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President, PHILIP RUMORE

January 23, 2019

MEMO TO: All Buffalo Teachers

FROM: Philip Rumore, President, BTF

RE: School Safety – School Learning Conditions – Frustration and Anger

While we celebrate the successes of our students, we cannot and will not ignore unsafe and unacceptable learning conditions.

Nor will we accept the attacks by the Superintendent, School Board and District on the teachers at McKinley and other schools. We will not accept unsafe and unacceptable learning conditions for our students.

Attached is the statement ([click here](#)) apparently approved by the Superintendent and School Board, that is “insulting”.

For the record, the BTF, as the District was informed, has the teachers’ signed documents of “No Confidence” in the principal at McKinley High School. For obvious reasons the names will not be released to the District.

Copies of the anonymous climate surveys are kept by BTF.

As for the surveys being “a bogus and bullying tactic”, those who approved the District’s statement and some of their administrators should take a look in a mirror.

Sadly, even when we circulate an anonymous survey, teachers are unfortunately concerned that the District, or Administrators, will identify them and take reprisals against them or the faculty.

While most of our schools are safe and provide a good learning environment, we cannot accept unaddressed incidents that contribute to or lead to an unsafe learning environment. Indeed, we will not be bullied by the Superintendent, Board or others.

We must ensure that all acts of violence and disruptive behavior are reported and that appropriate action is taken.

We have been informed that:

- Instead of suspending students for violent and disruptive behavior, some administrators are just telling students to stay home for 2-3 days. Therefore, there are no reported suspensions.
- Teachers have advised us that they believe some administrators, either at the school or City Hall, are changing what they have written and inputted into Infinite Campus (the District's system).

Since the District is either attempting to minimize or not receiving the information on serious behavioral issues, we are asking for your assistance.

**Whenever there is an incident(s) at your school that involves serious behavioral issues, we need to be notified.**

Please complete the Student Behavioral Issues Report Form ([click here](#)) to report any such incident or issues as related above. We will not use your name unless you have given us permission to do so.

All of our students deserve to have a teaching and learning environment that is safe and which fosters learning.

With your help, we will ensure that this is what they have.

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