



Buffalo Teachers Federation, Inc.  
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President, PHILIP RUMORE

October 3, 2022

MEMO TO: Dr. Tonja Williams, Superintendent, BPS  
Nathaniel J. Kuzma, General Counsel, BPS  
Members, Buffalo Board of Education

CC: Robert J. Reden, Esq., Fact-Finder, PERB

FROM: Philip Rumore, President, BTF

RE: Contempt, Distortions and Duplicity

Once again, you continue to distort and reverse your statements and commitments in negotiations.

In your September 29, 2022 correspondence ([Click Here](#)), where you provide two (2) dates on which to resume negotiations (either October 5<sup>th</sup> or 7<sup>th</sup> 2022), you state, “The District prefers the fact finder attend the meeting” (emphasis added).

Then, in your September 30, 2022 correspondence ([Click Here](#)), you state, “The District's willingness to meet prior to the issuance of a fact-finding report is contingent on Mr. Reden being available and willing to attend the sessions” (emphasis added).

How can the Superintendent and Board, who should/must have read this, allow this?

In your September 29, 2022 correspondence you state, “The District’s intent in meeting is to continue to discuss our respective proposals with the intent of reaching an agreement that we all agree reflects the dedication and commitment of Buffalo teachers.” (emphasis added).

In response to our September 30, 2022 correspondence to Superintendent Dr. Tonja Williams, Nathaniel Kuzma and Robert Reden, we, in addition to suggesting meeting on both October 5<sup>th</sup> and 7<sup>th</sup>, 2022, provided you with issues/proposals to start with, that we have discussed and/or which there was some indication of possible agreement or the need for more information.

Then, in your September 30, 2022 correspondence, in contradiction to your September 29, 2022 correspondence, you state, “Further, at the meeting, our expectation is that we will discuss each other's respective packages for a successor agreement and not individual proposals.”!

Your duplicity and lack of honor that you have and continue to demonstrate in negotiations is a slap in the face of your dedicated teachers.

Since the fact finder has stated he is out of the country but will meet via Zoom on the 6<sup>th</sup> or 7<sup>th</sup> of October, we will be prepared to meet with him.

However, it appears that we will be forced to present a no confidence vote in the Superintendent and Board of Education on October 11, 2022.

We will also be preparing for other decisive actions.

You have and continue to delay negotiations, have forced us to file three (3) improper practice charges against you, presented insulting and demeaning proposals, distorted negotiations in the media, and demonstrated duplicity in negotiations.

Have you no honor? Do you really care about your dedicated and committed teachers? The answer is all too clear.

cc: All Buffalo Teachers