



# MEMORANDUM

Buffalo Board of Education  
Human Resource Services – Room 720  
Phone: (716) 816-3580 Fax: (716) 851-3935

**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*

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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."*