred to the Board of Directors for consideration.

The 47th Annual Representative Assembly was held May 3-4 in Albany. Rumore, nineteen delegates and four successors attended the convention.

Rumore's resolution was written after NYSUT refused to challenge (move to vacate) a very detrimental arbitration decision rendered against Buffalo teachers, even though the District will continue court action to vacate arbitration favorable to Buffalo teachers when it is unfavorable to the School District.

The resolution said the arbitration "is in violation of our contract, undermines seniority rights, and allows teachers to evaluate other teachers."

It states, "NYSUT has for months refused to provide legal assistance to vacate this critical arbitration by twice stating, 'Finally, as a matter of policy, this office spends great energy defending and enforcing arbitration provisions negotiated by its local affiliates into collective bargaining agreements and the arbitration awards issued pursuant to those provisions. We strongly recommend that local affiliates negotiate final and binding arbitration into their agreements. It would undercut such efforts were this office start seeking to vacate arbitration awards.'"

The resolution says that since there is no NYSUT policy statement preventing NYSUT from supporting a local's legal fight to overturn an adverse and detrimental arbitration decision, it should defend and advocate for its members as

long as requested.

The resolution stated "that it be the policy of NYSUT that where a district has sought to overturn an arbitration favorable to NYSUT members it will honor the request of an affiliate seeking to vacate an arbitration decision that the local deems detrimental to its members."

BTF Gets Two Awards at NYSUT RA

Every year, the BTF goes above and beyond what is expected when giving back to the community and fighting for what's right.

For these extraordinary contributions, the BTF received two awards during the annual NYSUT Representative Assembly, May 3-4 in Albany.

For the first time, the BTF earned the Ken Kurzweil Social Justice Recognition Award for

- Advocating for educational justice and funding equity
- Supporting initiatives to combat hunger and poverty
- Demonstrating labor solidarity at events and protests
- Upholding solidarity with the LGBTQ community
- Fighting for racial and social justice
- Championing women's issues, history and rights

The BTF also received the Community Service Award for participating in the Variety Club Telethon, Read Across America, and the Thanksgiving food drive, contributing \$43,000 to local charities and awarding \$3,000 in scholarships to the Peter P. Tycz, II Memorial Scholarship Foundation and University at Buffalo Foundations, Inc.

Teacher Grief Must Be Handled

One of the things they don't prepare you for in teacher training is the loss of a student.

However, in a 30-year career, it is inevitable that some students will be lost to accidents, illness, suicide, or violence. In high poverty districts, such as Buffalo, the numbers increase due to poor health care, environmental contaminants, malnutrition, and other economic impacts.

Experiencing these losses, especially repeatedly, can have a big impact on a teacher's mental and physical health, as well as their performance inside the classroom.

In a May 29 *Buffalo News* article, "Violence, student trauma taking toll on teachers, too", some BTF members talked about their experiences with student loss.

After losing a student to gun violence, Eve Shippens said, "I didn't know I was numb for 3 years. I had really shut down emotionally to protect myself from losing another student I cared about."

"We get training how to deal with kids who have trauma, but not how to deal with our own", added Kelly Cooper after losing a student this year to suicide.

And, they are not alone.

Teacher grief needs to be respected. As the district incorporates more social-emotional wellness initiatives, it also needs to recognize the impact trauma has on teachers and staff, and include them in these plans.

If you are struggling with grief or trauma, one source for short-term counseling or referral, that is free to our members, is the Employee Assistance Program. More information is available at (716) 854-1990 or on-line at <https://www.employeeresources.com/>

Team building is easy on our boats and bikes



BuffaloPedalTours.com

WESTHERR Select.com
Vehicle Purchase Plan

VIP Auto Buying Benefits

Buffalo Teachers Members & Family Enjoy

- Concierge Vehicle Shopping Assistance
- Below Market Pricing on New and Used Vehicles
- Special Privileges, Incentives & Perks

Receive a **\$10 Coffee Gift Card** when you schedule a **DEALERSHIP APPOINTMENT**

WESTHERR Select.com
716 · 202 · 3091 | [like us on facebook](#)

20 NEW Brands · Over 1,800 USED Vehicles



NYSUT's Women in Leadership Summit Draws Union Activists from Across the State

More women are needed in leadership and politics. That was the message of the 2019 NYSUT Women's Leadership Summit.

Six BTF activists were among about 50 women from across the state who attended the May 11 Leadership Summit. The all-day Summit, held in the NYSUT Rochester Regional Office, was open to all female NYSUT members.

The Summit got underway with a presentation and discussion on the complexities of women's rights in the workplace. It included information on sexual harassment, the Family Medical Leave Amendment, and breastfeeding rights at work.

A leadership panel, consisting of Jolene DiBrango, first vice president of NYSUT and four women who lead NYSUT locals throughout the state, shared their stories of rising through the ranks. Each panelist shared their leadership experiences, challenges and success stories.

DiBrango, who holds the second highest position in NYSUT, one the most powerful unions, related how she was consistently asked how she would juggle family responsibilities with work as she pursued her goals.

"Nobody would ask the men these questions", she said.

WomenElect founder Diana Cihak gave a presentation on the importance of having women in leadership and breaking down barriers to become leaders.

Participants were treated to breakfast, lunch, and a free raffle for NYSUT Women hats, scarfs and pins.

DiBrango said she hopes to make the Summit an annual event to empower the NYSUT's female members.

Attending the Summit from the BTF were: Sheila Busshart, Lynn Garcia, April Hall, Sophia Howard-Johnson, Sue Raichilson, and Chris Salamone.

1. Sue Raichilson, front, and Sheila Busshart, learn what makes a good leader. 2. BTF participants from left, Sophia Howard-Johnson, Chris Salamone, Sheila Busshart, Lynn Garcia, Sue Raichilson and April Hall.



BTF President Debunks Misinformation in Larry Quinn Series Printed by *The Buffalo News*

BTF President Philip Rumore lambasted the Buffalo News and lame duck School Board Member Larry Quinn for taking pot-shots at teachers in a five-part news series.

In an article published May 7, Rumore wrote:

"Larry Quinn's personal attacks on the Buffalo Teachers Federation and me, eagerly printed by *The News*, are to be expected from the person who wrongly predicted that our last contract recommended by the superintendent and the district's negotiating team was unaffordable.

He was no doubt embarrassed to know that the district increased its reserves from 2017 to last year by more than \$10 million. In Quinn's eagerness to continue his vendetta against us, he fills his article with completely false statements and insults such as:

- Of teachers he stated, 'You stay alive, you get increased pay.'

- 'Where there are no (monetary) rewards, there is also no punishment.' Mr. Quinn, teachers don't teach to make extra money. They teach for the joy of seeing students learn.

- Teachers do not 'earn tenure after two years of service.' It takes four years and the approval of the Board of Education.

- Teaching assignments within schools are not based on seniority. Principals have the final say in school assignments.

- Unused sick time does not 'go into a sick day bank.' Teachers voluntarily donate sick days. Only teachers enrolled, with a valid doctor's verification, can utilize the

Sick Leave Bank. They are also subject to evaluations by a BTF health care provider.

- The BTF is not in negotiations for a contract 'extension,' we are in negotiations for a new contract.

- The BTF left negotiations to approve ground rules when, after our having agreed to major changes in the ground rules we have used for over 20 years, the district adamantly and unequivocally refused to schedule more than one tentative negotiating session in advance, thereby stringing negotiations out for as long as they choose.

- The BTF Executive Committee is not, as Quinn states, 'appointed by Rumore.' It is elected by an all-teacher secret ballot vote.

One of the major issues for the teacher strikes was the fight for art, music and physical education in the primary grades. Buffalo teachers fought for contract provisions that include:

- class size limits (they need to be smaller);
- art, music and physical education in primary grades;
- the services of guidance counselors, school social workers, psychologists and attendance teachers.

We continue to fight for more time and for more support for our students. We also work with the district here and in Albany to secure increased funding, at which we were successful.

It is pathetic that Mr. Quinn continues to attempt to spread falsehoods and hurl insults at teachers."

Nadia Shahram, Esq. An Attorney With Purpose

"I cannot save
your marriage,
but I can save
your family."



"She is a miracle worker. It was emotional and rough,
but we are glad that we chose Nadia -
we have a clear and fair agreement and a better
relationship as exes than we ever expected."

- Suzanna C.G.

If you are certain or just looking at your
options for a separation or divorce, I invite
you to consider the many advantages of
mediation with Nadia.



Convenient locations in
Williamsville, Youngstown and Orchard Park

www.buffalomediation.com

attorneynadia@gmail.com | (716) 565-1299



RUMORE CONTROL
881-4818

BTF, Two Retirees Honored During NYSUT Dinner

For many, many years, teachers have relied on Dennis Licherelli to answer questions about the BTF bargaining agreement, talk to principals, and represent them in grievances with the District.

His expertise and laid-back demeanor made him a favorite among teachers and administrators.

Licherelli, who retired in December 2018 from his position as a NYSUT Labor Relations Specialist assigned to the BTF, was honored May 23 for his service. BTF President Philip Rumore presented the award during the New York State United Teachers Western New York 32nd Annual Awards Dinner in the Buffalo Grand Hotel, Buffalo.

Licherelli began his career as a Chemistry teacher at East High School. In 1970, after holding several union positions, he became one of the first six UNISERV Directors in the country. Permanently assigned to the BTF, he presented more than 100 arbitrations and worked under BTF Presidents Phil Rumore, Tom Pisa and Thomas Hobart, who also served as NYSUT President.

While at BTF, Licherelli helped start the Supplemental Benefit Fund and Sick Leave Bank. He also served on several

contract negotiating teams, including the current one, settled after 12 years.

Licherelli, who has been with his spouse since 1976, is currently helping in the SBF office of the BTF.

Another retired Buffalo Teacher, Donna Stempniak, Retiree Council #44, also received an award during the dinner.

Stempniak, who currently works as membership coordinator for the BTF, was a Bilingual Science teacher in the Buffalo Public Schools for 34 years. She became involved in the union after the teacher strike of 1976 and served on the Executive Committee and as treasurer.

An involved community activist, Stempniak was a council member in the Town of Lancaster from 1996-2016. She also served as a charter member of the RC#44 Board and is involved in political action activities for NYSUT.

Her husband, Richard received the Regional Higher Education Award during the NYSUT dinner for his work on behalf of the UUP at Buffalo State College.

The BTF also received an award at the dinner, for the Local with the highest amount collected for the Making Strides for Breast Cancer Walk held each October.

1. After many years of service to the BTF, Dennis Licherelli was honored at the NYSUT Awards Dinner.
2. With her award presented by Retiree Council #44, Donna Stempniak displays her plaque while posing with Phil Rumore.



D&D DENTAL GROUP

Dr. Daniel A. Martinez
"Family and Cosmetic Dentistry"

844 West Delavan • Buffalo
(Next to Rite Aid on the corner of Delaware and Delavan)

(716) 883-4998

BTF members and dependents welcome as always.
Most services are covered in full. Co-insurance, deductibles & non-covered services are the responsibility of the member.

Proudly Helping Buffalo School Employees Since 1972



You Can Retire Financially Independent

Account Benefits:

- Professional local guidance
- Wide fund selection available
- Simple quarterly statements
- Free online access
- Easy Access Loans
- Low investment threshold
- No load funds
- No per fund ticket fee
- Minimal management & annual fees

SGROI FINANCIAL

Plan...Protect...Invest...

It's your TSA/403b...We can help.

Sgroi Financial, LLC

965 Union Road, West Seneca, NY 14224 **716-674-6700** www.sgroifinancial.com

Securities offered through Cadaret, Grant & Co., Inc., member FINRA/SIPC. Sgroi Financial and Cadaret, Grant & Co., Inc. are separate entities.



Greg Mucha
Optician

Call Today for
An Appointment
With our
Optometrist!

834-3511
Eyewear Unlimited
1480 Hertel Avenue @ Sterling Avenue

100% Total Coverage*

Complete Frame & Lens Coverage
for BTF & Dependents

Single Vision or Flat-Top 28
* Plastic lenses power to \pm .400 SPH. • with \pm .200 CYC.
Choose from a Special Selection of Frames.
Tints extra. Not Good with other offers.

Joe is the Husband of BTF member Barbara Polino Frandina



Joe Frandina
Optician

Call Today for
An Appointment
With our
Optometrist!

Time to Make Changes to Sick Leave Bank

Attention ALL teachers! It's that time of year again when you can join or change your sick leave bank enrollment.

Requests to enroll, change, or withdraw must be in the BTF Office no later than 5 PM, Thursday, June 27.

To enroll or change your days, complete both the purple enrollment card and the grey authorization card.

All teachers are eligible to join the Sick Leave Bank. Employees may donate 2, 3 or 4 days to the Sick Leave Bank and then are eligible to withdraw or utilize up to 95 days of sick time depending on the number of years of SLB membership of the employee and the number of days donated. Complete information is available by calling the Sick Leave Bank at BTF at 881-5462.

Teachers wishing to terminate membership must withdraw by written request. These requests must be mailed by certified return receipt requested only!! BTF cannot accept faxed copies of withdrawals or enrollments. See your building delegate or contact the SBF Office for Enrollment cards.

The Sick Leave Bank Trustees are: Maria Baker, Dennis Brancato, Sophia Howard Johnson and Melissa Kenney.

United Way 'Gives Back' to Buffalo Schools

Did you know United Way of Buffalo & Erie County has trained representatives from the Wellness Team of every elementary and middle school in the Buffalo School District on the implementation of the CATCH program?

One-third of children in Erie County are obese and the Catch Program (Coordinated Approach to Child Health) is just one way United Way is tackling this epidemic head-on.

CATCH brings fun and engaging curriculum to elementary students to encourage healthy eating and physical activity. CATCH creates an environment that makes healthy decisions fun and creates lasting changes in behavior.

More than 22,000 Buffalo Public School students have gone through this program, which is providing nutrition education in an age-appropriate manner, helping children to identify healthy foods, and increasing the amount of moderate to vigorous physical activity students engage in each day.

Four New Officers to Join BTF Executive Committee

Several new faces will be joining incumbents at the BTF Executive Committee table next year.

In all but one category, the candidates were unopposed and automatically elected to the position they were seeking. Each position is for a two-year term and is effective July 1.

Voting for the BTF officers was electronic and a total of 672 ballots were cast.

Joining the Executive Board are: April C. Hall, representing Pre-K-6; Amy Flynn and Ellen Malone, K-12; and Tom Anthony, At-large, who previously has served on the Executive Committee.

The certified voting results for the BTF Officers were reported by Janine Williams, chair of the Elections Committee.

The officers and their positions, listed by rank order of votes received, are:

President/Vice President

Philip Rumore/Rebecca Pordum

Secretary

Melinda MacPherson-Sullivan

Treasurer

Joseph Montante

Elementary Teachers Pre-K-6

Trisha Rosokoff

Sophia Howard-Johnson

Ruyvette D. Townsend

Janine Schuster

April C. Hall

Rachel Binda-Lis

Secondary Teachers 7-12

Melissa Kenney

Patrick Foster

Eve Shippens

Lynn M. Garcia

Dennis Brancato

Chris Salamone

Sue Raichilson

K-12 Teachers (Art, Music, Phys. Ed.)

Mark Mecca

Nicole Herkey

Greg Sawicki

Elizabeth "Liz" Spiro-Carman

Amy Flynn

Susan Baker

Ellen Malone

At-Large Teachers

Marc Bruno

Tom Anthony

Michael Mecca

In addition to being able to elect officers easily, the new balloting system allowed voters to view biographical information on each of the candidates

Olmsted Orchestra Receives Gold Award

The Olmsted #156 High School String Orchestra, under the direction of Teacher Mr. Thomas J. Mudd, Jr, participated in the New York State School Music Associations Spring Major Ensemble Festival where the orchestra was awarded a Gold Award for their performance. The orchestra competed again at the Darien Lake Music in the Parks Festival and received an Outstanding with Distinction rating and took First Place in their category. Mr. Mudd said, "It's been a wonderful year with these hard working young adults."

Did You Know...?

That permanent teachers who have completed ten years of service within the system or have the equivalent as defined in Article XXV shall be eligible to apply for and receive leaves of absence without pay of up to two years?

Leaves granted under this provision must be taken in units of a full school year running from September 1 to June 30 and shall not be counted for increment purposes or towards years of service. This can be found under Article XXX, I of the CBA.



ABOVE: The BTF members of the Wellness Team display materials used in the CATCH program.



ABOVE: Mr. Thomas Mudd poses with the Olmsted Orchestra at Darien Lake

BTF Releases Auditor's Report

2017 - 2018



CERTIFIED PUBLIC ACCOUNTANTS

Cyclorama Building | 369 Franklin Street | Buffalo, NY 14202

p: 716.856.3300 | f: 716.856.2524 | www.LumsdenCPA.com

INDEPENDENT AUDITORS' REPORT

The Executive Officers
Buffalo Teachers Federation, Inc.

We have audited the accompanying balance sheets of Buffalo Teachers Federation, Inc. as of August 31, 2018 and 2017, and the related statements of activities and cash flows for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Buffalo Teachers Federation, Inc. as of August 31, 2018 and 2017, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Lumsden & McCormick, LLP
February 7, 2019

BUFFALO TEACHERS FEDERATION, INC.

Balance Sheets

August 31,	2018	2017
Assets		
Current assets:		
Cash	\$ 481,659	\$ 354,205
Receivables, net (Note 2)	129,356	125,379
Prepaid expenses	26,443	26,125
Investments (Note 3)	3,589,188	3,588,962
	<u>4,226,646</u>	<u>4,094,671</u>
Property and equipment, net (Note 4)	120,031	116,790
	<u>\$ 4,346,677</u>	<u>\$ 4,211,461</u>
Liabilities and Net Assets		
Current liabilities:		
Current portion of accrued post-retirement health care benefits (Note 7)	\$ 9,600	\$ 18,500
Accounts payable	17,110	13,439
Accrued expenses	93,350	98,695
Deferred revenue	-	17,000
Payable to affiliate (Note 6)	-	557,075
	<u>120,060</u>	<u>704,709</u>
Accrued post-retirement health care benefits (Note 7)	1,100,074	1,439,381
Net assets - unrestricted	<u>3,126,543</u>	<u>2,067,371</u>
	<u>\$ 4,346,677</u>	<u>\$ 4,211,461</u>

See accompanying notes.

2

BUFFALO TEACHERS FEDERATION, INC.

Statements of Activities

For the years ended August 31,	2018	2017
Revenue:		
Member dues	\$ 3,493,272	\$ 3,319,523
Investment income (Note 3)	535,243	344,653
Rent	123,936	122,252
Advertising and other	7,939	27,892
Total revenue	<u>4,160,390</u>	<u>3,814,320</u>
Expenses:		
Per capita dues	2,247,067	2,178,218
Personnel (see page 9)	870,937	955,319
Activities and programs (see page 9)	159,981	182,004
Other administrative (see page 10)	266,449	357,500
Total expenses	<u>3,544,434</u>	<u>3,673,041</u>
Excess of revenue over expenses	615,956	141,279
Post-retirement health care benefit obligation (Note 7)	<u>443,216</u>	<u>404,790</u>
Change in net assets	1,059,172	546,069
Net assets - beginning	<u>2,067,371</u>	<u>1,521,302</u>
Net assets - ending	<u>\$ 3,126,543</u>	<u>\$ 2,067,371</u>

See accompanying notes.

3

BUFFALO TEACHERS FEDERATION, INC.

Statements of Cash Flows

For the years ended August 31,	2018	2017
Operating activities:		
Change in net assets	\$ 1,059,172	\$ 546,069
Adjustments to reconcile change in net assets to net cash flows from operating activities:		
Depreciation	25,111	11,277
Bad debts expense	-	80,000
Net gain on investments	(389,205)	(233,062)
Changes in other operating assets and liabilities:		
Receivables	(3,977)	(6,575)
Prepaid expenses	(318)	1,397
Accounts payable	3,671	11,575
Accrued expenses	(5,345)	(16,096)
Deferred revenue	(17,000)	-
Payable to affiliate	(557,075)	-
Accrued postretirement health care benefits	(348,207)	(267,508)
Net operating activities	<u>(233,173)</u>	<u>127,077</u>
Investing activities:		
Purchase of property and equipment	(28,352)	(55,213)
Purchase of investments	(9,089,738)	(11,860,248)
Proceeds from sale of investments	9,478,717	11,858,905
Net investing activities	<u>360,627</u>	<u>(56,556)</u>
Net change in cash	127,454	70,521
Cash - beginning	<u>354,205</u>	<u>283,684</u>
Cash - ending	<u>\$ 481,659</u>	<u>\$ 354,205</u>

See accompanying notes.

4

BTF Auditor’s Report, cont.

Notes to Financial Statements

1. Summary of Significant Accounting Policies:

Organization:

Buffalo Teachers Federation, Inc. (the Federation) is the bargaining unit for teachers employed by the City of Buffalo Board of Education (the Board of Education).

Cash:

At various times, cash in financial institutions may exceed federally insured limits and subject the Federation to concentrations of credit risk.

Receivables:

Receivables from member loans and the Federation's affiliate and national and state organization are stated at the amount management expects to collect from outstanding balances. An allowance for doubtful accounts is recorded based on management's assessment of the collectability of individual account balances and historical trends. Amounts outstanding after management has used reasonable collection efforts are written off through a charge to allowance for doubtful accounts and a credit to receivables.

Investments:

Investments are stated at fair value based on quoted prices in active markets.

Property and Equipment:

Property and equipment is stated at cost, net of accumulated depreciation. Depreciation is provided over estimated useful lives using the straight-line method.

Income Taxes:

The Federation is a 501(c)(5) organization exempt from taxation under Section 501(a) of the Internal Revenue Code.

Use of Estimates:

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results may differ from those estimates.

Subsequent Events:

Management has evaluated events and transactions for potential recognition or disclosure in the financial statements through February 7, 2019, the date the financial statements were available to be issued.

2. Receivables:

	2018	2017
Affiliate (Note 6)	\$ 39,002	\$ 45,799
National and State Organization	71,478	76,546
Member loans	80,965	81,090
Interest	1,118	1,944
Other	16,793	-
	209,356	205,379
Less allowances for doubtful member loans	80,000	80,000
	\$ 129,356	\$ 125,379

3. Investments:

	2018	2017
U.S. Government securities	\$ 1,755	\$ 2,471
Common stock	1,160,424	959,178
Mutual funds	1,459,269	1,259,071
Corporate bonds	36,096	39,636
Certificates of deposit	444,997	935,181
Money market	486,647	393,425
	\$ 3,589,188	\$ 3,588,962

Investment income is as follows:

	2018	2017
Interest and dividends	\$ 146,038	\$ 111,591
Net gains	389,205	233,062
	\$ 535,243	\$ 344,653

4. Property and Equipment:

	2018	2017
Land	\$ 25,000	\$ 25,000
Building and improvements	458,122	458,122
Office furniture and equipment	182,386	182,386
Computer equipment	132,988	104,636
	798,496	770,144
Less accumulated depreciation	678,465	653,354
	\$ 120,031	\$ 116,790

5. Short-Term Borrowings:

The Federation has available a \$100,000 bank demand line of credit with interest payable at prime plus 3.5%, secured by substantially all assets of the Federation. The line is subject to the usual terms and conditions applied by the bank for working capital financing, and is subject to review annually. There were no amounts outstanding under the line at August 31, 2018 and 2017.

6. Transactions with Affiliate:

The Federation receives rent (for the use of a portion of its building) from Buffalo Teachers Federation, Inc. Supplemental Benefit Fund (SBF), a tax-exempt, health and welfare organization. This rent totaled \$17,000 for each of the years ended August 31, 2018 and 2017.

The Federation also remits payment of certain SBF personnel and other expenses for which it is reimbursed. Amounts owed to the Federation from SBF at August 31, 2018 and 2017 included in receivables were \$39,002 and \$45,799.

During 2001, the Federation received \$917,075 to pay for SBF benefits and any future Federation legal, consultant and administrative costs in connection with a back pay settlement pursuant to the provisions of a teachers' contract settlement. Amounts due to SBF under this settlement totaled \$557,075 at August 31, 2017. The balance was paid in full during fiscal year 2018.

7. Post-Retirement Health Care Benefits:

The Federation provides postretirement health care benefits to all retirees who attain age 55 with fifteen years of service. Effective September 1, 2016, future retirees will contribute annual amounts ranging from \$300 to \$900 depending on insurance coverage. It is the Federation's practice to fund these benefits as incurred. The measurement date used to determine the benefit obligation is August 31st of each year.

The status of the postretirement health benefit plan at and for the years ended August 31, 2018 and 2017 is as follows:

	2018	2017
Accumulated postretirement benefit obligation (APBO)	1,109,674	1,457,881
Accrued postretirement benefit obligation (benefit liability)	1,109,674	1,457,881
Accumulated adjustment increase to net assets	(1,080,084)	(636,868)
Benefit cost	95,009	146,470
Benefit paid	-	(9,188)

At August 31, 2018 and 2017, the following items included as adjustments to net assets available for benefits had not yet been recognized as components to benefit cost:

	2018	2017
Net (gain) loss	\$ (1,080,084)	\$ (636,868)

	2018	2017
Weighted-average assumptions used to determine benefit liability:		
Yearly health care premium increases	6.00%	6.00%
Discount rate	4.00%	4.00%
Yearly retiree contribution increase	10.00%	10.00%
Weighted-average assumptions used to determine net periodic benefit cost:		
Discount rate	4.00%	4.25%

Expected future annual benefit payments:

2019	\$ 9,600
2020	9,800
2021	9,800
2022	9,900
2023	32,900
2024-2028	179,100
	\$ 251,100

For 2018, a 1% increase in the trend rate for health care costs would have increased the APBO by approximately \$359,000.

5

6

Student Debt Is a Growing Problem

Many educators come out of college with a lot more than a degree and a certification to teach. For some, the growing problem of student debt is all too real. Unscrupulous lenders often send “offers” to borrowers informing them that they can lower their payments. Unfortunately, the provisions of such an offer usually mean extending the term of the loan.

There are teachers who have been paying off their student loans for more than 20 years and they are still a long way from being free of this burden. A failure to pay student loans could result in the garnishment of wages. Even in certain bankruptcy situations, student loans are difficult to discharge.

AFT, NYSUT, and the BTF are aware of this growing problem. This school year, several clinics on student debt were held by NYSUT around the region and every single session was filled. More are planned for next school year and teachers are encouraged to sign up for one if this is a concern of yours.

In the meantime, there are some online resources you can check out. At the bottom right of this page are three links that may provide you with some information on how to have your loan(s) forgiven. These programs are available exclusively to union members and provided as a service to you.

Phys Ed Teacher Inducted into Hall of Fame

Barbara Wachowiak, a Physical Education teacher at Hutch Tech, has been inducted into the Greater Buffalo Sports Hall of Fame. Including this year’s 13 inductees, this incredibly high honor has been bestowed upon only 343 individuals since the Hall of Fame’s inception in 1991. She is one of only a handful of female athletes ever inducted and the first field hockey player, coach, and official to be inducted. Barb joins Buffalo sports greats such as Rick Azar, “Baby” Joe Mesi, Gilbert Perreault, and Bruce Smith in the Hall of Fame.

Wachowiak was recognized for being a First Team All-American field hockey player and top-level game official. In addition, she was a four-sport athlete at Hamburg High School. Her accomplishments did not end after high school, however. As an athlete, Barb has competed internationally, playing in the 2016 FIH Masters World Cup in Canberra, Australia and won a bronze medal by defeating South Africa in overtime shootouts. In 2018, while competing in the Over 55 World Cup Masters in Barcelona, her team took 5th place.

As both a bowling and tennis coach at Hutch-Tech, her teams have posted cumulative records of 264-24 and 90-18, respectively and consistently place first or second in the league each year. Furthermore, Barb has been one of the top

field hockey officials in the country for 26 years and currently serves as a Level III Field Hockey Umpire and a Level II Futures Coach.

The BTF is incredibly proud of this outstanding teacher, athlete, coach, and official. Barb Wachowiak has been a BTF member for over 26 years and has decided to retire at the end of this month. We wish her all the best and hope that she continues to reach for the stars!



ABOVE: An avid and intense field hockey player, Barb Wachowiak is now part of the Greater Buffalo Sports Hall of Fame.

<http://www.forgivemystudentdebt.org/>
<https://memberbenefits.nysut.org/program-service/legal-and-financial/student-loan-and-debt-counseling>
<https://www.unionplus.org/page/how-it-works>

Extended Pay Plan Questions & Answers For the 2019-2020 School Year

Periodically, the BTF receives inquiries about the Extended Pay Plan.

Essentially, the Extended Pay Plan is a form of a savings plan for teachers who want to be assured they have budgeted monies for the summer following the school year. Interest monies are used to help defray the BTF's operational expenses and thereby keep dues costs down.

The program is optional for any Buffalo teacher who wishes to participate. Any teacher who wishes to participate in the Extended Pay Plan for the summer of 2020 should be aware of all the information that follows.

Q. How much money do I receive during the summer?

A. You decide how much you want to receive during the summer of 2020. Assuming there are no difficulties, payroll deductions occur from 20 paychecks during the 2019-20 school year. The amount you receive will depend on how much you have deducted from each check.

Q. How do I receive my summer payments?

A. You may receive your summer payments as paper checks mailed directly to the address that is on file with the BTF. There is also a direct deposit option. (Please see the Direct Deposit Section.)

Q. How much money will come out of each check?

A. The exact amount of deduction is determined by you and will be withheld from 20 of your 22 pay warrants. The minimum deduction per pay warrant allowable is \$40. You may increase this amount in \$5 units (i.e. \$45, \$50, \$55, \$60, etc.).

Option 1: One check or direct deposit issued during the summer recess. **Formula:** to determine the exact amount of the summer check or direct deposit under **Option 1**, multiply the amount deducted each paycheck times 20. **Example:** \$100 withheld per paycheck times 20 equals \$2,000. If you saved \$100 per paycheck and selected Option 1, your one summer check or direct deposit would total exactly \$2,000.

Option 2: Two checks or direct deposits issued during the summer recess. **Formula:** to determine the amount per check or deposit under Option 2, multiply the amount deducted each paycheck times 20 and divide by 2. **Example:** \$100 withheld each paycheck times 20 equals \$2,000 divided by 2 equals \$1,000. If you saved \$100 per paycheck and selected Option 2, your two summer checks or direct deposits would each total exactly \$1,000.

Option 3: Four checks or direct deposits are issued at two-week intervals during the summer recess. **Formula:** to determine the amount per check or direct deposit under

PROVOCATOR

BUFFALO TEACHERS FEDERATION
271 PORTER AVENUE
BUFFALO, NEW YORK 14201
716-881-5400



Address Service Requested

NON-PROFIT ORG.
U.S. POSTAGE
PAID
Permit No. 824
Buffalo, NY

Option 3 multiply the amount deducted each paycheck times 20 and divide by 4. **Example:** \$100 deducted per paycheck times 20 is \$2,000 divided by 4 equals \$500. If you saved \$100 per paycheck and selected Option 3, your four summer checks or direct deposits would each total exactly \$500.

Q. Are there other teachers participating in the BTF Extended Pay Plan?

A. Currently more than 1,700 teachers are participating.

Q. How do I sign up?

A. You must complete an Extended Pay Plan card. The Extended Pay Plan card is divided into 3 cards. Be sure to complete the top two cards as instructed. Be sure the amount that you would like to have deducted from each paycheck is listed. The third card is for direct deposit (please see the direct deposit section below). Cards are not available online. Contact your building delegate for an application form or call Joseph Montante or his secretary at the BTF Office (881-5400). **ALL CARDS MUST BE RETURNED TO THE BTF OFFICE.**

Q. When should I sign up for the Extended Pay Plan?

A. Submit your form during the months of May, June, and July for the following September. New teachers may enroll when they receive their New Membership Packet.

Q. What is an advance withdrawal?

A. An advance withdrawal is available to you should you need funds before the summer. One withdrawal per school year is allowed. Call the BTF and ask to speak with either Joseph Montante or his secretary and they will take the necessary information over the telephone. Please be advised that it may take three to five days to process a check.

Q. Am I allowed a second withdrawal?

A. Yes, however, if a second withdrawal is taken, you will be asked to discontinue your paycheck deduction for the remainder of the school year.

Q. Will I be able to have my summer check before the scheduled payments?

A. No. To keep our records accurate, up to-date and provide sufficient time for our accountants to review the accounts, there will be no withdrawals after June 1st (of each school year) Extended Pay Plan Questions & Answers for the 2019-20 School Year unless

there is an extraordinary circumstance, which we will ask be accompanied by appropriate documentation.

DIRECT DEPOSIT

The BTF/Extended Pay Plan Program reached an agreement with Northwest Savings Bank for **DIRECT DEPOSIT** of your Extended Pay Plan checks. Listed below are ways that Direct Deposit can make your summer checks efficient and safe:

- 100% of the funds are available when the funds are deposited to your account.

- Funds are in your account when you are sick or on vacation.

- No worries if the mail is late. Please consider this benefit. You will need to complete the third card of the Extended Pay Plan card. The best way to ensure the accuracy of your banking information is to include a voided check for the account that you would like to have the funds deposited into.

- Northwest Bank will have your Extended Pay Plan funds electronically deposited during summer into the bank of your choice. You **DO NOT** need to have an account at Northwest Bank.

- Please remember that if you make any changes to the account that your Extended Pay Plan funds are deposited in, **YOU MUST** notify the BTF before June 1st to be sure that your summer payments are deposited into the correct account.

***Special Note:** If you receive paper checks, please be aware that they are only payable for 60 days after the date of issue, as stated on the front of the check. Also be sure to update your address to be sure that your payments arrive on time.

Extended Pay Plan Dates Set

Extended Pay Plan disbursement dates for the summer are:

- July 19
- August 2
- August 16
- August 30

The number of disbursements you will receive has been pre-selected by you. If you have questions, please call the BTF.