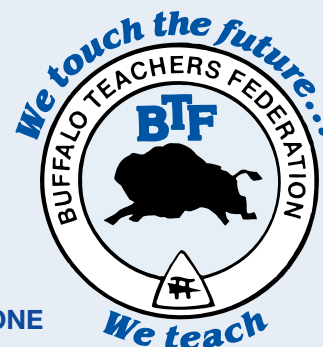


# PROVOCATOR

February 2018

OFFICIAL PUBLICATION OF THE BUFFALO TEACHERS FEDERATION VOLUME 48/NUMBER 3

DEDICATION  
SOLIDARITY  
PROFESSIONALISM  
PRIDE  
SECOND TO NONE



## BTF Releases Disturbing Teacher Survey of Disruptive Student Behavior

More than 31% of the 1,217 teachers who responded to a student behavior survey say disruptive student behavior “is out of control” or “nearly out of control” and “leading to increased disruptive student behavior and unacceptable learning conditions” in Buffalo Public Schools.

Furthermore, only 8.6% of the respondents said disruptive student behavior is dealt with quickly and appropriately in their schools.

The disturbing results of the survey were released January 29 by BTF President Philip Rumore during a press conference in the BTF Headquarters.

“We must work together to ensure that our students’ learning environment and safety are not compromised by disruptive student behaviors, while also working with the disruptive students to find the cause of and how to correct the disruptive behaviors,” Rumore said.

“What we are seeing is a directive from the District to lower the suspension rates. This directive is being implemented by some administrators not reporting suspensions, not suspending students for serious and disruptive acts and insufficient support personnel assigned to schools to determine and correct the source of the disruptive student behaviors,” Rumore explained.

“The issue of disruptive student behavior as it impacts on student learning and school safety has no simple answer.

Everyone wants to reduce suspensions; however, just sending a student back to class after the student has started a fight, threatened to hurt a student, bullied a student, cursed at the teacher, hit the teacher, continued to disrupt the class, etc. sends the message to the other students that the behavior is acceptable. This invariably leads to other students adopting the disruptive behavior and most feeling unsafe. Ultimately, someone gets hurt - usually a student.

On the other hand, in many cases, just suspending a student will not ameliorate the disruptive behavior. We need the resources and support personnel (Including city,

county and state resources) to determine the cause and/or how to correct the disruptive student behavior.

In short, while we must continue to find ways to determine the causes of and ways to correct disruptive student behavior, we cannot allow it to go unaddressed and uncorrected to the detriment of other students’ education and safety,” Rumore stated.

Rumore said the Restorative Justice/ Practice program that has been introduced in some Buffalo Schools had been implemented in other districts and has led to less disruptive student behavior and a lower suspension rate in some schools.

However, BPS teachers are concerned that there is insufficient training, insufficient principal support and insufficient time in the day to implement Restorative Justice with fidelity. It is also a small part of ensuring a decrease in disruptive student behavior and not a solution to the more serious acts of disruptive student behavior.

“This program is just one part of a comprehensive action plan needed to reduce the incidents of disruptive student behavior,” Rumore explained.

**BELOW:** BTF President Phil Rumore identifies areas of concern about student discipline during a press conference.



*“I have never seen anything like it. The behavior is unreal. The students know that they can get away with acting like this because there are no real consequences. The kids are controlling the school. Fights, furniture being thrown, students eloping, non-stop verbal abuse/swearing at staff. It’s an unsafe environment.”*

*-Teacher at School 45 (related story on page 8)*

## Survey Results

Teachers from 65 of the 69 Buffalo Public Schools and 12 “other sites” responded to a BTF survey regarding disruptive student behavior.

A total of 1,217 teachers responded to the survey which was done over a one month period.

The questions and responses follow.

Disruptive Student Behavior in my school is :

- Dealt with quickly and appropriately: 8.6%
- Dealt with inconsistently and as such is problematic leading to continued disruptive student behavior and unacceptable learning conditions: 37.4%
- Is not dealt with appropriately leading to increased disruptive student behavior and unacceptable learning conditions: 22.9%

- Is almost out of control leading to increased disruptive student behavior and unacceptable learning conditions: 17.5%
- Out of Control: 13.6%
- I believe that discipline and suspensions are under reported in my school:
  - 80.9% agree
  - 19.1% disagree
- An administrator discusses how a student’s behavior can be expected to improve before returning the student to the teacher’s class:
  - 23.4% agree
  - 76.6% disagree

The complete survey can be found at:

[http://www.btfny.org/press/disruptive\\_behavior\\_results\\_2018.pdf](http://www.btfny.org/press/disruptive_behavior_results_2018.pdf)



## Divide, Conquer and Destroy Our Solidarity...NEVER!!

There are, as you know, people in the District, City, State and Country who have but one goal – divide, conquer and destroy union solidarity so that they have sole power over our lives – our working conditions, our wages and benefits, our ability to fight harassment and unjust accusations, our right to negotiate contracts, etc.

Nationally, we have the Janus case before the Supreme Court that will weaken unions by ruling that those employees who benefit from and are protected by negotiated contracts, do not have to pay their fair share of the costs of defending and representing them, negotiating their wages and benefits, etc.

They don't have to pay, but others do. I call them "free loaders", "union busters".

Who is backing this Supreme Court challenge and other litigation and legislation like this - Billionaires, Hedge Funders, Union Haters and in our case, what I call Education DeFormers.

There is little doubt that with the newly appointed Supreme Court Justice, recommended by the current President, the Supreme Court will rule against us in favor of our enemies.

There will, as in other states, then be a massive media and door to door attack on us by attempting to

convince employees to stop paying dues while still benefiting from the union, becoming free loaders at others' expense.

Our enemies will be unrelenting. They don't know Buffalo teachers. We have never and will never be divided.

We are organizing against this attack. Teacher volunteers are coming forward, to reach out to you for your support.

The goal, not only here but elsewhere, is that not only will they not defeat us, but we will have more members and have greater solidarity after the Supreme Court rules.

In New York State and in Buffalo we see the attacks – Charter Schools (Do you really think all the proponents are establishing them for all students – some, yes - most, no.) But at what cost to our schools?

They drain our funding, don't service severely handicapped students, send problem students back to the District, have a greatly racially (white) unbalanced staff, etc.

In our School District, they continue to try to set teacher against teacher.

City Honors – Let's set the teachers at City Honors against one another and parents against the teachers by threatening to transfer some to other schools for winning the grievance – even though the District could afford aide coverage for the last 25 + years.

And the District also wants to set teachers against teachers District-wide by using the City Honors Arbitration victory to set teachers against the teachers at City Honors.

Note: We, and the teachers at City Honors, want all teachers relieved of the absurd non-instructional duties.

School 18 – Let's take the side of the Principal against most of the teachers to divide the faculty.

**Whether it is National, State or Local attacks, we have never and can never let our enemies break our solidarity. While we may have differences, we will never let them divide and break our solidarity.**

## BTF at a Glance

### BTF President

Philip Rumore

### BTF Vice President

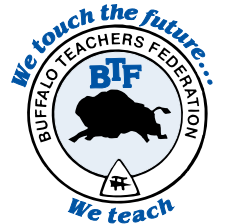
Rebecca Pordum

### 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,  
Isabella Keegan, 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*  
Dennis Licherelli, *NYSUT Labor Relations Specialist*  
Anna Geronimo, *NYSUT Labor Relations Specialist*

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[www.btfny.org](http://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 five times during the 2017-2018 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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February 2018  
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Circulation 4400



# Letters to the Editor

## BTF Contributes To Citizen Action's 2017 Progressive Leadership Awards Gala

Thank you so much for your \$500 contribution to our 2017 Progressive Leadership Awards Gala. The event was a great success and it could not have happened without your support. Especially now, as our movement fights back against an all-out assault on justice, your contribution is critical to helping us continue to build grassroots power through community organizing.

For 35 years, Citizen Action of New York has fought for social, racial, economic and environmental justice. Our strategy is to combat forces of hate and greed by building the power to create systemic change - bringing individuals, organizations and coalitions together to win on key issues and elect progressive candidates at the local, state and federal levels.

This year, we honored leaders who have each made significant contributions in the fight for justice:

- Ricardo Aca, Zuleima Dominguez, Yatziri Tovar, and Martin Batalla, Youth Leaders at Make the Road New York.
- Mujahid Farid, Lead Organizer at the Release Aging People in Prison Campaign.
- New York State Nurses Association (NYSNA).
- Angela T. Rye, Esq., Empowermentur, Advocate, and Political Strategist.

It was very moving to celebrate the campaigns led by our honorees, from defending Dreamers to reforming the Parole Board to stop Congress from repealing the Affordable Care Act. Every one of our honorees contributed to holding back Trump's agenda, while also fighting for a bold vision for our

## Monica Wallace Thanks BTF for Support

I am so appreciative of your support for my re-election campaign. I am honored to have the support of you and all the teachers of the BTF, who make fighting for our children their first priority. I look forward to seeing you soon.

Best Wishes,  
Monica Wallace  
For Assembly NYS Dist. 143

future. And our emcee, Stanley Fritz, our new NYC Campaigns Manager, kept us laughing.

We truly appreciate your continued support of Citizen Action of New York and thank you for joining us in our celebration of progressive leadership by so many dedicated activists.

Sincerely,  
Karen Scharff, executive director

## Children's Hospital Likes BTF Gifts for Newborns

On behalf of The Children's Hospital of Buffalo Foundation, I would like to thank you for your generous donation, (seven Dr. Seuss gift sets for newborns) in support of the John R. Oishei Children's Hospital.

Your gesture was thoughtful and greatly appreciated. As you know, Oishei Children's Hospital and Kaleida Health is dedicated to excellence in medicine for you and your loved ones.

Please know that your generosity is making a world of difference for everyone.

Sincerely,  
Elsie Dawe, vice president

## BTF Donates To Hospice Foundation

On behalf of the Hospice Foundation's board of trustees and staff, I would like to thank you for your generous gift of \$100 on 12/26/2017 to Patient Care in memory of Bruce J. Cusenz, MD. Notification of your gift will be mailed to Linda Cusenz. We are most appreciative of your kindness.

Founded in 1978, Hospice Buffalo, Inc. was one of the first Hospice programs in the United States. Hospice and palliative care services continue to be more and more in demand as an increased number of Western New Yorkers are confronting chronic illness or the need for the end of life care. Hospice currently has nearly 400 employees, more than 1,000 active volunteers and cares for more than 800 hospice and palliative care patients each day. Although Hospice care is provided as a Medicare benefit, many of our patients

## Cancer Screening Update

In the December issue of *The Provocator*, we reported that BTF members are allowed up to four hours, without charge to accruals, for a prostate or breast cancer screening.

An amendment to Civil Law Section 159-b has been signed by Governor Cuomo allowing all public employees up to four hours for a screening for cancer of any kind. The law becomes effective in late March.

## Did You Know...?

Our Contract states the following: *"Classroom interruptions shall be permitted only in case of urgency. Persons other than Board of Education personnel shall be allowed to enter classrooms only with prior consultation with the classroom teacher."*

This includes, but is not limited to, parents who want to drop in unexpectedly. This can be found in Article XI, Paragraph L of the collective bargaining agreement and was negotiated for the teachers by the BTF.

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**881-5400**

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**www.btfny.org**

# We Are In Control of Our Destiny

by **Mark Mecca**

BTF Executive Committee  
VOTE-COPE Chair

Happy New Year! Welcome to 2018!

This school year is flying by and before we know it, the 2018-2019 school year will be here. Next year will be a significant one for the Buffalo Public Schools as the 2018-2019 school year will see a hotly contested election cycle with every board seat up for election.

School board members play a critical role in decision making that has a direct effect on the learning environment for students and on the teaching environment for teachers.

The 2018-2019 school year is also significant in that our collective bargaining agreement with the district will expire at the end of that school year. If a new contract is not negotiated prior to the end of the 2018-2019 school year, it will be a brand new board of education that will set the parameters of negotiations and ultimately approve or reject any agreement.

As such, it is critically important that we work hard to get school board members elected who support public education, share our educational priorities, and who believe that creating a new relationship with teachers is key to establishing positive morale which translates into a better learning environment for students and a better teaching and working environment for teachers.

In the last election, we saw \$65,000 of funding come in to the candidates to fund their elections. The need for big budgets in order to win election to the Buffalo Board of Education was best demonstrated in 2009 by Chris Jacobs who raised \$52,000 alone to win his seat.

The message to us is clear. If we want to get candidates elected who share our values, we need to be able to play in the big leagues by helping to fund candidates at close to the same level as other special interest groups.

Legally, our union dues cannot be used for this purpose. So, how can we do this? Pass the hat at the next happy hour? Have a baked goods sale? Fortunately, there is a system already set up for this, and in case you haven't heard of it yet, it is VOTE-COPE.

VOTE-COPE is the political fundraising arm of NYSUT. It is

Name	District	Term Ends
Barbara Seals Nevergold	At-Large	2019
Patricia B. Pierce	At-Large	2019
Larry Quinn	At-Large	2019
Hope Jay	North	2019
Theresa Harris-Tigg	East	2019
Paulette Woods	Central	2019
Jennifer Mecozzi	West	2019
Dr. Catherine Flanagan-Priore	Park	2019
Sharon Belton-Cottman	Ferry	2019

described by NYSUT as the non-partisan action fund that coordinates the voluntary contributions of members to support NYSUT-endorsed candidates and campaign committees that are pro-education and pro-labor.

NYSUT mostly gets involved in state-level races such as elections for governor, state assembly, and the state senate, but also allows unions like the BTF to actively fund local races by refunding up to 40% of all VOTE COPE contributions back to the local union.

These funds will be critical to our next election. If every member of the BTF contributed to VOTE-COPE at a \$2 per pay check level, the BTF would have approximately \$60,000 to spend on political action issues such as the 2019 school board race. That level of funding would put us in a good position to get candidates elected who share our educational values and who want to work hard to improve teaching and learning conditions in the Buffalo Public Schools.

The 2018-2019 school year is a critical one for us because of the coming school board election and the expiration of our current contract. We need to play in the "big leagues" of political fundraising in order to get candidates who share our values elected to the school board. We can do this by contributing to VOTE-COPE.

Our goal is to get every BTF member on board to contribute to the fund either through payroll deduction or by donation.

If you are not yet signed up, please call the BTF at 881-5400 or reach out to one of your building delegates to get a contribution form.

## VOTE-COPE Honor Roll

The following schools have done an exemplary job of enrolling teachers in VOTE-COPE and now have membership at the 25% or higher level. Kudos to the VOTE-COPE coordinator at each school.

School	Contributors
BEST #6	22 of 65
Bilingual Center #33	16 of 61
O.T.C. #42	16 of 28
International School #45	61 of 106
Southside #93	36 of 108
Burgard High School	41 of 62
Acad. School #131@18A	5 of 8
Acad. School #131@4	6 of 22

### Coordinators of Honor Roll Schools

Elizabeth Spiro Carman, #6  
Susan Trifiletti, #33  
Greg Sawicki, #42  
Trisha Rosokoff, #45  
Nicole Herkey, #93  
Christopher Ricci, Burgard  
Michael Jeffers, #131@4, 18A





# Janus: It's Coming and We Must be Prepared

by Joseph Montante

Back in February 2016, it seemed almost certain that the Supreme Court would make the public sector a "right to work" environment.

The case was *Friedrichs v. California Teachers Association* and it contended that it was unconstitutional to require non-member employees in unionized government shops to pay "fair share" fees to defray their union's costs of collective bargaining and worker representation.

Unions like the BTF are required to represent all workers whether they are members or not. We all were preparing for the worst.

Then Justice Antonin Scalia died unexpectedly and the Court was left deadlocked on the case. Even though President Obama's nominee, Merrick Garland, was obstructed from being seated by Senate Majority leader Mitch McConnell, unions thought they had dodged a bullet.

Certainly, most people believed Hillary Clinton would win the presidency and appoint a new justice, creating a liberal majority on the Supreme Court and putting the brakes on the conservative campaign to destroy unions.

That didn't happen. Instead, Neil Gorsuch was seated on the Supreme Court and the wheels were set in motion for a sea change.

Janus v. AFSCME, originally launched by Illinois's anti-union governor Bruce Rauner, was already on its way through the courts. Mark Janus, a state employee represented by the American Federation of State, County, and Municipal Employees, sued the union because he doesn't agree with its political positions and believes it is unconstitutional to require him to pay agency fees that support the union.

The Janus case will be heard this month and a decision will be rendered in the spring. The likely outcome is an end to agency fee and this will leave many unions reeling from a loss of membership. NYSUT has been preparing for this for months and the BTF soon will be launching a campaign to re-sign all members.

A contact person in your building will ask you to fill out a card affirming that you wish to be a member of the BTF. We must take this action now as the Janus decision will probably come as schools let out for the summer.

Why is this important? Can you imagine the changes to working conditions if you were not represented by the BTF? Do you think you would be better off economically if there were no collective bargaining? Not likely! However, there will be attempts to see that unions across states like New York are stripped of members, finances, and bargaining power.

How would anti-union groups accomplish this? By picking off members one by one using strategies like those below:

- Going door to door at homes like yours
- Using TV, radio, and social media to propagate anti-union rhetoric
- Persuading union members to part ways with their locals by offering them a cash incentive to do so
- Using lines like "You want a raise? Quit your union."

These campaigns will be sponsored by well-funded billionaires who would love to destroy everything unions have accomplished and reverse the gains we've made since 1966 when collective bargaining came to New York State.

## South Park Participates in Poverty Simulation

South Park High School participated in the Community Action Poverty Simulation at their school on a snowy Saturday afternoon in December.

BTF Secretary Melinda MacPherson-Sullivan and Susan Rhodenizer from the Orleans-Niagara Teacher Center facilitated the group.

Poverty is a reality for many individuals and families. But unless you have experienced poverty, it is difficult to truly understand.

The Community Action Poverty Simulation that the Far West Teacher Center Consortium provides bridges that gap from misconception to understanding. The simulation is an interactive immersion experience. It sensitizes community participants to the realities of poverty.

It is not a game but based on real Community Action clients and their lives. Community members from Wise Guys Pizza and Norstar Bank joined teachers, administrators and support personnel by playing roles they were familiar with-employer and community bank.

The South Park faculty took on the roles of 26 families all facing a variety of challenging but typical life challenges. The participants spend a month in poverty that is broken up into four-15-minute weeks.

At the end of the simulation participants debrief about their experiences and share their insights about the activity. Often people re-think their classroom/school policy considering the realities of poverty.

This is the first such simulation that has been done in the Buffalo Schools. The facilitators have provided simulations for West Seneca, Pioneer, Niagara Falls, Sweet Home, Kenmore, and many more.

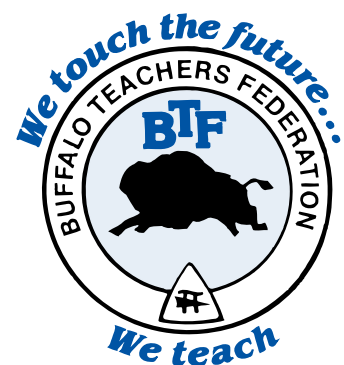
If interested, please contact the Buffalo Teacher Resource Center, 716-816-4675.

Think it can't happen here? Remember that in 2011, a Wisconsin law took away the right to collective bargaining from public unions.

Thanks to that law, base wage increases no greater than the inflation rate are allowed and unions have no power to bargain over workplace rules or anything meaningful related to salaries. As a result, union membership is down nearly 40% in Wisconsin, a formerly strong union state that was the first in the country to gain the right to collective bargaining in 1959.

We cannot and will not let that happen here. Our plan at the BTF is to re-sign 100% of our members and remain the strong union we have been for over 50 years.

Your job, your livelihood, and your family's well-being depend on this.





## BTF Committees Seeking Members

Two of the BTF's newest committees are seeking members to help plan and participate in upcoming events.

The Minority Ethnic Involvement Committee, co-chaired by Sophia Howard-Johnson and Ruyvette Townsend, is looking to engage minority members in union activities.

The Committee held its second meeting on January 22nd, meeting colleagues and sharing information about the role of the union.

The ultimate goal of this committee is to engage, inform, and invite minority teachers to build relationships and engage them in BTF events. Activities planned this year include contract discussions, learning our union history, participation in parades and other community events, such as the Juneteenth Festival.

The Minority Ethnic Involvement Committee meets on Mondays, 4:30-6 p.m. on the following dates:

- February 26
- March 19
- April 23
- May 21

The BTF Community Engagement Committee, chaired by Eve Shippens-Nieves, seeks to create mutually beneficial relationships between the BTF and community organizations and to enhance member engagement and make the BTF more visible in community work.

The next meeting of the Community Engagement Committee is scheduled for February 13, 4:30-6 p.m.

Both committees meet at BTF Headquarters, 271 Porter Ave., Buffalo.

## NYSUT/AFT/ NEA/BTF Dues for 2017

For those who file IRS Form 2106 (Employee Business Expenses), dues for 2017 are as follows. The total dues for full time employees are \$902.09.

This includes \$551.85 for the period January-June (\$42.45 x 13 checks) and \$350.24 for September-December (\$43.78 x 8 checks).

For part time employees, the total dues are \$451.11.

This includes \$275.99 for January-June (\$21.23 x 13 checks) and \$175.12 for September-December (\$21.89 x 8 checks).

## School 6 Art Teacher Wins First Place Award

Elizabeth (Liz) Spiro-Carman, an Art teacher at BPS #6 and a member of the BTF Executive Committee, was awarded First Place at the New York State Art Teachers Association (NYSATA), Region 1 exhibition, entitled **ART EDUCATORS: BEYOND THE CLASSROOM**.

This show included the art work of art educators from seven counties of Western New York.

Liz received the award for her 24"x48" photograph entitled, Shinjuku's a Mad House 3 (pictured). The photo is an aerial shot of a city street.

The exhibition ran from December 7, 2017 through January 17, 2018 at the Peter and Elizabeth C. Tower Gallery, located at the Haberman Gacioch Arts Center at Daemen College.



Liz Spiro-Carman and her award winning photo

## Physical Education Teachers Win Awards

Two Buffalo teachers, Andrew Grine and David Sardo, have been named Teachers of the Year by the NYS Association for Health, Physical Education, Recreation, and Dance in the Western Zone.

Grine, a teacher at Schools 64 and 65, won in the Elementary category while Sardo, a teacher at Hutch Tech, took the award among Secondary teachers. Nominations were received for teachers all over Western New York and the winners were selected by the NYSAPERD Executive Council.

Another Buffalo Physical Education teacher, Jane Orchoski, won the Heart Hero Award from the American Heart Association for raising over \$8500 through the Jump Rope for Heart program at School 64.

All three educators were recognized at the annual NYSAPERD dinner in December and presented with their awards by Dr. Clancy Seymour of Canisius College.



**PICTURED ABOVE:** Dr. Clancy Seymour, Andrew Grine, Jane Orchoski, David Sardo, Phys. Ed. Supervisor Andrea Norton



1. Representing the LRS Staff at the BTF, Deana Fox came to the Buffalo Women's March which began at City Hall.

2. Joined by other NYSUT women, Nicole Herkey, Rebecca Pordum, Sophia Howard Johnson, and Eve Shippens-Nieves help bring attention to many women's issues on a chilly January day.



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*Joe is the Husband of BTF member Barbara Polino Frandina*



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# Teacher? SCORE!

Certified NY State Teachers are needed to score state educational tests in the Buffalo area.  
Certifications related to Elementary Ed, Special Ed, Language Arts, or Math preferred.



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## Tell Us What's Happening at Your School

Are you running a special performance at your building? Taking students on an overnight field trip? Was there a lesson that went exceptionally well that you would like to share with your BTF colleagues? We want to hear about it and may feature it in a future edition of the Provocator. Photos of such events are especially welcome. Please send the following information and any related photos via e-mail to [salamone426@aol.com](mailto:salamone426@aol.com).

Name \_\_\_\_\_ School/position: \_\_\_\_\_

Personal Email \_\_\_\_\_ Phone \_\_\_\_\_

Description of event \_\_\_\_\_

\_\_\_\_\_

All submissions become the property of the Provocator.

# Mini Grants Offered by NYSUT Retirees

Mini Grants of up to \$500 are being offered by the NYSUT Retirees of WNY to help teachers develop projects that will benefit students in their classroom.

Applications for the grants are available from the Teacher Center, located on the fourth floor of Bennett High School, 2885 Main Street, Buffalo. Applications must be postmarked by February 23 to be considered for the grants.

Throughout its history, the NYSUT Retirees of WNY have supported public education and active teachers through political activity, educational opportunities and scholarship incentives achieved through fundraising and donations.

## Be It Resolved

That the BTF calls upon the Buffalo School District to work with the BTF to establish a standing "Teaching and Learning Environment" committee to create a comprehensive and structural plan of action that addresses the concerns raised in the survey.

**Nadia Shahram, Esq.**  
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- 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.




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## Teacher Comments Reveal Frustration

Many teachers left comments on the student behavior survey. Some of these comments and the school reporting them are:

"Students are threatening teachers will violence and in many cases are physically attacking teachers with little to no consequence." #18

"Teacher responsibility, not principal's." #156

"I have students who are suspended and yet continue to come to school with no repercussions." #19

"Student behavior and lack of administrative intervention has made me fearful of coming to work this year, our building is spiraling out of control." #198

"There is no discipline procedure and no consequences for students." #205

"The number of students with IEPs in one class far outweigh the number of general education students. No aide is sent to assist with the needs. These classes are hosting 30-35 students with constant interruptions." #206

"There are students in my class that are making it impossible for me to teach and the other students to learn. These students are dangerous to themselves and others. They are abusive verbally and physically to the other students and to me. When I have an emergency, I call the office and/or the SST and they do not answer the phone. #3

"The rules are applied arbitrarily. There is very little support from administration and security. No one ever comes to remove the student or enforce rules." #301.

"Students are suspended and stay in school for the rest of the day. They flaunt this by being disruptive and saying that teachers can't do anything

because they are already suspended." #302

"Referrals are not done regularly. It sometimes takes weeks before they are even looked at." #304

"School 32 is out of control. Principal has no control. Student behavior is not dealt with and administrators blame teachers' lack of classroom management." #32

"Student Support deals with the majority of student disruptions. One AP is afraid of the children." #43

"Disruptive behavior has become the norm for many students and teachers have been made to think we should ignore it because of student trauma, etc." #45

"When I call for assistance, often no one ever even shows up." #59

"My students are often rewarded when removed from class for disruptive behaviors." #61

"I have students with serious behavior issues and administrators make excuses for them." #80

"Behavior problems are swept under the rug. Teachers are being blamed for discipline issues." #94

## Save The Date

**March 1**

One on One Training, 5-7pm  
NYSUT Regional Office

**March 2**

NEA Read Across America

**March 4**

Variety Club Telethon  
Seneca Niagara Casino

**March 27**

Retirement Workshop  
Salvatore's Italian Gardens, 7PM

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