

# PROVOCATOR

October 2019

OFFICIAL PUBLICATION OF THE BUFFALO TEACHERS FEDERATION VOLUME 50/NUMBER 1

DEDICATION  
SOLIDARITY  
PROFESSIONALISM  
PRIDE  
SECOND TO NONE



## Solidarity Rally Brings Out Hundreds of Angry Teachers Seeking a New Contract

“Our solidarity will not be broken!” was the message sent loud and clear Sept. 18 when an estimated 200 teachers rallied outside Waterfront School prior to the Board of Education meeting.

“They are trying to break our solidarity,” BTF President Phillip Rumore told the crowd. “That isn’t going to happen! This is one of the largest demonstrations of angry teachers we’ve had.”

The rally was called after a series of negotiation delays resulted in the BTF filing an improper practice charge against the district.

After the rally, Rumore, accompanied by about a dozen teachers, addressed the school board and superintendent.

He said the negotiating teams for the BTF and the district had their first meeting on April 2 despite language in our contract that states negotiations are to start no later than the first Tuesday in January of the final year of the contract.

“When we did meet, after making Board-sought changes to the negotiations ground rules that we have used for many years, the district unequivocally and adamantly refused to agree to the ground rule that we would agree to set two tentative negotiating sessions with agreed time limits,” Rumore explained.

He said “the district refused to negotiate” and did not send dates for negotiations. Inquiries made to the superintendent and negotiating team went unanswered.

“Why no dates for negotiations since April?” Rumore asked incredulously. “We have a lot of other priorities that we have to address,” he said District negotiations spokesman Nate Kuzma, District General Counsel, replied.

“In short,” Rumore explained, “teachers, we have more important things to do instead of negotiating a new contract.”

He said the district also threatened at least twice to hinder negotiations by failing to agree on ground rules or set



dates.

“This is a heck of a way to start this year off,” Rumore told the Board. “You say we are not important to you, but you can give raises to all your top administrators. I am shocked you would treat your teachers this way.”

After the BTF filed its charge against the district, it agreed to schedule five dates for negotiations.

The BTF negotiating team includes Phil Rumore, Vice President Rebecca Pordum, Treasurer Joseph Montante, Sophia Howard-Johnson, Thomas Gattie, Dennis Licherelli, and the LRS staff.

## District Contract Proposals Interpreted by BTF

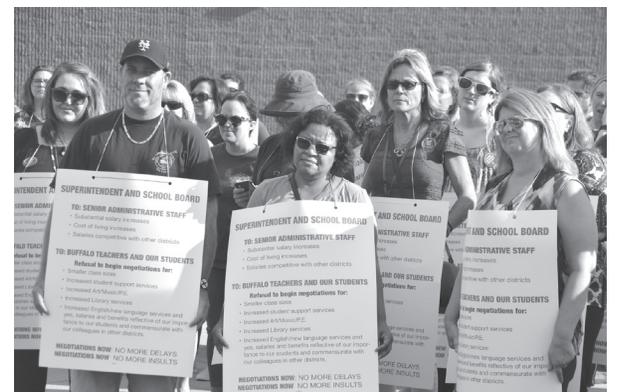
Contract negotiations finally got underway September 25th when the BTF and District negotiating teams exchanged proposals.

However, when the proposals were read during the Council of Delegates meeting the next day, the representatives were appalled and angry, and made a motion that the proposals be available to all teachers.

BTF President Phil Rumore gave the delegates the “lowlights” of the District’s proposals.

He said the District’s plan does not include any improvements for students or a new salary schedule for teachers.

The District’s proposals include the following:



- No class size limits in the Virtual Pathways Program
- District can assign six teaching periods instead of five
- Increased teaching time
- Removing Art/Music/PE for K-6
- A dress code for teachers
- Eliminating requirement to provide “adequate attendance books, paper, pencils, pens, chalk, erasers and other subject material required in daily teaching responsibilities”
  - That only tenured teachers can grieve being disciplined
  - Removes suspension of students who assault or menace a teacher
  - Increases faculty meetings from 10 to 20 per year and from one hour to 1.5 hours each.



## NEGOTIATIONS – THE WORST START EVER

First, when negotiations started in April, instead of January, the District refused to agree to one of the ground rules establishing that both sides would agree to two tentative dates for negotiations.

Next, when we continued to call for negotiations to commence, the District refused to respond.

When the District responded in September, it again refused to agree to ground rules.

When we finally, on September 25, exchanged proposals, they were some of the worse attacks on teachers, and our students, in negotiations ever, as you saw in our September 27, 2019 Superintendent's and Board's Contract Proposals correspondence.

Among the attacks on students were:

- Proposals V a) (ii) and VI b) - Removing the mandate for Art/Music/PE in K-6
- VII a) - Eliminating the requirement for teachers to have adequate teaching supplies
- XII b) - Removing "If mutually agreed that the pupil's behavior cannot be expected to improve another placement will be provided."

**And there was no salary proposal.**

**And there was still no salary proposal when we met on September 30.**

At our first meeting, we advised the District's negotiating team that we had an Executive Committee and Council of Delegates meeting the next day and that we had been asked to provide an update on negotiations. If asked for a summary of the proposals, we would do so. The District's team was also advised that without the ground rule requiring each side to keep proposals from the media, we could not guarantee that distribution to the media would not happen.

The District again refused to agree to the ground rules.

As you know, the Council of Delegates was so outraged by the District's proposals that a motion was made to provide you with a summary.

Once the District learned that you had been provided with a summary, they issued a statement that in effect called us liars. Sort of like crying "Fake News".

Our summary is accurate and you have the right to be outraged.

The Superintendent and Board are obviously trying to scare us and break our solidarity so that we will agree to anything they offer.

**NOT NOW**

**NOT EVER**

**Note:** In *The Provocator* is an article that was printed in *The Challenger*. What Mamie Kirkland witnessed, in addition to being horrific, is not only a reminder of what occurred, but also of what, to some extent, is occurring today to too many in our country. Some are saying instead of ropes, today, guns and other weapons are being used.

## 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, April Hall,  
Sophia Howard-Johnson,  
Trisha Rosokoff, Janine Schuster  
Ruyvette Townsend

#### 7-12

Dennis Brancato, Patrick Foster,  
Lynn Garcia, Melissa Kenney,  
M. Sue Raichilson, Chris Salamone,  
Eve Shippens-Nieves

#### K-12

Susan Baker, Amy Flynn,  
Nicole Herkey, Ellen Malone,  
Mark Mecca, Gregory Sawicki,  
Elizabeth Spiro-Carman

#### At Large

Tom Anthony, Marc Bruno,  
Mike Mecca

#### BTF Headquarters Staff

Philip Rumore, *President*  
Joseph Montante, *Presidential Assistant*  
Rebecca Pordum, *Presidential Assistant*  
Tim Connick, *NYSUT Counsel*  
Jenna Burke, *NYSUT Labor Relations Specialist*  
Matthew Kibler, *NYSUT Labor Relations Specialist*  
Robert Mueller, *NYSUT Labor Relations Specialist*

Visit Our Updated Website  
[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 six times during the 2019-2020 school year as a service to BTF members and interested parties in the community. Subscription price is included in BTF dues.

**Postmaster**, send address changes to:  
BTF Provocator, 271 Porter Avenue,  
Buffalo, New York 14201.

**Advertising:** Rates and anticipated publishing schedule may be requested from the BTF, 716-881-5400, FAX 716-881-6678. Although advertising is screened, advertising does not imply BTF endorsement of the product, service or the views expressed. Your patronage of our advertisers is appreciated.

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

October 2019  
Volume 50, No. 1  
Circulation 4400

# Letters to the Editor

## **BTF Donates to STEAM Discovery Camp**

On behalf of the Board of Directors, children and families enrolled in the STEAM Discovery Camp, thank you! We are truly appreciative for the BTF's sponsorship of \$350, which covered transportation costs to attend the New York Power Authority field trip.

The 62 participants and parents were very engaged and busy this summer. In keeping with the focus of our camp, all program youth participated in hands-on learning activities that related to weekly STEAM themes. The themes included: Science: Cool Science; Technology: Simple Machines; Engineering: Build It; Art: Bring out the Artist in Me; and Math: Music, Math and More!

Listed below are highlights of the STEAM Discovery Camp:

- Each day began with mindfulness and meditation to prepare campers for their day.
- Participated in math, reading, writing (journaling), indoor/outdoor enrichment.
- Music lessons, learning about tempo and rhythm, melody and musical selections. They learned how to play drum sticks, shakers, recorder and xylophone. A new component this year centered on exploration.
- Explored Buffalo, modes of transportation, inventors, inventions and career.
- Word Work activities learning letters, phonics, phonemes, blends, consonant and vowel sounds. Activities included spelling games, coloring, matching activities, writing sentences and acting out words and phrases.
- Learned how to make smoothies, parfaits, popcorn balls, Rice Krispie treats and chocolate mousse while learning math and science.
- Attended eight field trips: Explore and More Children's Museum, Herschel Carrousel Factory Museum, New York State Power Authority, Colored Musician's Club, Camp Centerland Field Day, National Summer Day of Learning at Beaver Island and the Strong Museum.
- Experienced intergenerational programming through their community service project. Youth participated in a one-day service project with senior citizens at the Clemons Hodge Center.

They read with the seniors, made arts and crafts, had lunch and played board games.

- External agencies also provided programs and curriculum. Among them were: The Girl Scouts offered Cyber Safety; UB Dental Clinic offered role playing and Dental Jeopardy on dental hygiene; Buffalo Fire Department brought a fire truck on site and talked about fire safety and fire careers; Buffalo Police Commissioner, community police and K-9 Division discussed their duties and citizen responsibilities; and Raven the Science Maven taught the students how to take surface samples, grown and identify bacteria.

Prior to the end of the camp, we hosted an on site carnival. The youth enjoyed games, crafts, kickball, kite flying, bubbles, hula hoops, a bounce house and the dunk tank. The children especially enjoyed dunking their teachers and camp coordinator. They also had popcorn, snow cones and fried dough.

The STEAM Showcase was the grand finale, end of the program celebration. Approximately 175 parents, family and friends attended the celebration and received a sampling of what our youth learned during camp. Activities were shown through displays, oral presentations, skits and musical selections.

We are truly appreciative of your support!

Best Wishes,  
Tanya Staples, President  
First Shiloh Youth Foundation

## **Student Thanks BTF For Support of Say Yes**

Thank you so much for your support of the Say Yes scholarship. I graduated from Hutch Tech High School and recently graduated from UB with a degree in Business. This summer I interned at Say Yes Buffalo.

I appreciate your generosity, which is helping thousands of young people like me.

Sincerely,  
Tesfaye Adella

## **BTF Gives PAL \$1,000 For Reading Program**

Thank you for supporting the Police Athletic League of Buffalo, Inc. by appointing the Buffalo Teachers Federation as an Honor Roll Sponsor of Mayor Brown's 18th Annual Reading Rules! Kids' Summer Reading Challenge.

The Buffalo PAL and our Board of Directors appreciates the Buffalo Teachers Federation's generous donation in the amount of \$1,500, which was invested into providing this summer Champion Readers with thousands of free children's books, book bags, and educational prizes along with free breakfast, snacks and children's entertainment.

I am happy to inform you that 1,700 students in grades K-12, who predominantly reside in the City of Buffalo completed the 18th Annual Kid's Summer Reading Challenge and qualified to attend Mayor Brown's Awards Ceremony for Champion Readers on August 24 at the Buffalo Niagara Convention Center.

Thank you again for supporting the largest educational program of the summer for PAL youth who are living at or below poverty level and at risk for summer learning loss. I look forward to growing and strengthening our partnership with the Buffalo Teachers Federation, and hope you continue to enjoy an abundance of great health and happiness this year.

Sincerely,  
Judith Sperry  
Development Director

## **BTF Sponsors Matt Urban Fundraiser**

On behalf of our staff at the Matt Urban Center, I want to thank you for your generous sponsorship of our Buffalonia fundraiser.

The event was a huge success in raising funds for our programs and we greatly appreciate your ongoing support.

With gratitude,  
Sarah Maurer



## Welcome New Members

We are initiating this new member welcome section of The Provocator. It is not only to recognize them for joining the BTF, one of the strongest unions anywhere, but to give you a chance to take a minute to welcome them as many already have.

Welcome new members. We are here if you need us.

Phil Rumore, President, BTF

James Agro  
Suzanne Allen  
DeMario Badger  
Justin Barleben  
Kimberly Barone  
Tonya Barrett  
Ann Beyer  
Stephanie Biggie  
Casey Bissett  
Garrett Brady  
Wendy Brennan  
Kevin Brick  
Renee Brown  
Anna Bundy  
Kristen Burke  
Madeline Burns  
Patricia Caputy  
Sean Casilio  
Benjamin Chaffee  
Shatasha Cole  
Sadie Marie Conway  
Rene Cooley  
Sarah Cosgrove  
Grace Cunningham  
Tiana Daniels  
Erica DeCicco  
Gina DiBenedetto  
Maria DeFeo  
Lindsay DeFilippis  
Jennifer Deyoe  
Lynae Doverspike  
Enadrienne Dubose  
Jillian Dutchess  
James Dyckman  
Stefanie Egan  
Alexandra Elias  
Neha Enser  
Melissa Faber  
Mick Fallis  
Christine Farrell  
Joseph Fennie  
Emma Florian  
Annalise Freling  
Ian Frey  
Maria Frick  
Jennifer Gagne  
Edward Gallio  
Natalie Galus  
Talaria Gamble  
Amanda Ganter

Cara Giglia  
Sophia Gillmer  
Laura Hann  
Safiya Hassan  
Esther Helliwell  
Angelika Hennings  
Benjamin Hocking  
Cassandra Holic  
Stephanie Howell  
Kelvin Hux  
Amy Jaskowiak  
Katheryn Jean-Baptiste  
Matthew Just  
Alfred Kanyuru  
Susan Karstetter  
Marshall Kelkenberg  
Chloe Kettelman  
Sarah Kirchberger  
Jacob Klau  
Jerome Krajna  
Michael Kubera  
Melisa Lambe  
Lisa Latempa  
Amanda Life  
Devin Lipsitz  
Edar Liu  
Samantha Lora  
Chad Loughran  
Ellie Markarian  
Monica Marks  
Meghan Mathewson  
Shannon Meyers  
Maximilian Michael  
Melissa Minorczyk  
Richard Morton  
Marcus Moses  
Sean Jamie Moskal  
Valeria Mosley  
Ashley Moulin  
Shannon Mulhern  
Nicolette Navarro  
Amy Nienhaus  
Julissa Nieves  
Shaheedah Nieves  
Benjamin Oberholtzer  
Joshua Ohlson  
Stephanie Owen  
Elizabeth Pawlowski  
Patricia Peacock  
Kalie Pfohl

Rachel Piazza  
Erik Prophet  
Chad Quain  
Kelsey Redden  
Meagan Riordan  
Dana Rizzotto-Morton  
James Roberto  
Jillian Robertson  
Alicia Roehrig  
Michelle Ross  
Christine Rottger  
Ryan Sajdak  
Nicole Sayre  
Rebekah Scaglione  
Elise Schack  
Jared Schickling  
Julie Schihl  
Lindsay Schneider  
Natalie Schnorr  
Christopher Schork  
Michael Schroeder  
Elena Scrivani  
Ashley Selz  
Lauren Semo  
Jordan Shuck  
Mary Sica  
Crystal Shaw  
Theresa Smiley  
Lauren Snyder  
Amy Stelmach  
Brianna Stressinger  
Asma Syed  
Andrea Tasevski  
Rebecca Tintor  
Joshua Treu  
Van Volkenburg  
Erika Vertigan  
Kevin Vicaretti  
Tara Vukelic  
Melissa Walsh  
Celeste Watson  
Cheryl Wick  
Kelly Wilczynski  
Tatyana Williamson  
Lisa Wilson  
Lydia Witherspoon  
Joyce Yan  
Demeke Yeneayhu  
Jennifer Yund  
Meredith Zimmer

## Sean Ryan Announces Candidacy for State Senate

Sean Ryan, a member of the New York State Assembly, officially announced his candidacy for the NY State 60th District Senate seat in the 2020 election.

Ryan has represented the 149th Assembly District since 2011 and has sponsored several bills that NYSUT and the BTF have pushed for.

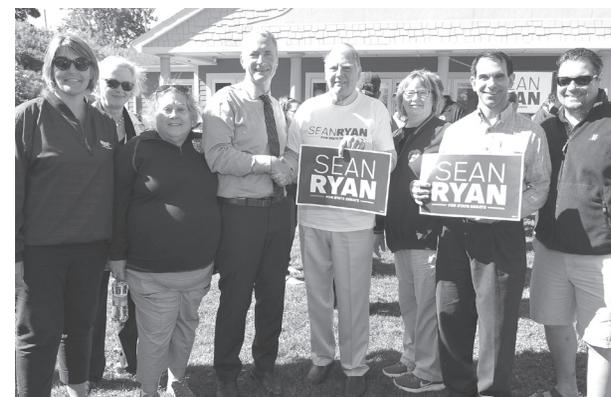
He was endorsed September 26 by the BTF Executive Committee and Council of Delegates.

Ryan made the announcement on September 4th during a celebration in Niawanda Park, Tonawanda. At least 200 supporters gathered to hear the announcement which was described as the “worst kept secret” in WNY politics.

Among the attendees were BTF President Phil Rumore, Vice President Rebecca Pordum, Treasurer Joseph Montante, and Executive Committee members Liz Spiro Carman, Lynn Garcia, Nicole Herkey, and Mark Mecca.

The 60th District Senate seat is currently held by former Board of Education member Chris Jacobs, who first won election to the post in 2016. Jacobs has decided to pursue the US Congress seat recently vacated by Chris Collins.

Although democrats took control of the State Senate in 2018, there is only one democratic senator west of Syracuse currently in office. Should Ryan win election in 2020, he would join democrat Tim Kennedy who represents the 63rd District. Sean Ryan has been a strong advocate for teachers and has been supported by organized labor unions across Western New York.



**ABOVE:** Members of the BTF Executive Committee pose with NYS Assembly Member Sean Ryan  
Photo by Nancy J. Parisi

## New York State Now Allows Early Voting

For the first time, voters in New York will be able to participate in early voting in the general election. Registered individuals can vote between October 26 and November 3 at any of the 37 designated voting locations. Voters who go to the polls on Election Day, November 5, must vote in their regular polling place.

Early voting polling places are listed on the Erie County Board of Elections website, [www.elections.erie.gov](http://www.elections.erie.gov).

## BTF Welcomes New Professional Staff

There are some new faces around the BTF. As most teachers know, we have three NYSUT Labor Relations Specialists assigned to the Federation. They work out of the BTF office and handle all of the grievances and other labor-related issues that teachers face.

Jenna Burke was hired in March 2019 and has been at the BTF since then. She is an attorney and previously worked as Vice-President and Director of Labor Relations at Chapin International, Inc.

Bright and ambitious, Jenna has learned our contract very quickly and already has represented dozens of teachers in grievance hearings and answered questions for hundreds of teachers on the phone.

In addition, she has filed Improper Practice charges against the District on issues relating to health care and failure to engage in contract negotiations. Her enthusiasm and passion for making sure our contract is enforced is evident and she has earned the respect of everyone with whom she has had contact.

Two new Labor Relations Specialists started at the BTF last month. Robert Mueller holds a Master's Degree in Labor Studies from the University of Massachusetts Amherst. He has 15 years of professional staff experience working as an LRS for The Civil Service Employees Association (CSEA).

Mueller has been the lead negotiator for several public sector bargaining units in Western New York and has a great deal of experience in representational work

in employee disciplinary investigations, due process hearings, and just cause disciplinary grievance matters.

Also beginning his role as an LRS is Matthew Kibler, Esq. After graduating *summa cum laude* from Canisius College with a degree in Political Science, Kibler attended UB Law School and soon after began work as an attorney for Feldman, Kieffer, LLP.

In that capacity, he engaged with clients in various areas of the law including professional liability as well as litigating labor and employment cases through trial. Matt Kibler comes from a family of strong union supporters and teachers.

The Buffalo Teachers Federation is fortunate to have such highly qualified individuals serving as Labor Relations Specialists.

If you have not yet met the LRS assigned to your building, you may need his/her help at some point with a grievance, overage claim, or other labor relations issue. And if you don't, consider yourself fortunate.



ABOVE: Matt Kibler, Rob Mueller, Jenna Burke

## BTF Social Event Takes a New Route

BTF members, friends and guests took advantage of the Social Committee's final event for the 2018-19 school year with a 2-hour cruise aboard the Miss Buffalo.

The June 9 sightseeing tour was held on a beautiful summery day and was attended by about 90 people. Participants paid \$10 for the event and that included snacks. A cash bar was also available for the adults-only cruise.

Participants were greeted as they boarded the vessel by BTF President Phil Rumore, Vice President Becky Pordum, Treasurer Joseph Montante and Social Committee co-Chair Nicole Herkey, coordinator of the event.

Newly-elected School Board member Terrance Heard was among the guests.

The first BTF social event of the new school year is set for Friday, Oct. 25 at Resurgence, 55 Chicago St., Buffalo, from 3:30 to 6:30 p.m. Snacks and a cash bar will be provided.



Visit Our Updated Website  
[www.btfny.org](http://www.btfny.org)

## Did You Know...

That the master schedule for each school should be posted on the teachers' bulletin board or be available to all teachers?

This provision is important to ensure transparency and allows teachers to see that their schedule is equitable with those of other teachers in the building.

This provision was negotiated for you by the BTF and can be found in Article X, I of the collective bargaining agreement.

## Save the Date

### October 25

Afternoon of Solidarity, 3:30-6:30 PM  
Resurgence Brewing Company  
55 Chicago Street

### November 1 & 2

BTF Delegate Leadership Workshop  
Millennium Hotel, Cheektowaga  
Registration begins at 5 PM

### November 21 & 22

Thanksgiving Food Drive  
Drop Food off at BTF Office

### November 25 & 26

Packing and Distributing Food  
to Agencies for Thanksgiving



# Buffalo Woman Turns 111, Recalls Racial Horrors

Mamie Kirkland, who turned 111 years old on September 3, says the secret to her longevity is God's grace. A beautiful spirit with a ready smile, she is an inspiration to us all!

According to her son, Tarabu Betserai Kirkland, this year's celebration was much quieter. Her birthday wish was to attend church, which she did on September 1 at First Shiloh Baptist Church.

As a young child, Mrs. Kirkland survived racial terror and a treacherous migration from the deep south. During her ordinary yet extraordinary life, she raised nine children and became a model of how steady faith and love creates awareness and change. She earned national recognition from the New York Times for her story of hardship and hope, and her courageous return to Mississippi 100 years later is a reminder that we still have a lot of work to do.

She was presented with a Champion of Justice medallion at the opening of the Equal Justice Initiative's National Legacy Museum for telling her story. She is believed to be the oldest living person to have witnessed lynchings and her story is one of five digital stories on permanent display at the museum.

Mrs. Kirkland recalls being only seven years old when her father came home after midnight in terror and told her mother to pack up the kids and leave town first thing in the morning because the KKK was going to hang him from a tree.

Although they escaped to St. Louis, the friend who left town with her dad, John Hartsfield, at some point returned to Ellisville, Mississippi where he was accused of assaulting a white woman and lynched. He was shot first and kept alive in a doctor's office so he could be publicly hanged the next day.

The front page of the Mississippi State Daily Newspaper announced his pending lynching with headlines that read: "John Hartsfield to be lynched by Ellisville mob at 5 p.m." While the total population of Ellisville was only 1,000-1,500, an estimated 10,000 people witnessed the lynching.

The governor of the state claimed he was powerless to do anything about it.

They dismembered parts of his body as souvenirs, randomly shot 2,000 bullets into his hanging body and burned his body when he fell to the ground.

No one was ever held accountable for

his death.

"That could have very easily been my grandfather hanging from that same tree had he gone back to Mississippi," said Mr. Kirkland in the documentary.

Shortly after the family fled to St. Louis they had to flee again when race riots broke out, some of the most violent in the country. Some 6,000 African American families left as a result of the violence.

The family's next stop was Ohio. There they were visited by the KKK who burned a cross on their lawn. Mrs. Kirkland still recalls the terror as they hid under the bed.

"The great migration was very personal to our family," continued Mr. Kirkland, calling it one of the largest migrations of people from the South to the North.

Blacks he said, were basically "refugees."

"So how do we get through this together?" he asked. "I don't have the answer. I just know we have to keep remembering. We have to keep telling the story... because how do you get thru that if you don't confront history?"

You can hear Mrs. Kirkland's story at [lynchinginamerica.eji.org](http://lynchinginamerica.eji.org)

(Reprinted with permission of The Challenger)



834-3511

## Eyewear Unlimited

1480 Hertel Avenue @ Sterling Avenue



### 100% Total Coverage\*

Complete Frame & Lens Coverage for BTF & Dependents

Single Vision or Flat-Top 28  
\* Plastic lenses power to ± .400 SPH. • with ± .200 CYC.  
Choose from a Special Selection of Frames.  
Tints extra. Not Good with other offers.

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

**Greg Mucha**  
Optician

Call Today for An Appointment With our Optometrist!

**Joe Frandina**  
Optician

Call Today for An Appointment With our Optometrist!

**WESTHERR Select.com**  
NEW YORK  
Vehicle Purchase Plan

\*\*\*\*  
**VIP Auto Buying Benefits**

**Buffalo Teachers Members & Family Enjoy**

- Concierge Vehicle Shopping Assistance
- Below Market Pricing on New and Used Vehicles
- Special Privileges, Incentives & Perks

Receive a  
**\$10 Coffee Gift Card**  
when you schedule a  
**DEALERSHIP APPOINTMENT**

**WESTHERR Select.com**

716 · 202 · 3091 | like us on facebook

**20 NEW Brands · Over 1,800 USED Vehicles**

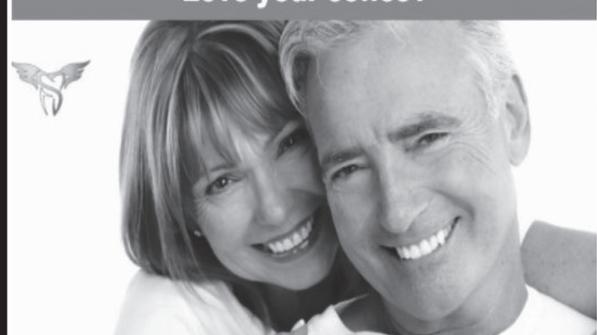


## Retired?

Here's the perfect Cobra or Insurance Alternative

Love your coffee?





We take coffee stains off teeth : )  
716-428-6100



Retirement can change your insurance coverage. We have an **option for retired people** that often costs you less than Cobra or insurance out of pocket.

**The Smile Club** is a dental discount plan that saves hundreds of dollars each year for many people. Call 716-428-6100 and **ask for Amy**. Let's see if this is an option for you.

## Buffalo Dental Advanced Cosmetics

# Executive Committee Members Attend NYSUT Summer Leadership Conference

Members of the BTF's Executive Committee took time from their busy summer "layoffs," to attend the annual NYSUT Summer Leadership Conference, August 13-15 at the Bayfront Convention Center in Erie, Pennsylvania.

Thirteen members attended the conference with about 200 other NYSUT members from throughout Western New York.

The presidents of each local, including BTF President Phil Rumore, met a day before the conference started to share information.

Participants attended presentations on Member Benefits and New Member Initiatives before choosing several 90-minute workshops from a menu with a variety of topics.

The New Member Initiatives workshop included strategies on how to get members involved in the work of the union and building relationships among members.

Some of the workshops offered were:

- **Advanced Contract Interpretation:** Participants reviewed their union contract and bylaws and interpreted language in both
- **Special Education Update:** Laws, rules and regulations governing special education programs
- **What would you do? What should you do?** An interactive workshop in which participants had to respond to situations in

the workplace and advise members on what to do

- **Forty years of NYSUT History:** How the organization and its members have survived and thrived during the last four decades
  - **Negotiations:** A full-day workshop in which participants went through the negotiations process from fundamental to advanced concepts.
  - **Avoiding Leader Burnout:** Discussed symptoms of burnout and strategies to combat it
  - **Harassment Policies:** NYS requirements for comprehensive sexual harassment policies and training and how it will affect members.
- In addition to Rumore, the conference was attended by Vice President Rebecca Pordum, and Executive Committee members Tom Anthony, Dennis Brancato, Patrick Foster, Lynn Garcia, April Hall, Sue Raichilson, Trisha Rosokoff, Chris Salamone, Janine Schuster, Eve Shippens, Elizabeth Spiro Carman, and Ruyvette Townsend.

Nadia Shahram, Esq.  
An Attorney With Purpose



*"I cannot save your marriage, but I can save your family."*

"She is a miracle worker. It was emotional and rough, but we are glad that we chose Nadia – we have a clear and fair agreement and a better relationship as exes than we ever expected."

- 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.



Convenient locations in  
Williamsville, Youngstown and Orchard Park

[www.buffalomediation.com](http://www.buffalomediation.com)

attorneynadia@gmail.com | (716) 565-1299



Charles San George



EST. 1985



Charles San George II O.D.

**Sheridan / Delaware Plaza Across From Tops**  
**874-4600**  
**Convenient Parking**

**100% Coverage for Teachers and Dependents**

Monday through Fri: 9:30AM – 6:00PM We Supply and Submit Your Forms

Saturdays: 9:30AM – 2:00PM

**Eye Examinations by Appointment - Evenings Available**

## We're Here to Help You

### Just Tell Us How

Mark J Kotnis, the son of longtime BTF members, will draw on the experience of thousands of cases to help you regain control over your life.

MJK Legal will listen to you, keep you informed, and will protect your rights until you are satisfied with the resolution of your case.

# MJK LEGAL

**Criminal Defence**

**Divorce**

**Wills**

**Crime Victim Assistance**

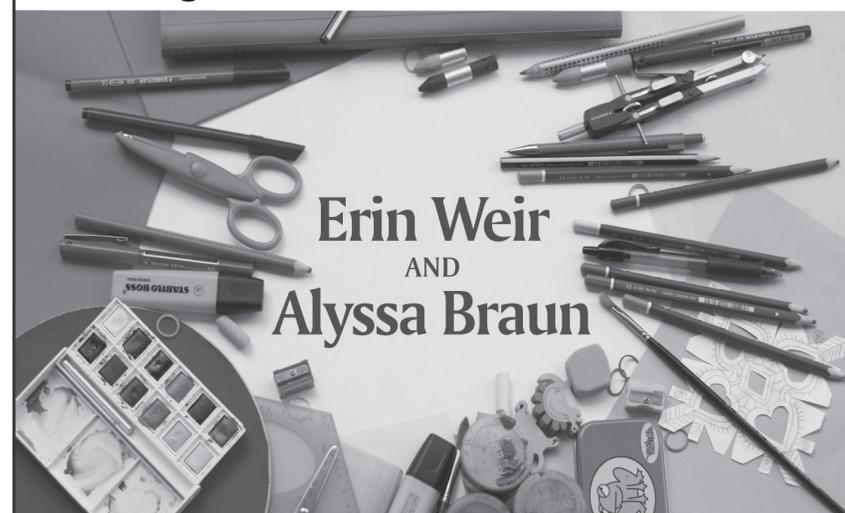
**Personal Injury**

MJK.Legal  
(716) 464-2731

3881 Seneca Street  
West Seneca, NY 14224



## Congratulations to our Winners!



**Erin Weir**  
AND  
**Alyssa Braun**

**Erin Weir (Native American Magnet #19) and Alyssa Braun (Olmsted High School) each won \$750 to spend towards improving their classroom experience for their students in our Annual Teacher Classroom Giveaway.**



**SGROI  
FINANCIAL**

716-674-6700 [www.sgroifinancial.com](http://www.sgroifinancial.com)

Securities offered through Cadaret, Grant & Co., Inc., member FINRA/SIPC. Advisory services offered through Sgroi Wealth Advisory Group LLC, an SEC Registered Investment Advisor. Sgroi Wealth Advisory Group LLC, Sgroi Financial LLC, and Cadaret, Grant & Co., Inc. are separate entities.

## Lecture Set Nov. 10 at Canisius College

A lecture on The Role of Poland and Polonia in the Current Global Balance of Power will be presented November 10 at Canisius College.

The lecture will be given by Jacek Bartosiak, Ph.D, an author and global geopolitical expert. It will be live-streamed from the Montante Cultural Center and is expected to draw a large international audience.

Dr. Bartosiak is also CEO and founder of Strategy & Future, a blog with a mission to explain unfolding events and trends that impact the lives of people and shapes the destinies of nations.

A limited number of tickets are available for \$10 for adults and \$5 for students and seniors over 65.

Tickets can be purchased by contacting Dr. Bogdan Kotnis, a retired Buffalo Public Schools teacher and CEO of Polonia Perspectives, and Polish American Congress WNY Division. He can be reached at 716-361-7062 or bgdnktns@gmail.com. This promises to be a very informative lecture and should not be missed!

## Librarian Wins Award

September 25th was an evening to remember when Buffalo School Librarian Linda Schroeder was presented with the Western New York Resources Council Excellence in Library Service Award.

Linda Schroeder is a colleague who goes above and beyond what is required of a Library Media Specialist in the Buffalo Public School District. In addition to her own responsibilities to her students, faculty and administration, she has taken on the position as Alexandria (Library software) expert for our district. Linda has done this of her own volition to aid her colleagues and our district libraries.

The WNYLRC 53rd Annual Meeting and Members Award Dinner was held in the Hotel Henry Richardson Olmsted Complex.

This special occasion marked and recognized Linda for all she does to enable our librarians to function as modern, professional librarians. Thanks to Linda for bringing to light the dignity of the profession of school librarians among a prestigious membership of public, academic, and specialty libraries.



# PROVOCATOR

NON-PROFIT ORG.  
U.S. POSTAGE  
**PAID**  
Permit No. 824  
Buffalo, NY

**BUFFALO TEACHERS FEDERATION**  
271 PORTER AVENUE  
BUFFALO, NEW YORK 14201  
716-881-5400



**Address Service Requested**

## Deceased Teachers Remembered

The Buffalo Teachers Federation remembers the following active and retired members who have recently passed away. Some also later served as administrators.

Virginia Beard  
William Birmingham  
Larry Beyer  
Dorothy Koscianska Bock  
Marcia Boguslawski  
Dwight Bonk  
Daniel Buchanan  
Donald Chelf  
Lorraine Cruz  
Therese Drew  
Chester Dulak  
James Egan  
Donna Fiorella  
Rebecca Formwalt  
Michelle Froewiss-Rubino  
John Gallagher  
Maurillo Gianadda

Doris Guenther  
Richard Hempel  
Edward Holewinski  
Kenneth Jones  
Willie Janisch  
Phyllis Jaremka  
Louise Karmin-Meli  
Louise Kluge  
Dorothy Kumrow  
Carol Lederman  
Richard Lee  
Gloria Lorber  
Anne Lufkin  
Raymond Marracino  
Kevin McEvoy  
Joseph Militello  
Grace Regan

Robert Reilly  
Margaret Ann Rizzo  
Ronald Rudnick  
Harriet Sacks  
Mustafa Salaam  
David Sarata  
Frank Scolese  
Leonard Sikora  
Seena Singer  
Wilbur Storey  
Patricia Szymczyk  
Gene Torpey  
Steven Toth  
Mary Ann Van Dyke  
John Vella  
Marjorie Waddell  
James Wlodarczyk



**SOLIDARITY:** About two dozen BTF members, including President Phil Rumore, joined United Auto Workers on the picket line Sept. 21 at the General Motors Plant on River Road, Tonawanda. The BTF, and many of its individual members, brought sandwiches, chips, pop, water, and wooden pallets for bon fires on cold nights. The workers went on strike Sept. 16 after contract negotiations came to a standstill. They are seeking job security, better wages and benefits. GM reported earnings of \$11.8 billion in 2018 while part time employees earn \$15 per hour and full-time earn \$28-\$33.