



**Buffalo Teachers Federation, Inc.**  
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**President, PHILIP RUMORE**

Corrected Copy

August 26, 2022

MEMO TO: Dr. Tonja M. Williams, Superintendent, BPS  
FROM: Philip Rumore, President, BTF  
Board of Education  
RE: October ??!!!!

Today during the virtual meeting with the Fact-Finder, we were informed by Nathaniel Kuzma that the District could not be ready to submit documents for Fact-Finding until October! October! We have been in negotiations for over three (3) years and have known for months, that as you requested, we would be going into fact-finding and you don't have documentation for your positions!? We indicated we are ready to proceed as soon as possible. We will be submitting our proposals and documentation to the fact-finder next week.

The Fact-Finder has therefore set the following dates – written submissions October 7, clarifying materials October 21, a hearing tentatively scheduled for December 13, 2022.

Also, you know we have taken legal actions against the District with PERB.

- September 23, 2019-District refusal to negotiate April 2019-August 2019
- November 7, 2019-Bad Faith negotiations – Regressive Bargaining
- June 2022 Bargaining in bad faith

The great turnout yesterday of close to three hundred (300) teachers picketing with only two (2) days' notice showing their anger should have sent a message to the District ... They are angry and insulted by the District's delays and insulting contract offers.

Since you and some Board members have stated you desire to reach a contract settlement, we suggest that we set a date to resume negotiations. The Fact-Finder has indicated he is willing to mediate. The only District salary offer on the table is your April 28, 2022 insult.

- No salary increase for the first year of the new contract (2019-2020).
- No retroactive payment for teachers who retired prior to the ratification of a new contract.
- To increase the number of weeks teachers must work from forty-two (42) to forty-four (44) weeks.

- That teachers required to work after the forty-two (42) week maximum will not be paid. Will only receive 1/200 after the forty-fourth week.
- To increase the hours of special area teachers teaching both elementary and secondary students from two hundred forty (240) minutes to two hundred fifty-five (255).
- That teachers pay fifteen percent (15%) toward their health care. Note: We are informed the District's healthcare costs went down.

And, your gracious salary offer for Buffalo teachers:

- 2019-2020 - 0% salary increase
- 2020-2021- only "Teachers employed by the District at the end of the 2020-2021 school year, who continue to be employed by the District as of the ratification of this Agreement shall receive a one (1) time bonus in the amount of 5% of their annual salary as of the date of ratification of this Agreement."
- 2021-2022- Effective upon ratification of this Agreement, teacher and psychologist salaries shall be increased by 4%. (4%)
- 2022-2023 - (0%)
- 2023-2024 - Effective July 1, 2023, teacher and psychologist salaries shall be increased 5%, or 3.94% (5% or 3.94%) if the parties agree to include a form of step compression.
- 2024-2025 - Effective July 1, 2024, teacher and psychologist salaries shall be increased 2.5%
- 2025-2026 - Effective July 1, 2025, teacher and psychologist salaries shall be increased by 4 % or 2.94% if the parties agree to include a form of step compression. (4% or 2.94 %)

We look forward to working with you to provide Buffalo teachers with a contract that reflects their dedication to our students and that reflects how other districts have provided for their teachers.

Cc: Buffalo Teachers