

PROVOCATOR

June 2013

OFFICIAL PUBLICATION OF THE BUFFALO TEACHERS FEDERATION VOLUME 42 / NUMBER 4

DEDICATION
SOLIDARITY
PROFESSIONALISM
PRIDE
SECOND TO NONE



BTF Vows To Fight APPR

WHEREAS: As a result of an untested, untried evaluation system (APPR), Buffalo teachers, as well as teachers across New York State, received APPR composite ratings that not only put teachers' job security in jeopardy but reflected negatively on teachers' true performance and,

WHEREAS: In one Buffalo school, for example, as in many similar cases across New York State, eleven (11) teachers were rated as "Effective" on all twenty-two (22) "indicators" on their classroom evaluation; however, their overall "composite score" was "Ineffective", and one teacher was rated "Effective" on twenty (20) of the twenty two (22) "indicators" and "Highly Effective" on the two (2) remaining classroom observation indicators but received an "Ineffective" rating. In some cases, the State forwarded zero (0) points out of twenty (20) for teachers where there were two (2) teachers working with the same students so that only one received the twenty (20) points and,

WHEREAS: Buffalo teachers and the school district, as with many school districts across New York State, in anticipation of the probability of such invalid results from the new, untested and untried evaluation system (APPR), entered into agreements (MOUs) that protected teachers from the inappropriate negative consequences of said APPRs and,

WHEREAS: Buffalo teachers and teachers across New York State would not have entered into agreements utilizing untested, untried evaluation systems without assurances that due to its untested procedures, it would not be used against them and,

WHEREAS: there has been

- the late approval of and lack of guidance on contradictory positions taken by NYSSED in relation to the APPR,
- lack of sufficient training by the District on the APPR process,
- impossible timelines, e.g. teachers "trained" in May for submissions due at the end of May, "training" in May on Artifacts due at the end of May,
- confusing and contradictory statements by District administrators,
- insufficient time provided to complete APPRs, SLOs and LMAs during the work day,
- little or no training on SLOs, LMAs and Artifacts,
- pre-tests given in October, November, etc., instead of September,
- post-tests having no correlation with pre-tests,
- some post-tests given after the completion of first semester courses,
- teachers being evaluated, and observed without an agreement between BTF and District, on what they will be evaluated,
- requiring the use of PGS without training,
- expecting teachers (some not affected by 3012-c) to turnkey train other teachers in their buildings.

THEREFORE BE IT RESOLVED: That the BTF, in concert with NYSUT/AFT/NEA will:

- Pursue legal action to ensure that as per our signed MOU, no teacher is adversely impacted by their 2011-2012 or 2012-2013 APPRs or any process or procedure associated with it, specifically including but not limited to, the service of a notice of claim as necessary for the commencement

of legal action under New York State Education Law as soon as feasible but in any event, no later than June 1, 2013 and, additionally, the filing of grievance(s) pursuant to the collective bargaining agreement, in addition, if necessary to the following grievances already filed relating to:

- non-adherence to January 15, 2013 MOU,
- non-validated and untimely pre and post tests – also no training during the work day for teachers on them,
- inaccurate APPR scores (2011-2012) based upon flawed system – administrators inadequately trained,
- SLOs/LMAs/Artifacts – little or no timely training, insufficient and untimely data, insufficient and inappropriate timing for completion, etc.,
- contradictory APPR directions to teachers,
- insufficient time during the workday to complete the tasks that the District is demanding of teachers,
- teachers are being evaluated without BTF, District and Professional Council Agreement.
- Pursue all legal actions to prevent the loss of funding resulting from the APPR process and/or procedures,
- If necessary, the BTF in consultation with NYSUT/AFT/NEA will consider rescinding, by vote of all Buffalo teachers, its approval of the 2011-2012, 2012-2013 APPRs, and
- Take any and all other actions to achieve the above objectives.

RECOMMENDED BY: Philip Rumore, President, BTF
MOVED: Edith LeWin, Vice President, BTF
SECOND: Barbara Bielecki, Treasurer, BTF

Officer Election Results

Philip Rumore was re-elected president and Edith LeWin was re-elected vice president. Barbara Bielecki was retained as treasurer and Kevin Gibson, who was unopposed, returns as secretary.

Also during the May BTF Officer elections the following were elected in these categories to represent Buffalo teachers.

Pre-K-6

- Rachel Binda-Lis (i)
- Lynn Diagostino (i)
- Jodi Hammond
- Kym Moskeller (i)
- Sharon Pikul (i)
- Ruyvette Townsend (i)

K-12

- Susan Baker
- Megan Corcoran (i)
- Lucille Emmi (i)
- Mark Mecca
- Linda Sieckmann-Dugan
- Melinda MacPherson-Sullivan (i)

Secondary 7-12

- Thomas Gattie (i)
- Lynn Garcia
- Joe Montante (i)
- David Morrison (i)
- Sue Raichilson (i)
- Barbara Russo (i)
- Chris Salamone

At-Large

- Barbara Hall (i)
- Rebecca Pordum (i)
- Paula Prince (i)

(i) = Incumbent



Thank You

Thank you for your continued support.
 Be assured that with that continued support, we will leave no stone unturned and no battle unfought to ensure that:

- ◆ The absurd and destructive teacher evaluations and APPR processes are relegated to the trash heap.
- ◆ A new contract is in place that reflects the tremendous obstacles that Buffalo teachers face and overcome, as well as Buffalo teachers' dedication to their students.
- ◆ Our schools are safe and that the students who want to learn can do so without their education being disrupted by the few who do not come to school to learn.
- ◆ Through the use of the \$320,000 NEA grant we received, the public will understand the challenges we face as well as the successes we are achieving despite those obstacles.

In short, every challenge that each and every teacher faces will be met with our unrelenting support on their behalf.
 We have led these battles locally, statewide and nationally and we will continue to do so . . . and we will prevail.

Thank you again.
 You are the best . . . no, the very best.

BTF at a Glance

BTF President

Philip Rumore

BTF Vice President

Edith LeWin

BTF Secretary

Kevin Gibson

BTF Treasurer

Barbara Bielecki



BTF Executive Committee Members

Pre-K-6

Rachel Binda, Lynn Diagostino, Bernadette Marczak, Kym Moskeller, Sharon Pikul, Ruyvette Townsend

K-12

Lucille Emmi, David Kelly, Melinda MacPherson, Meg Corcoran

Secondary 7-12

Roger Aumick, Thomas Gattie, Joe Montante, David Morrison, Becky Pordum, Sue Raichilson, Barbara Russo

At Large

Barbara Hall, Paula Prince

BTF Headquarters Staff

Philip Rumore, *President*

Edith LeWin, *Presidential Assistant*

Barbara Bielecki, *Presidential Assistant*

Tim Connick,

NYSUT Counsel

Dennis Licherelli, *NYSUT*

Labor Relations Specialist

Nick Whitman, *NYSUT Labor*

Relations Specialist

Deana Fox, *NYSUT Labor*

Relations Specialist

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www.btfny.org

PROVOCATOR

BTF Provocator Staff

Barbara Bielecki, *managing editor*

Chris Salamone, *editor*

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

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BTF at the NYSUT Rally in Albany

About 40 Buffalo teacher members joined our colleagues (10,000 – 15,000) in Albany for the NYSUT Rally.

It was a tremendous show of solidarity from every corner of our State with excellent speakers. (See <http://www.nysut.org/news/2013/june/iannuzzi-sed-needs-to-get-it-right>)

Many heard and cheered the Tom Chapin “Not On The Test” song for the first time.

If you would like to see the video, we have had it on our website for quite awhile along with a couple of others. Take a look...it’s great. Another of my favorites is the Peter, Paul and Mary video

“Don’t Laugh at Me.” (www.btfny.org Audio/Video tab)

The BTF will be continuing our battle against the standardized testing/ teacher evaluation madness both locally and nationally... (see www.btfny.org New/Alerts) and we will not stop until we prevail!

State Assessments, Teacher Leadership Discussed by Teacher Advisory Council

By ANNE BLONSKI

State assessments and teacher leadership were discussed extensively May 3 during the final meeting of the Teachers Advisory Council.

The purpose of the group was to share the concerns of state school districts with Commissioner John King, as well as share ideas that are in the best interest for the education our children.

Assistant Commissioner Stephanie Wood-Garnett from the Office of Higher Education, helped organize a presentation on National Board Certification to address the need to create more teacher leadership across the state.

The discussion centered on defining teacher leadership, how it looks in our districts and what obstacles are preventing teachers from pursuing board certification. It was agreed that two of the obstacles are lack of trust and lack of value given to teachers who may want to take on a leadership role.

Although there were a number of topics to be discussed, the rest of the meeting was about the Grade 3-8 State Assessments. Concerns about the exams were the same across the state.

Commissioner King said he expected the assessments to be more rigorous because of the implementation of the Common Core Standards. Though he believes we have been working toward this for the past three years, he did expect the scores to be lower this year.

Some of the concerns presented at the meeting were:

- disproportionate emphasis placed on the assessments; there should be multiple assessment measures

- reliability and validity of the tests
- state assessments are not developmentally appropriate
- length of the assessments– It was the higher level students who didn’t finish the test– data will show ability to finish is related to their overall ability and on how they did on the test
- need for more efficiency- tests do not need to take 3 days to determine knowledge
- lost instructional time because of the length of the tests, plus extended time for Special Education students and ELL’s
- value of assessments- we don’t get scores back in a timely manner to let the students know how they did- or to use them as part of their grades
- will our APPR scores be adjusted because of expected lower student scores?

Commissioner King said SED collects data from all areas of the testing and should answer most of the concerns. He maintains that data will support any changes made for next year.

The Teachers Advisory Council is expected to continue next year with discussions about the Common Core Regents Exams. There is discussion of supplementing the Regents with a research paper.

(Editor’s Note: Ms. Blonski, a teacher at Lafayette High School, was recommended for the Advisory Council by BTF President Philip Rumore)

NYSUT RA Held In Washington, DC

In an attempt to encourage state education officials to discard standardized test scores this year, delegates to the New York State United Teachers Representative Assembly adopted a resolution that assails the unfairness surrounding the state's use of this year's standardized testing based on the Common Core Learning Standards.

The Representative Assembly, attended by a contingent of BTF delegates, was held in Washington, DC April 11-13.

The resolution calls on the State Education Department and the Regents to use test results only to evaluate this year's Common Core implementation and not in any evaluations of student or teacher performance

NYSUT asked Commissioner John King and the Regents to inform parents and the public that it expects scores on the state's ELA and math tests for students in grades 3-8 to be lower this year because they are based on the new Common Core Learning Standards.

The lower scores are anticipated because students and teachers have not had enough time to prepare for tests based on the state's new Common Core Learning Standards. Therefore, NYSUT explained, the lower scores are not a true measure of a student's ability or teacher's effectiveness.

King and U.S. Secretary of Education Arne Duncan, among others, have acknowledged student test scores may fall by up to 30 percent.

A recent NYSUT statewide poll of parents with students in public schools found that 81 percent believe their children have not had enough time to prepare for standardized tests on the state's new Common Core Learning Standards.

The poll found that 78 percent of parents believe this year's tests should not count at all. Also, 88 percent said the tests should not be used for high-stakes decisions for students and teachers.

While teachers embrace accountability and support the potential of the Common Core, NYSUT believes the state's uneven rollout of new standards and new assessments are too much, too soon.

Although the standards have been adopted by 45 states and the District of Columbia, New York is one of only a few states testing students on the Common Core this year. Most states begin Common Core testing in 2014, which is the year recommended by the federal government.

Other highlights of the Representative Assembly included addresses by President Dick Iannuzzi and NYS Sen. Charles Schumer.

The BTF representatives elected are as follows:

Phil Rumore
Edith D. LeWin
Barbara Bielecki
Tom Gattie
Lynn M. Garcia
Lynn M. Diagostino
Melinda MacPherson Sullivan
Kevin M. Gibson
Rebecca Pordum
Marc Bruno
Barbara Hall
Paula P. Prince
Joseph R. Montante
Barbara Russo
Roger Aumick
Chris Salamone
Sue Raichilson
Linda Sieckmann-Dugan
Peter Brancato
Susan Fry-McNamara
Diana L. Chutko
Carolyn Flynn
Phyllis Mays
Cathy Stearns
Thomas Anthony
Desiree Breckenridge-Barnes

In an emotional speech, Iannuzzi urged delegates to attend a massive rally on June 8 in Albany to fight for the future of the state's public education system.

He said the rally is "a fight about the truth, not the lies we suffer every day...about celebrating, not demonizing educators... it's a fight about informative assessments, not the tyranny of obsessive standardized testing...it's a fight about funding for pupils and teachers, not Pearson and testing!"

Schumer, introduced as the strongest ally and advocate of NYSUT and public schools in the US, announced, "I love teachers."

"We know how important teaching is. We know we cannot maintain our place if we don't maintain the best educational system in the world.

"How about trying a little collaboration for a change?" he asked. "How about working with teachers for a while instead of against them?"

The best way to do that, he said, is to financially support education. Schumer pledged his support for increased federal aid and programs that range from pre-kindergarten to career and technical education.

NBI for NCUEA and NEA Representatives Assembly

STATEMENT OF MOTION: The NEA will work with the AFT to develop a unified action plan to address the educationally destructive, divisive and punitive initiatives that are undermining teaching and learning and which are not only destroying our students' love of learning but their ability to think critically and be creative.

Such unified action plan may include but should not be limited to:

- developing a unified message relating to the damaging impact and shortcomings of the reliance on standardized testing of our students on our students and educators,
- implementing a positive agenda of what will help teachers teach and students learn,
- creating a unified plan to replace Arne Duncan as Secretary of the Department of Education and bring about the changes in the policies of the Department of Education that will help teachers teach and students learn,
- removing from State and federal legislation the requirement that 95% of the students enrolled in schools be required to take State assessments or lose funding (e.g. Section III (b) (2) I (ii)) as said requirement is being used against parents who wish to remove their children from the harmful effects of standardized tests. (See letter to President Dennis Van Roekel, NEA and President Randy Weingarten, AFT at http://btfny.org/news/fight_memo.pdf.)
- a unified action plan to defend our members against the abusive and destructive evaluation procedures,
- a unified message to members based on those concerns,
- a unified national message based upon those concerns,
- organizing a National Day of Protest against the abuse of standardized testing, e.g. at a time certain the burning of bubble sheets and/or examples of standardized tests and a call for the ending of the institutionalized child abuse imposed by said testing,
- collaborating with other concerned organizations.

RATIONALE FOR MOTION:

In these difficult times, now more than ever, both NEA and AFT, while keeping their own identities and beliefs, must find a common ground to work together in the interests of our students and those who participate in their education to end the institutionalized child abuse called standardized testing as well as competitive funding based upon unproven and educationally destructive programs and regulations.

We must also assist parents who wish to protect their children from the harmful effects of standardized tests.

MAKER: Phil Rumore
ASSOCIATION: Buffalo Teachers Federation
SECONDER: Morton Rosenfeld
ASSOCIATION: Plainview-Old Bethpage Congress of Teachers
(May 10, 2013)

Historic Book Distribution Complete

The historic distribution and delivery of 34,000 age/grade level appropriate books for all Buffalo Public School students is complete.

"A Book of Their Own," a distribution program initiated by BTF President Phil Rumore, was coordinated by BTF Treasurer and Presidential Assistant Barbara Bielecki who worked with First Book and the schools.

"This will be a yearly project so that each year from Pre-K-12 our students will have a book they will cherish," Phil explained.

"Studies have shown that having books in a home impacts greatly on a students' ability and desire to read."

The program was initiated by Phil after he saw a presentation by the First Book organization which provides new books at 80-90% of their cost or for free, except for a 45 cent shipping and handling fee.

Working with First Book, The American Federation of Teachers (AFT), one of the BTF's national affiliates, New York State United Teachers, (NYSUT), BTF's state affiliate, and The Teacher's

Desk, the project was organized. Phil's goal was to present each of the district's 34,000 students with their own book.

"When I was a child, we had a very old set of The Book of Knowledge that I would open to explore science and the world around me. To this day, I remember that ancient set of books and the wonders it unfolded. We want each of our students to share that wonder by having their very own book," Phil explained.

Teachers at each school selected book titles for each of their students. One teacher at each school, usually with the help of other teachers, volunteered to under-take the task of collecting the desired book titles from teachers, sending the information to First Book and arranging for their distribution.

At the BTF's request for its "A Book of Their Own" program, Disney was the main provider of books. Disney, which has books for all ages/grade levels and works with First Book frequently, agreed to do their best to honor the request. The BTF also had first choice of titles from many other publishers.

Provocator Wins Two Journalism Awards

The *Provocator*, official publication of the Buffalo Teachers Federation, has won two awards in the 2013 Journalism Competition sponsored by the New York State United Teachers (NYSUT).

The annual competition includes categories for both retirees and in-service communications, recognizing outstanding NYSUT local union publications produced between Sept. 1, 2011 and Aug. 31, 2012.

Winners were recognized during the NYSUT Journalism Awards Luncheon April 27 at The Hilton Garden Inn in Troy.

BTF President Philip Rumore won an Award of Distinction for Best Opinion Writing for an editorial, entitled, "Those Who Teach."

The *Provocator* also received an Award of Distinction for best Union News story, written by Editor Chris Salamone. The story was entitled, "APPR MOU, Created With Teacher Input, Approved Overwhelmingly By Members."

Buffalo Teachers Donate More Than \$3,000 To The 51st Annual Variety Kids Telethon



More than \$3,000 was donated by members of the Buffalo Teachers Federation to the 51st Annual Variety Kids Telethon, which was broadcast on March 24 on WKBW-TV, Channel 7.

The Buffalo Teachers' donations contributed to the Telethon's grand total of \$1,225,777. The Variety Kids Telethon in Buffalo is the oldest locally produced Telethon in the world and this year it was chaired by Michael Benevento.

In addition to Women & Children's Hospital of Buffalo, funds from the annual Telethon go to the Robert Warner M.D. Center for Children with Special Needs and other Western New York children charities including BornHava, CAPS, Inc., SABAH, Big Brothers, Big Sisters, various Boys & Girls Clubs, and the St. Mary's School for The Deaf.

Rachel Binda-Lis, co-chairperson with Ruyvette Townsend of the BTF Public Relations Committee, which organized the district-wide participation, would like to thank the following schools for their participation this year: School #3, D'Youville Porter Campus School; School #43, Lovejoy Discovery; School #45, International School; Hutchinson Central Technical High School, and a VERY SPECIAL THANK YOU to Southside Elementary for donating more than \$1,300 this year!

Mrs. Binda-Lis said she would like to see more schools participate in future telethons.

"Please consider participating in this worthy cause in the future. With your continued help, we look forward to beating our total next year," Binda-Lis said.



"The 52nd Annual Variety Kids Telethon will be held Sunday March 30, 2014."

Additional Information on Variety - The Children's Charity of Buffalo & Western New York, and the annual Telethon can be found online at www.varietykidstelethon.com

BRTA Keeps Retirees 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, a Holiday Luncheon in December, a Winter Luncheon is held in February, and a Spring Luncheon is 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 week-long cruises, day trips to various locations within a 100-mile radius, overnight trips outside NYS, and theater trips to Toronto, Erie, PA and Shea's Buffalo Theatre.

The BRTA Newsletter, printed five times per year, keeps members informed of all important issues.

And although retired, members of the BRTA don't forget the students. Each year, four \$1,000 scholarships are awarded to graduating seniors of the Buffalo Public Schools.

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

EXTENDED PAY PLAN QUESTIONS & ANSWERS for The 2013-2014 School Year

Periodically, the BTF receives inquiries about the Extended Pay Plan. Essentially, the Extended Pay Plan is a form of 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 an optional one for any Buffalo teacher who wishes to participate.

Any teacher who wishes to participate in the Extended Pay Plan for the summer 2014 should be aware of the following information:

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

A. You decide how much you want to receive during the summer of 2014. Assuming there are no difficulties, payroll deductions occur from 20 paychecks during the 2013-2014 school year. The amount you receive will depend on which option you select.

Q. How do I receive my summer checks or direct deposits?

A. You may receive your summer payments or direct deposits in one, two, or four checks or direct deposits. BTF will mail checks to you. (Please see Direct Deposit Section below.)

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

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

Option 1: One check or direct deposit issued during the summer recess.

Formula: To determine the exact amount of the summer paycheck or direct deposit under **Option 1**, multiply the amount withheld each payday times 20.

Example: \$100 withheld per payday times 20 equals \$2,000. If you saved \$100 per payday and selected Option 1, your one summer paycheck or direct deposit would total exactly \$2,000.

Option 2: Two paychecks or direct deposits issued during the summer recess.

Formula: To determine the amount per check or deposit under Option 2, multiply the amount withheld each payday times 20 and divide by 2.

Example: \$100 withheld each payday times 20 equals \$2,000 divided by 2 equals \$1,000. If you saved \$100 per payday and selected **Option 2**, your two summer paychecks or 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 Option 3 multiply the amount withheld each payday times 20 and divide by 4.

Example: \$100 withheld per payday times 20 is \$2,000 divided by 4 equals \$500. If you saved \$100 per payday and selected Option 3, your four summer paychecks or direct deposits would each total exactly \$500.

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

A. Currently more than 1600 teachers are participating.

Q. How do I sign up?

A. Contact your building delegate for an application form or call Barbara Bielecki at the BTF Office (881-5400).

Q. When should I sign up for summer 2014 checks or direct deposits?

A. Submit your form during the month of June for the following September.

Q. How do I make a withdrawal?

A. One withdrawal per year is allowed. Call the BTF and ask to speak to Barbara Bielecki or her secretary and they will take the necessary information over the telephone, or you can write a letter requesting the funds. In that letter please include your name, social security number, payroll school, address and the amount you have taken out of your paycheck for extended Pay Plan per pay period. Please be advised that it takes three to five days to process a check.

Q. Am I allowed a second withdrawal?

A. Yes, however, if a second withdrawal is needed, you will be asked to pull out of the Program.

Q. Will I be able to have an early check before the scheduled payments?

A. No. To keep our records accurate and up-to-date, and provide sufficient time for our accountants to review the accounts, there will be no withdrawals after June 1 (of each school year) unless there is an extraordinary circumstance, which is to be accompanied by appropriate documentation.

DIRECT DEPOSIT:

The BTF/Extended Pay Plan Program and First Niagara Bank have reached an agreement for Direct Deposit that can make your summer checks efficient and safe. Please consider this benefit:

- 100% of the funds are available when the funds are deposited to your account
- Funds are in your account when you are on vacation or sick
- No worries if the mail is late

To get Direct Deposit, you will need to complete the white authorization form and include a voided check from the account you are going to use and return it to the BTF.

First Niagara Bank will have your Extended Pay Plan funds electronically deposited during the Summer of 2014 into the bank of your choice. You do not need to have an account at First Niagara Bank.

Please remember that if you close the checking account that your Extended Pay Plan funds are deposited in, YOU MUST notify the BTF before June 1 of the same year you expect to receive direct deposits. You must also provide the BTF with a voided check from the new account you will be using.

If you already have direct deposit for your paycheck from the Board of Education, you can use that same account for your BTF summer pay (Extended Pay Plan) by inserting the account numbers from that account on the form provided by the BTF. Please call the BTF and ask for that authorization form or see your BTF delegate in your building. Also, please make sure to attach a voided check from the account you wish to use; **a deposit slip is not acceptable**, and please include your Social Security number and District Employee I.D. # in the space provided on the form.

* **Special Note: If you receive paper checks, please be aware that they are only cashable for 60 days after the date of issue, as stated on the front of the check.**

Retirements

2012-2013

Retiring Teachers Clock More Than 1,200 Years In Buffalo Classrooms

Forty-eight teachers, with more than 1,200 total years teaching in the Buffalo School District, attended the annual BTF Retirement Dinner May 31.

The dinner was held in Salvatore's Italian Gardens on Transit Road in Depew.

BTF President Philip Rumore thanked the retirees for their many years of service and called them the "backbone of the organization."

He said the retirees "impacted thousands of students and their children" and would never "know all the people you have touched."

Phil also told the retirees to enjoy their retirement because "you worked hard for it and you earned and deserve every benefit you get."

The retirees and the number of years in the district are:

• Jacqueline Jordan	35	• Anne Surwill	26
• Deborah Kelly	35	• Victoria Kozar	25
• Donald Leone	34	• Gaylynn Kucskar	25
• Susan Stoler	34	• Michael Mirand	25
• Rosa M. Colon	33	• Art Pepe	25
• Michele R. Davis	33	• Phyllis Zak	25
• Mary Russo Cerny	33	• Lydia Ayers-Perry	24
• Myra Burch	32	• Margaret Kerrigan	23.5
• June Karbowski	32	• Mary Anne DePriest	23
• Sue Wilson	32	• Sheila Johnson	23
• Cynthia M. Yarborough	32	• Barbara Whitcomb	23
• Mary Pat Furey	30.5	• Eileen Crane	22
• Beth Colby	30	• Lita Bouquard	21
• Debbie Gattie	30	• Maryellen Kay	20
• Helen M. Gibson	30	• Ronald E. Dodolak, Sr.	19
• Theresa Quider	30	• Alicia Granto-Estenoz	18
• Beverly Szen	30	• Johnny Singletary	18
• Reta Wedderburn Marshall	30	• A. Barbara Schwimmer	17
• Linda Edwards	29.4	• Terri Daley	15
• Thomas Centofanti	28.5	• Vivian Newman	15
• Christine A. Wittmann	28	• Beverly A. Reczek	15
• Bridget Richardson	27	• Valerie Randall	13
• Claudia Walsh	27	• Cheryl Hogg Chapman	9
• Issa G. Roustum	26	• Josefina Sosa	6





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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.

SKIN TREATMENTS FOR MEN AND WOMEN



Daily life can be tough on your skin.
Make an appointment today with the experts at the Skin Center.
We'll help you uncover your natural beauty.

We still gladly accept the BCBS Cosmetic Rider!

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- Acne/Acne scars - Age and sun spot removal
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**Free Camp Programs
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The 20th annual Willie "Hutch" Jones Educational & Sports Programs will be available free to 7-16 year Buffalo and Lackawanna residents, beginning July 8.

The programs, which begin and end at varying times throughout the summer, include finance management, theater & arts, math camp, science camp, computer camp, dance, volleyball, swimming, basketball, golf, soccer, tennis and baseball.

For updated information, call 715-4980 or pre-register at whjsc.org.

Photographer Needed



The BTF is seeking a photo editor for its official newspaper, *The Provocator*.

The successful applicant must be available to take photos for the BTF whenever necessary, including evenings, weekends and some school days.

Interested persons should contact Barbara Bielecki at 881-5400.

Sick Bank Changes Due By June 21

Attention All Teachers: It's time to join or make changes to your Sick Leave Bank Enrollment.

Requests to enroll, change or withdraw membership in the Sick Leave Bank must be in the BTF office no later than 5 p.m. Friday, June 21.

To enroll or change the number of days donated to the Sick Bank, complete both the purple enrollment card and the grey authorization card, which are available through your building representatives.

Reminder, teachers donating one day who failed to change their contribution must re-enroll if they want to continue membership in the Sick Leave Bank program.

Effective August 2011, to become a member and maintain membership in the Sick Leave Bank, a teacher must donate a minimum of **two** days per school year of his/her accumulated sick leave. A maximum of **four** days per school year may be donated. Membership in the Sick Leave Bank will be continuous without the necessity of filing a new application each year.

Teachers wishing to terminate membership must withdraw by written request. These requests must be mailed by certified return receipt requested only!!

Faxed copies cannot be accepted.

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BTF Receives \$320,000 NEA Media Grant

A \$320,000 media grant, one of the largest grants awarded, has been presented to the Buffalo Teachers Federation.

The grant is awarded by the National Education Association (NEA), a national affiliate.

The BTF and New York State United Teachers (NYSUT) applied for the grant in January.

The grant will provide the BTF with the funding for a media campaign to highlight all the good things that BPS teachers are doing and to organize parents and community groups who want to work positively with teachers to help students.

We thank our good friends at NEA and NYSUT for their assistance.

PROVOCATOR

BUFFALO TEACHERS FEDERATION
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BUFFALO, NEW YORK 14201
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Letters to the Editor

BPO Conductor Thanks BTF

Thank you for your generous underwriting of 100 tickets that will allow Buffalo Public School students to attend the BPO with Kathleen Battle.

JoAnn Falletta

BTF Donates To NFIEC/BAE Fund

On behalf of the Niagara Frontier Industry Education Council/Buffalo Alliance for Education, please accept my sincere thank you for the generous donation of \$250 in sponsorship of the Commitment to Education Awards Breakfast held on April 23.

Your donation directly supports the BEEP Scholarship program. The goal of this scholarship is to provide funding for high school students pursuing a post-secondary degree. This is an exciting time for NFIEC/BAE, we are grateful for your continued generosity and support.

Thank you again for your generous support.

Sincerely,
Kathleen E. Ballard
Executive Director
NFIEC/BAE

**ON BEHALF OF THE B.T.F.
OFFICERS AND STAFF
HAVE A SAFE AND RESTFUL
(IF POSSIBLE)
SUMMER LAY-OFF**

We will be here to keep you up to date

BTF Backs History Bee

Thank you for your generous donation to this year's American History Bee for 8th graders in Western New York.

The event was a huge success and all involved had a wonderful time. Encouraging our youth to actively engage in their studies is a rewarding experience, one we are very proud of and we are happy you joined us. In future years we hope to continue our partnership in this event as it will continue to grow in years to come.

Thank you again for helping make this event a success.

Respectfully,
Lawrence Patti Jr., president
Forest District Civic Association

BTF Supports HWL Scholarship Luncheon

Thank you so much for your support of our 33rd Annual Hispanic Women's League Scholarship Luncheon, "Honoring our Past and Celebrating our Future." We are humbled by the generous support of our sponsors and were able to raise over \$8,000. The overwhelming success of our 2012 luncheon proceeds will ensure our ability to continue to award college scholarships to deserving Latino women in the WNY region.

We encourage your continued support of the mission of the Hispanic Women's League. We are proud of our past accomplishments and look forward to future endeavors with our generous supporters and friends.

Sincerely,
Ellen Sullivan-Garcia
Carmen Doeseckle
Co-chairs 2012 HWL Luncheon

BTF Supports HOME's 50th Anniversary Gala

Thank you! We asked and you delivered again! You came through in such a major way with your extreme generosity. Your donation has helped to make HOME's 50th Anniversary Gala a great success. We are pleased to announce that this year's fundraising activities netted over \$35,800.

As this is an annual event, we will endeavor to exceed the success of this year when we gather again next year to celebrate HOME's 51st Anniversary. We can only do so, however, with your much appreciated support-it truly is an integral part of our continued advocacy for fair housing.

Thanks again (and again!),
Shannon M. Koehn
Associate Director

Rumore Control 881-4818



Visit our Website www.btfny.org