

PROVOCATOR

February 2022

OFFICIAL PUBLICATION OF THE BUFFALO TEACHERS FEDERATION VOLUME 52/NUMBER 3

DEDICATION
SOLIDARITY
PROFESSIONALISM
PRIDE
SECOND TO NONE



BTF Questions Whether State Covid Testing Protocols Are Being Followed

To ensure that our students, parents, staff and community are, and remain, safe, COVID-19 school testing protocols are being reviewed by legal counsel for the school district.

BTF President Philip Rumore and the leadership team met with the District on January 27 for impact bargaining related to continued Covid protocols. On January 31, the BTF sent a memo to the District and indicated that BPS is not in compliance with the NYS Department of Health's Determination issued December 8, 2021 on COVID-19 testing.

Following their meeting, President Rumore said he underlined sections of the report which, when taken together, seem to indicate that Erie County, the District, and possibly others are not in compliance with the "Determination".

Some items he found not being conducted in schools include:

- All P-12 school district faculty or staff must have testing performed for COVID-19 at least once per week. (Fully vaccinated may opt-out with proper documentation).
- Schools must have the capacity to provide diagnostic testing.
- Any testing - screening, diagnostic, and/or "pooled testing" must be "FDA or DOH authorized and performed by a NYS-approved laboratory."

"In short, all teachers and staff must have COVID-19 testing performed at least once a week unless they are fully vaccinated and opt out", Phil said.

He said pooled testing, as it is being implemented in Buffalo and possibly Erie County, seems to violate this "Determination" since:

- There is a limit on the number of staff that can participate e.g., in some schools six (6). All that may want to participate cannot, if more than six (6) at a school/site want to participate.
- If there are insufficient staff who volunteer to participate, no "pooled

testing" is done; e.g., if there are two who wish to be tested, they are not tested as the required number (6) is not reached.

"It seems that the rapid tests being used in schools do not conform to the procedures and the specifications outlined above and contained in the document", Phil pointed out.

He asked the District to "advise us, if your understanding of the attached document and/or any other documents that over-ride this 'Determination'."

"Once again", he added, "our goal, as is yours, is to ensure that our students, parents, staff and community are, and remain, safe".

BTF Seeks COVID Probe of Schools

An investigation and analysis of claims that schools are not where COVID is spread has been requested by the Buffalo Teachers Federation.

The BTF, headed by President Philip Rumore, has asked for federal, state and county investigations after numbers of students and teachers contracting COVID continued to increase throughout the District.

President Rumore questioned how it can be said that COVID is not spread in the schools when the numbers being reported by each school continue to increase.

"Our students come from all parts of the city. These are not neighborhood schools where COVID would be spread among friends in the neighborhood", Phil explained. "Indeed, in the winter, there is little mingling among students while not at school".

Phil said he wants the school COVID statistics to be investigated and analyzed by the three levels of government to determine if COVID is being spread in classrooms.

BTF Demands District Follow COVID Protocols in all Buildings

After receiving dozens of complaints from teachers, the Buffalo Teachers Federation has called on the District to enforce the COVID protocols that are in place to protect staff and students.

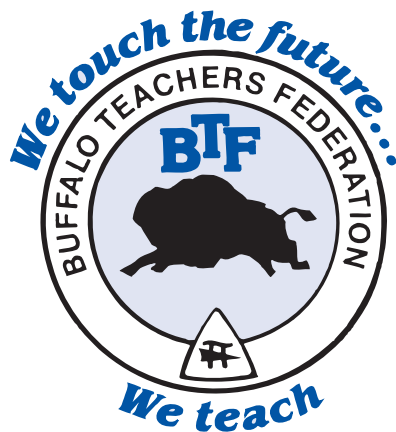
A resolution, calling for a "district delineation, distribution, posting and enforcement of COVID protocols", presented January 13 to the BTF Council of Delegates, passed unanimously. The resolution was proposed by President Philip Rumore and seconded by Vice President Rebecca Pordum.

"Teachers want to be with their students in school, in person; however, we must ensure that they, their parents, staff and community are and remain safe", President Rumore explained. "We look forward to continuing to work with the District to ensure this."

The BTF called for:

- Delineation and enforcement of District protocols (full list is available on the District website, <https://www.buffaloschools.org/cms/lib/NY01913551/Centricity/Domain/8/2021-2022%20Plan%20Addendum%201.pdf>)
- Students testing positive for COVID not admitted to school or returned to class (violations are occurring throughout the District)
- Conditions requiring a student to be taught virtually, class to be quarantined or school to be closed
- Immediate action to correct shortages of necessary COVID supplies
- The end to "Pool Testing" where only some volunteers are tested and if insufficient numbers, no testing is done
- Free testing for all teachers at their school/site to ensure quick action for positive COVID tests.

(See Covid Resolution on page 7)



Buffalo Teachers Never Give Up Never Give In Always United Despite Differences

Confusing and often contradicting directives, the lack of COVID supplies and tests, unrealistic and callous demands (by those who don't have to implement them), virtual instruction without supplies and programs, concurrent/simultaneous detrimental instruction, callous treatment of teachers with COVID issues and others _____ . (Fill in the blank with many others.)

Yes, you have heard me say it often, "Buffalo teachers are the most dedicated and united teachers anywhere. We pull together and never stop until obstacles are overcome... Never."

As we are, hopefully, overcoming this COVID crisis, we must, as always, remain vigilant to avoid any premature actions that will reverse our progress. We must also be ready to take action to prevent a reoccurrence.

Mandatory vaccination, masks, COVID testing, quarantine, while not popular with many, have provided our progress toward overcoming this deadly and harmful pandemic.

These are just some of the reasons I am so very proud that you have allowed me to be your president.

P.S. And yes they will be used in our negotiations.

Visit Our Updated Website
www.btfny.org

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, April Hall,
Sophia Howard-Johnson,
Trisha Rosokoff, Janine Schuster,
Ruyvette Townsend

7-12

Dennis Brancato, Lynn Garcia,
Mike Jeffers, Melissa Kenney,
Rich Nigro, M. Sue Raichilson,
Eve Shippens

K-12

Susan Baker,
Desiree Breckenridge-Barnes, Amy Flynn,
Nicole Herkey, Ellen Malone,
Mark Mecca, Gregory Sawicki

At Large

Tom Anthony, Mike Mecca, Brian Meyer

BTF Headquarters Staff

Philip Rumore, *President*

Joseph Montante, *Presidential Assistant*

Rebecca Pordum, *Presidential Assistant*

Tim Connick, *NYSUT Counsel*

Jenna Burke, *NYSUT Labor Relations*

Specialist

Matthew Kibler, *NYSUT*

Labor Relations Specialist

Robert Mueller, *NYSUT*

Labor Relations Specialist

Visit Our Updated Website
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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 five times during the 2021-2022 school year as a service to BTF members and interested parties in the community. Subscription price is included in BTF dues.

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

February 2022
Volume 52, No. 3
Circulation 4400

Letters to the Editor

Holocaust Resource Center Uses BTF Donation to Promote Awareness

Thank you for your contribution of \$200 to the Holocaust Resource Center of Buffalo (HRC). Your financial support is vital to the many important programs of the HRC.

Programs that teach the lessons of the Holocaust:

- Survivors, 2nd and 3rd Generation speakers visit schools and community events
- Sponsored teacher trips to the US Holocaust Memorial Museum
- Annual teacher conferences
- Student to Student education program
- Videotaped Survivor testimony
- Curriculum and resources for educators
- Arts and Writing Contest for students in grades 7-12
- Toby Ticktin Back Education and Excellence Award.

Programs to remember the Survivors and Victims:

- Yom HaShoah community remembrance

- Kristallnacht Commemoration
- UN Holocaust Remembrance day program

Descendants of Holocaust Survivors Group

- Holocaust Survivor engagement
- Kever Avot V'Imahot service
- Physical and virtual exhibits

Programs that promote social justice, civic responsibility and human rights:

- Upstander Clubs and Awards
- Responding to antisemitic incidents.

If you would like to learn more about our programs and resources, please visit hrcbuffalo.org

Thank you for your generous donation to the HRC! We hope you'll join us for the upcoming exhibit that will be at the Karpeles Museum and other future programs!

Sincerely,
Elizabeth Schram
Director

Donation 'Lends Hope' to East Side YMCA

Thank you for lending hope, promise, and opportunity to others through your gift to the William-Emslie Family YMCA's 2021 Annual Campaign.

Your contribution of \$250 will help the Y reach more people with life changing programs and services. Together with the Y, you will be helping children achieve their full potential, empowering all to lead healthier lives, and strengthening the bonds of community.

So much of the life changing work we do would not be possible without the generous support of donors like you. Thank you again for your kind gift.

Sincerely,
Danielle Roberts

BTF Donation Makes Programs Possible

On behalf of the Polish Community Center of Buffalo, Inc. d/b/a: Lt. Col. Matt Urban Human Services Center of WNY, please accept our sincere appreciation and gratitude for your generous donation of a \$250 sponsorship on Dec. 9, 2021 in support of our Home for the Holidays campaign.

Our agency serves over 19,000 community residents annually, and your donation will go directly toward supporting our programs and services.

Once again, thank you for your thoughtful donation the Mat Urban Center and the disadvantaged clients that we serve.

Sincerely,
Sarah Maurer
Development Director

BTF to Host March 29 Retirement Workshop

A virtual workshop, for teachers considering retirement in the near future, will be conducted Tuesday, March 29.

The event, sponsored by the Buffalo Teachers Federation, will begin at 7 PM and can be accessed from the comfort of your home, via Zoom.

After a few opening remarks from BTF President Philip Rumore, a representative from the New York State Teachers' Retirement System (NYSTRS) will explain the various options for receiving benefits. The presentation will include sample calculations of benefits, the Post Retirement Death Benefit, and penalties for retiring early.

When that portion of the program is finished, the NYSUT Labor Relations Specialists assigned to the BTF will make a presentation about the District benefits available to Buffalo teachers. This includes health care, the Early Retirement Incentive, payout for unused sick days, and a bonus payment for early notification of retirement.

The last part of the program will focus on the Supplemental Benefit Fund and options for picking up COBRA coverage after you retire.

If interested in attending, look for a posting on the BTF bulletin board in your building. Participants must register to receive the Zoom link. Delegate Chairs in each school should have registration forms. You may also call the BTF office at 881-5400 for more information.

Scholarships Available

Scholarships, funded by a BTF settlement and earmarked first for the children of Buffalo teachers, are being administered by The Community Foundation of Greater Buffalo.

Scholarships for the 2022-23 academic year will be awarded this spring.

Students who currently are high school seniors or already are enrolled in an accredited program are encouraged to apply.

Money is allocated first for the children of Buffalo teachers. Awards range from \$1000-\$6000.

The application process opened on January 1st and closes May 1st.

To apply, visit www.cfgb.org and click on the 'Scholarships' tab. You also may call the CFGB at 852-2857.



Convention Delegates Elected for NYSUT and AFT Representative Assemblies

Convention delegates for the New York State United Teachers (NYSUT) and the American Federation of Teachers (AFT) were elected recently to serve three- and two-year terms, respectively.

The elected delegates will represent the Buffalo Teachers Federation during the Representative Assembly for each of the union affiliates. During the conventions, the delegates will vote on policies that will affect education on both the state and national levels.

The NYSUT Representative Assembly is scheduled for April 1-2 in Albany. The AFT Representative Assembly is scheduled for July 14-17 in Boston, Massachusetts.

Convention delegates elected for NYSUT, listed in order of votes received are:

- Philip Rumore
- Rebecca Pordum
- Joseph Montante
- Melinda MacPherson-Sullivan
- Melissa Kenney
- Dennis Brancato
- Mark Mecca
- Nicole Herkey
- Trish Rosokoff
- Lynn Garcia
- Eve Shippens
- Michael Mecca
- Tom Anthony
- Sue Raichilson
- Kathleen Kinney
- Gregory Sawicki
- John McTigue
- Desiree' Breckenridge-Barnes
- Amy Flynn
- Janine Schuster
- Kristina Torres
- John MacDonald
- Michael Jeffers

Delegates elected to AFT, listed in order of votes, are:

- Philip Rumore
- Rebecca Pordum
- Joseph Montante
- Melinda MacPherson-Sullivan
- Melissa Kenney
- Mark Mecca
- Dennis Brancato
- Trisha Rosokoff
- Lynn Garcia
- Nicole Herkey
- Sue Raichilson
- Eve Shippens
- Tom Anthony
- Michael Mecca
- Patrick Foster
- Desiree' Breckenridge-Barnes
- Amy Flynn
- Kathleen Kinney
- Ruyvette Townsend
- Michael Jeffers

Save the Date

February 21-25

President's Day, Followed by Mid-Winter Recess

March 2

Read Across America Day

March 4

Deadline for Submitting Rx Co-Pay Forms to BTF

March 6

BTF to Appear on Variety Club Telethon, 10 AM

March 29

BTF Retirement Workshop, 7 PM

April 11-18

Spring Recess

Welcome New Members

The following 24 teachers have joined the Buffalo Teachers Federation since the last printing of the *Provocator*. Welcome to the union!

- Yolanda Baez
- Nicole Bailey
- Laura Casadiego
- Nicole Dingman
- Adia Evans
- Lucas Federici
- Samuel Feldman
- Felicia Glogoza

- Casey Hanania
- Roseanne Jackson
- Iaian Johnson
- Lindley Johnson
- Erin Miles
- Tiffany Moore-Young
- Dawn Murphy
- Jamie Nixon

- Devan Rodriguez
- Mackenzie Rogers
- Rebecca Rogers
- Mikhaila Schweikowsky
- Jasmine Scott
- Kristen Stark
- Renee Warner
- Marva Williams

Special BTF Pins Available

If you have 20, 25, 30, or 35 years of teaching experience in the Buffalo Public Schools and would like a pin to commemorate your service, please complete the form below and mail it to the BTF, c/o Jackie Newton, 271 Porter Avenue, Buffalo, NY 14201. This form may be faxed to (716) 881-6678.



✂

Name: _____ Home/cell phone: _____

Home address: _____

Personal E-mail: _____

School: _____ Number of years teaching in BPS: _____

Transfer Letters Due March 23

If you are planning to move to another school next year, or just want to find out what openings are available, the deadline for transfer letters is March 23.

Transfer letters must be sent to Ms. Jamie Warren, Associate Superintendent for Human Resources; Buffalo Board of Education; 65 Niagara Square; City Hall Room 719; Buffalo, New York 14202.

As per Article XIV of the Contract (pages 30-31), a teacher can apply for a voluntary transfer for the next school year by writing a letter to the Human Resources Department by March 23.

In your letter, you should identify what and where you currently teach and that you want to be advised of all available openings in your tenure area. There is a sample letter on the BTF website under BTF Forms.

If you do not want your principal to know about the request, you can ask that your letter be kept confidential.

Once your letter has been received, your supervisor will contact you sometime during the summer and inform you of the available positions. You will then have four days to decide whether you want to accept a new position or remain at your current school.

Reimbursement for Rx Co-Pay Available

Did you know that you can receive a reimbursement for prescriptions you and your immediate family had filled in 2021?

The Supplemental Benefit Fund will pay you \$2 per script for yourself and members of your immediate family who are covered by your insurance, up to \$100 per person.

To receive the reimbursement, you must obtain a computer-generated roster from your pharmacist and complete the Rx Co-Pay Claim Form available from your building delegate, the SBF Office, or from our website, www.btfny.org, under forms.

The deadline for submitting the form is Friday, March 4th at 5:00 PM.

Buffalo Teacher Graduates from AFL-CIO Cornell Union Leadership Institute

A long-time Buffalo teacher and union advocate was among the February 4 graduates of the New York State AFL-CIO Cornell Union Leadership Institute (ULI).

Sophia Howard-Johnson, an elementary school teacher and member of the BTF Executive Committee, graduated from the ULI during a ceremony at the Cornell Club in New York City.

Howard-Johnson was selected to participate in the program by the New York State United Teachers (NYSUT). The training program is exclusively conducted for union leaders and top staff.

In addition to completing this training, Howard-Johnson is taking coursework in costing out contracts, effective communication skills, stewardship and negotiation skills to earn a Labor Leadership Certificate.

Founded in 2001, ULI helps labor and worker justice leaders strengthen their organizations so they are bold, innovative and able to adapt to a changing global economy and workforce. ULI is an intensive, one-year training program through Cornell University that includes mastery in strengthening individual leadership skills, leading and transforming organizations and building a dynamic and inclusive movement.

"I am so grateful and sincerely honored to be chosen to represent my unions, both NYSUT and BTF", Howard Johnson said.

"Through self-reflection of my own personal style and leadership abilities, I have gained valuable tools that build organizations and align them with social and economic movements that share today's labor core values.

"ULI has gifted me with experiences beyond my imagination. Being able to learn in a shared space with a terrific group of rising labor leaders who are making an impact in their field of work has been priceless.

Just given the opportunity to hear the struggles and fights that education, trade, health and social service labor unions are facing has been awakening. Networking and building lifelong relationships with brothers and sisters in the labor movement fighting for equality, diversity and inclusion is a common goal", she stated.

Howard-Johnson said she looks forward to implementing the knowledge and skills she learned through ULI with



Pictured above is Sophia Howard-Johnson along with the Executive Director of The Worker Institute, Dr. Patricia Campos-Medina

the Buffalo Teachers Federation.

In addition to being on the BTF Executive Committee, Sophia Howard-Johnson has served as a delegate to NYSUT as well as the BTF National affiliates, American Federation of Teachers (AFT), and National Education Association (NEA).

She is a member of the BTF Negotiations Team, a Sick Bank Trustee, and co-chair of the Ethnic Minority Engagement Committee, a committee geared towards networking and offering support to BIPOC (Black, Indigenous and People of Color) teachers. She said monthly meetings with interesting topics will launch in March.

BPTO Holds Free Night at Science Museum

A free evening at the Buffalo Museum of Science, sponsored by the Buffalo Parent Teacher Organization (BPTO) will be held Saturday, February 26.

It is the first cultural event sponsored by the BPTO since the Covid-19 pandemic started. In the past, the BPTO has also sponsored events at the Zoo and Albright-Knox Art Gallery and has provided free tickets for local theatre productions.

The Science Museum event will be held from 5 to 8 PM and is open to all Buffalo Public Schools students and their families. It includes all regular exhibits as well as the Antarctic Dinosaurs Exhibit. The Science Museum is located at 1020 Humboldt Parkway, Buffalo.

Women's Empowerment Committee Collects, Distributes Warm Clothing

Just before winter break, the BTF Women's Empowerment Committee collected dozens of warm hats, gloves, scarves, socks, and other clothing items for distribution to area organizations that assist men and women in need.

In addition, personal hygiene items were donated and gift certificates were purchased from cash donations.

This was the first fundraiser of the newly formed committee, which is co-chaired by Lynn Garcia, a Social Studies teacher at Hutch Tech and Sue Raichilson, a business teacher at Riverside.

Items were collected at most schools and dropped off at the BTF office where they were bundled into BTF backpacks for distribution by Garcia and other members of the Committee.

City Mission, Haven House, and Project Mona's House were among the organizations benefiting from the clothing drive.

Garcia said the committee's next venture is to help with the annual Variety Club Telethon on March 6. She said she would also like to plan events throughout March, which is National Women's Month.

She said the Women's Empowerment Committee was started to address issues women face on a daily basis both at home and in the workplace.

"Seventy percent of our membership are women", Garcia said. "Women face certain issues, such as childcare, raising kids as single parents, unpaid family, and maternity leave, etc. And we need to work on these issues."

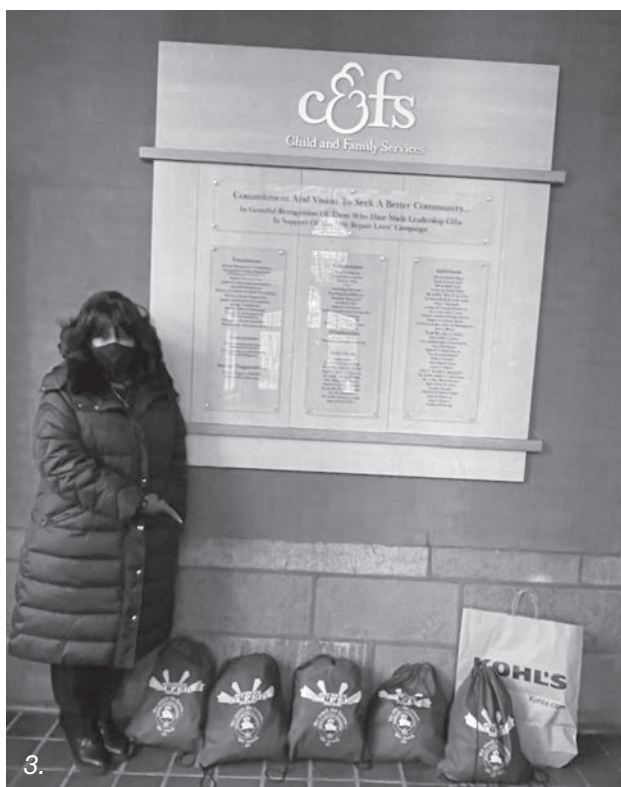
Garcia and Raichilson, both members of the Executive Committee, have been active on women's committees for many years on both state and national levels. In October, they used their own time and money to attend a training in Washington, DC that was presented by the American Federation of Teachers.

Garcia is Vice Chair of the National Education Association (NEA) Women's Committee and Raichilson is the Northeast coordinator for the New York State United Teachers' (NYSUT), Women's Caucus.

The Women's Empowerment Committee meets virtually once a month at 4:15 PM. Garcia is hoping to have a meeting before the February break and you can contact the BTF for further information.

The Committee is open to all BTF members and men are encouraged

to join. For more information or a link to future meetings, Lynn Garcia can be emailed at garcia1661@aol.com



1. Members of the BTF Women's Empowerment Committee sort through donations of hats, scarves and gloves, collected just before Christmas. Pictured, L-R, are Committee Chair Lynn Garcia, Sue Raichilson and Desiree' Breckenridge-Barnes.

2. A worker from Project Mona's House displays warm items and gift certificates that were donated by BTF members.

3. Desiree' Breckenridge-Barnes delivers items to Child and Family Services.

NYSUT/AFT/NEA/BTF Dues for 2021

It's that time of year when everyone is gathering information to prepare their tax returns. Union dues withheld from your paycheck may be tax deductible. Please check with your tax professional as new Federal tax laws are in effect.

The total dues for full time employees are **\$929.62**.

This includes \$574.34 for the period January-June (\$44.18 x 13 checks) and \$355.28 for September-December (\$44.41 x 8 checks).

For part time employees, the total dues are **\$463.89**.

This includes \$287.17 for January-June (\$22.09 x 13 checks) and \$176.72 for September-December (\$22.09 x 8 checks).

Adult Learning Center dues totaled **\$364.77**. This includes \$225.81 for January-June (\$17.37 x 13 checks) and \$138.96 for September-December (\$17.37 x 8 checks).

Covid Probe

(Continued from page 1)

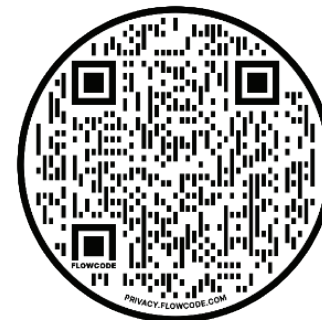
He said he is requesting the probe "so that appropriate actions can be taken to halt the spread of COVID and keep our students, parents, staff and community safe".

Phil also urged officials to use caution before removing any COVID school mandates at this time because many Districts, including Buffalo, will be having a one-week mid-winter break February 21-28.

"A significant increase in positive cases has occurred after such recesses", President Rumore explained.

According to an 18-page report of recorded COVID cases in Buffalo Public Schools, 196 people reported testing positive between January 3-26.

To see the complete chart, scan the QR code below:



Resolution Calls for Covid Guidelines

WHEREAS, There is much confusion and variation in enforcement and interpretation of District COVID guidelines.

THEREFORE BE IT RESOLVED, The BTF calls for a District delineation, distribution, posting and enforcement of COVID protocols, including but not limited to:

- Students testing positive for COVID, either in school, community or at home, shall not be admitted to school or returned to their class. Students so identified will be kept in quarantine until picked up by parents/guardians.
- The exact number of students in a class testing positive for COVID and conditions that require the class being taught remotely, i.e. quarantined and the length of said quarantine.
- The number of positive cases and conditions requiring that a school be quarantined and students taught virtually.

- All teachers also receiving in-home COVID test kits.

BE IT FURTHER RESOLVED, that the District will take immediate action to correct shortages of necessary COVID supplies, the lack of adherence to established COVID protocols, procedures and guidelines and will notify those reporting said issues of their being received and what is being done to correct them, and

BE IT FURTHER RESOLVED, That free COVID testing for all teachers be made available at each teacher's school/site, i.e. eliminate that the only COVID testing available to teachers is via "pool testing", Note: the sooner a COVID case is identified, the sooner appropriate actions can be taken, and

BE IT FURTHER RESOLVED, That it be made known that any teacher's absence resulting from COVID is not counted against a teacher's sick days, and

BE IT FURTHER RESOLVED, That within privacy laws and regulations, teachers will be immediately notified of confirmed cases of COVID in their school/site, and

BE IT FURTHER RESOLVED, That all such COVID procedures shall be presented to teachers, parents and staff for approval and input on a continuing basis.

BE IT FURTHER RESOLVED, That this resolution be forwarded to the Superintendent, Board, parent organizations, media and all others who should be made aware of it.

MOVED: Philip Rumore, President, BTF

SECOND: Rebecca Pordum, Vice President, BTF

(Passed unanimously by the Buffalo Teachers Federation Council of Delegates on January 13, 2022)

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Lisa is a BPS teacher and proud member of the BTF.

Did You Know...?

That all temporary, probationary, and permanent teachers are entitled to regular pay for all days when the schools are closed.

Illness or short-term leaves with pay that occur when the schools are closed shall not be a basis for denying teachers' pay for such days.

There shall be no loss of sick time benefits for these days, provided the teacher has sick leave credits on the day prior to the holiday.

This provision can be found in Article XXXII of the contract.

PROVOCATOR

BUFFALO TEACHERS FEDERATION
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Know Your Contract: Sick Time and You

Q. How many sick days am I granted each year?

A. Contract and probationary teachers are granted 12 days per school year. These are credited prior to the beginning of the school year.

Q. How many sick days are granted to temporary teachers?

A. Temporary teachers begin a school year with 2 days. They then accrue one day each month for a total of 12.

Q. Can these days be used for illness in my family?

A. Yes. Sick time for illness in the immediate family is allowed for up to 10 days per year.

Q. What is the "immediate family?"

A. The immediate family includes a parent, child, brother, sister, grandparent, husband, wife, parent of husband or wife, or any relative permanently residing in your personal household.

Q. How many total sick days can I have?

A. Sick days can be accumulated to 220 days. Remember that each year on July 1, unused personal days from the previous year are converted to sick days and credited to you.

Q. What if I am a temporary teacher and need sick days before I have earned them?

A. When a temporary teacher accrues sufficient days, they may be reimbursed for sick leave taken without pay due to the unavailability of sick leave at the time of illness.

Q. What if I am a part-time teacher?

A. Part time teachers receive pro-rated sick leave benefits based on the amount of time worked.

Q. What if I run out of sick time?

A. Employees may convert unused personal days to sick time. Also, employees with at least 10 years of service may request and shall receive two 30-day extensions of sick time from the Board of Education upon the recommendation of the Superintendent.

Q. What if I have not worked 10 years?

A. 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 dependent on the number of years of service of the employee and the number of days donated. Complete information is available by calling the Sick Leave Bank at BTF, 881-5462.

Q. If I am sick over the summer through to the beginning of the school year, do I have to report on the first day of school to use my sick time?

A. Permanent and probationary teachers can use their accumulated sick leave on the first day of the school year as long as they notify the school or Personnel Office that they are unable to report due to illness.

Q. Does this apply to all employees?

A. No, this does not apply to first year employees. These employees will be given sick leave after they report for service.

Q. What happens to my sick time when I retire or leave the District?

A. Teachers who retire may receive reimbursement for a portion of the

full value of their sick time. There are two formulas in Article XXVI. (2) on p. 74-75 of your BTF contract based on number of years of service, final annual salary, and the number of days. Example: Compensation for a person with 21 years of service with the District, a final annual salary of \$81,665 and 150 unused days would be calculated in this way:

21% of 150 = 31.5 days
1/200th of \$81,665 = \$408.33
Compensation = 31.5 x \$408.33 = \$12,862.40

Your LRS can assist you in calculating this payment. Teachers with 5 years or more who leave the District for other reasons may receive reimbursement based on a formula also in Article XXVI (2) of your contract. You may want to check with your LRS to assist you in determining the amount to which you are entitled.

Q. What if I leave the District before 5 years?

A. Your accumulated sick time is held for you and will be reinstated if you decide to return to teach in the District.

Q. What do I do if I believe my sick time accumulation on my pay stubs is incorrect?

A. Check with your school clerk to make sure there has not been an error made at the school. Call your LRS to assist you in rectifying the problem.

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