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January 31, 2018

Dear CHS Parents and Guardians:

On January 9, I wrote to you regarding an ongoing labor matter between the teachers at City Honors School and the Buffalo Public Schools that could impact teaching and learning conditions at the school. *The Buffalo News* has also provided ongoing coverage of this topic.

At the time of this letter, there has been no new agreement between the Buffalo Public Schools and the Buffalo Teacher's Federation. Accordingly, on January 30, the last of City Honors teachers with non-teaching duties supervising students were relieved of those responsibilities. This was done in order to comply with directives issued by an arbitrator and judge. The school district has hired sixteen teacher aides to perform this work for the teachers.

In order to fund the new aides, a reduction of 5.5 teachers is necessary. Additional decisions on work-force reductions will need to be made in the School-Based Budgeting process in order to arrive at a balanced budget for the 18-19 school year. Those teachers impacted by the mid-year reduction in force have been notified of this decision and will begin their new assignments at other Buffalo Schools on February 27. As you can imagine, there were few options for mid-year teacher reductions. The positions to be eliminated are English, Math, band, orchestra, the school's instructional coach, and half of a school counselor position.

I know that you and your children justifiably have many questions. A group of our parent leaders will offer all parents an opportunity to submit questions on the topic and will meet with school district representatives to present these questions, followed by a Q&A sheet to be distributed to all parents. All parents will receive a communication shortly from these parent leaders.

A reduction in force will be challenging for our school community. There will be many ripple effects which will unfold in the coming weeks and years. Class sizes and teacher preparations are interlocked, and our master schedule and student schedules will need to be rebuilt in time for the teacher transfers. Please know that we will do everything in our power to minimize the number of students impacted when putting these changes into place. We will ask our teachers to be professional and collegial as they prepare for new students and new preparations.

Our City Honors administrative team does not negotiate the terms and working conditions of teachers, other than to manage the work to be done. We appreciate all of the parents who have demonstrated an understanding of our role and directed their concerns toward the correct parties. You have my assurance that student learning will continue and that our school will endure.

Sincerely,

William A. Kresse, Ph.D.
Principal

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