

REPORT FROM HENNING DRIVE

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FRANK BONVINO, President & LEANNE SJODIN, First Vice-President
& DANIEL TÉTRAULT, Second Vice-President

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FALL 2017

Meet your 2017/2018 BTA Executive



Back Row: (left to right) Frank Bonvino (President), Derek Cockram (Local Rep to the BCTF), Toni Grewal (Local Rep to the BCTF), Patti Jukes (Treasurer), Terry Callender (Adult Ed Chair), Katie Marsh (Rep to the Labour Council), James Sanyshyn (Social Justice Chair), Heather Skuse (Elementary Member-at-Large), Kevin Potvin (Bargaining/WLC Chair).

Front Row: (left to right) Leanne Sjodin (First Vice-President), Christina Fernandes (Pro-D Chair), Daniel Tétrault (Second Vice-President), Sharon Freeman (Secretary), Donna Morgan (Secondary Member-at-Large), Rae Figursky (Past President), Jennifer Heighton (Elementary Rep), Richard Storch (Secondary Rep), Cora Kinoshita (Health & Safety Chair), Shanee Prasad (Local Rep to the BCTF).

Missing: Ditta Cross (Aboriginal Ed Chair)

Contract Implementation

This school year marked the beginning phase of the implementation of our restored language, subject to the Memorandum of Agreement (MOA) ratified by the BCTF and BCPSEA last March. Since the MOA was signed the BTA locally developed two days of training for reps to discuss and learn about the restored language and to learn about how they are able to assist their schools with ensuring the District's class size and composition obligations are being met - including leading the remedy conversation at their schools where the Collective Agreement provisions were not being met.

As of the release of this newsletter, the BTA is continuing to pore through the data provided by the District. The District averages for maximum class size averages in elementary and secondary, as well as the minimum District staffing ratios for Teacher-librarians, ELL teachers, counsellors, and special ed/learning assistance teachers appear to be compliant with the Collective Agreement (subject to additional inspection). There are currently less than 30 instances of non-compliance of class size and composition language in the Collective Agreement District wide at the moment - a relatively modest number for a District of our size.

The BTA Table Officers would like to extend their gratitude to all of the reps who assisted with collecting and inputting data for the office to review. It has provided us with a useful double-check of the District's data in order to ensure for a relatively smooth enforcement of our Collective Agreement rights.

BTA General Meeting Updates

The BTA had its most recent GM/RA on October 24th, where the issues of District TOC positions and the restored Article D.9.5 Integration (re: collaboration and resource team meetings at the school level) were discussed at length and ultimately endorsed by the members.

District TOC Proposal

In terms of the District TOC proposal discussed, new members that have accepted part-time contracts or have contracts ending prior to June 30, 2018 will be eligible to "top-up" their employment to full time with the addition of District TOC work. This District TOC work provides a guaranteed callout for teachers with the full benefits associated with a temporary contract - District contributions to EHB/Dental, and contract time that is able to be applied towards conversion to continuing contract status. After the FTE is distributed to these teachers, additional FTE to reach the 25 FTE threshold will be posted in upcoming job bulletins as District TOC positions in specific areas of need (i.e. Primary, Math).

The BTA is pleased about the Agreement on the District TTOC proposal on two fronts. Firstly, it provides guaranteed work for new members with full benefits and the ability to apply the time towards conversion to continuing contract status. Secondly, it keeps TOCs in our District. As we are well aware, Districts across the province are finding TOC shortages to be a common occurrence - this agreement will begin to address this concern. The Agreement is for the remainder of this school year and is subject to the availability of funds and the mutual agreement of the parties moving forward into subsequent school years.

Consultation Meetings

As for the Agreement on the distribution of release time for the collaboration/resource team meetings, the BTA endorsed a modification to the distribution of this time for schools. Previously the distribution of time involved a defined amount of release days for schools (two days of release for every 100 students in the school) to conduct collaborative meetings between classroom teachers, resource teachers, and other BTA members to meet during the school day as necessary to support unique student learning needs.

The amendment endorsed by the membership at the General Meeting allows for a portion of this time to be distributed by need and not solely based on the population of the school. As the size of the school alone does not always determine the appropriate level of support, the BTA was open to engaging with the District on how the funding for release days could be amended to also consider the needs of the student population at the school. For the remainder of this year, we will see a hybrid model of allocating release days to schools for this purpose - a portion based on the size of the school and an additional component accessible based on the needs of the student population which includes, but is not limited to, the percentage of designated students at the school. The Agreement is for one year and is subject to renewal, so the BTA is interested in hearing feedback from teachers about this amended process for the distribution of release days before we discuss renewing this Agreement at the end of the school year to ensure that the needs of our members - and our students - are properly addressed.

Educational Assistant Shortages

Many teachers and school communities have been feeling the unintended pressures that come with increased workload due to a provincial shortage of Educational Assistants. To mitigate this we are informed by the employer that when a school is short EA support the school administrator may call for additional TOC support and a TOC will be dispatched to the school pending availability and priority placement. The TOC is not being hired to do CUPE work but is called to provide additional teacher support where needed.

Curriculum and Professional Development

Implementing Indigenous Perspective into the Curriculum

Did you know that schools may make application to the Burnaby Teachers' Association to receive a grant of up to \$500.00 to support full school Truth and Reconciliation events? You can submit a request to bta2@bctf.ca. Please include the name of your school, a brief overview of the plans for the event, a personal email and phone number for the contact person. The BCTF offers many valuable resources to assist you with your initiatives towards reconciliation and the implementing of Indigenous perspectives into curriculum. A few of these are as follows:

Many Burnaby students have and continue to engage with *The Project of Heart* (<https://bctf.ca/HiddenHistory/>), please know that the wooden tiles for this project can be purchased economically directly from the BCTF.

Many BC educators have and continue to contribute to developing and facilitating workshops for our collective Professional Development. Consider approaching your school pro-d committee with the suggestion of hosting one of the many BCTF workshops for school/staff pro-d activities. A few of these are listed below: (Please peruse the BCTF website for more details on available workshops.)

Beyond Words: Creating Racism-free Schools for Aboriginal Learners

BC Blanket Exercise: Exploring Historical Relationships between Indigenous and non-Indigenous Peoples

Aboriginal History and Culture, Part 1 and/or Aboriginal History and Culture, Part 2: United Nations Declaration on the Rights of Indigenous People.

Infusing Aboriginal Content K-7.

Professional Development Days

There are six Professional Days in Burnaby in the 2017/2018 school year. The purpose of Professional Development is to improve professional teaching practice with the intent of better addressing student learning needs. For five of the six days, teachers have the autonomy to pursue relevant activities that work towards improving their practice. If you decide to do Pro-D off of your school site, please consult with your administration so that they are aware of your plans and so the school Pro-D committees can plan accordingly. One of the six days is reserved for your school's administration to direct the shape of the day. If you have any questions about professional development, please contact your school Pro-D representative or contact the BTA office.

Pro-D Day-Common to All Secondary Schools

September 22nd
May 18th

Pro-D Day-Common to All Schools

October 20th (PSA day)
November 24th (School Based)
February 16th (BTA/District Joint)
April 23rd (School Based)

The Joint Pro-D committee is accepting applications for presenters for this year's Joint Pro D day on February 16th, 2018. This is a wonderful opportunity for teachers to share/collaborate with their colleagues around the district. The deadline for submissions is November 17th.

Please submit an application to facilitate a session by going to the following link:
<http://blogs.sd41.bc.ca/district-prod/>

Professional Growth Program

Burnaby has a unique Professional Growth Program that is the envy of locals around the province. The BTA and the Burnaby School Board have come together to renew the collaborative model that is practiced. Reminder that every teacher is entitled to one day of release to focus on their professional growth plan for the year. Teachers must discuss this plan in a brief meeting with their administrator.

Events and Announcements

Shoe Memorial



For the 3rd consecutive year, the BTA is participating in the Shoe Memorial for the National Day of Remembrance and Action against Violence against Women. Last year, the BTA in collaboration with Burnaby students collected over a 100 pair of gently used women's shoes. The organizers of the event created an installation of 966 pairs of shoes on the steps of the Vancouver Art Gallery to symbolize the 966 women who have been murdered in BC since 1989. This year marks the 15th anniversary of the event and the BTA Social Justice committee is asking for your help in collecting over 970 pairs of shoes for women and children in preparation for December 6th Day of Remembrance. The shoes will be displayed once again on the steps of the Vancouver Art Gallery and then donated to those in need. Please bring your school's collected shoes (new or gently used) to the **November 28th** GM/RA or to the BTA office by **November 30th**, 2017.

Sock it to Poverty



This year marks the 9th annual Sock it to Poverty campaign by the BTA. Homelessness is a pertinent issue in Burnaby and although our campaign does not address the systemic problems, it deals with an immediate need facing homeless people in Burnaby. Last year, the BTA collected over 650 pairs of new socks and numerous other items of clothing and toiletries. The items are distributed to Burnaby's homeless by the Progressive Housing Society. This year, you may bring your donations of NEW socks, toques, gloves, scarves, toiletries or cash donations, to the **November 28th** GM/RA or to the BTA Office by 4:00 pm on **December 8th**, 2017. These items will be given for distribution to The Society to End Homelessness in Burnaby.

The BTA/CUPE Mingler



Come join your colleagues for some cheer of food, drinks, music, games and prizes at the Annual Winter Mingler. This year, we are at the beautiful Firefighters Hall in Burnaby on **December 13th** from **4-7 pm**. The hall is a 5 minute walk from Metrotown Skytrain Station. See you there!

Orange Shirt Day



BTA office staff and Table Officers coming together in the spirit of reconciliation for Orange Shirt Day on September 30th. Around the province, staff and students participated in residential school commemoration events to acknowledge the harm that Canada's residential school system has left on generations of indigenous families and their communities.