Date: March 31, 2011

To: Buffalo Council of School Administrators (BCSA) Members

From: Herbert J. Cadle
   Director of Personnel/Wage/Salary Administration

Subject: Buffalo City School District Retirement Incentive (March 31, 2011 – April 30, 2011) (BCSA) Members Eligible Who Are 59 Years or Older

Any BCSA Member who

(1) is eligible for retirement under NYSTRS’ regulations
(2) was, but is no longer, eligible for the retirement incentive contained in Article 31 of the collective bargaining agreement between the BCSA and the District
(3) provides an irrevocable letter to the District by April 30, 2011 indicating an intent to retire from employment with the District by June 30, 2011

The BCSA member shall receive a one-time payment from the District. The amount of the one-time payment will be paid in accordance with the following terms.

• If at least 8 but no more than 14 BCSA Members who satisfy all of the requirements set forth in the above criteria retire, the District will pay each Member a one-time payment of twelve thousand five hundred dollars and no cents ($12,500.00).

• If at least 15 but no more than 19 BCSA Members who satisfy all of the requirements set forth in the above criteria retire, the District will pay each Member a one-time payment of seventeen thousand five hundred dollars and no cents ($17,500.00).

• If at least 20 BCSA Members who satisfy all of the requirements set forth in the above criteria retire, the District will pay each Member a one-time payment of twenty thousand dollars and no cents ($20,000.00).

If you choose to retire using the incentive, please send your letter of intent to retire to:

   Dr. James A. Williams
   Superintendent Buffalo City School District
   Room 712 City Hall
   Buffalo, New York 14202

If you have any questions, please call Human Resources Department @(716) 816-3580. Thank you.

“Putting children and families first to ensure high academic achievement for all.”