



TACKBOARD

The monthly newsletter of the Vancouver Secondary Teachers' Association

October has been a busy month for the VSTA office and teachers are back in the swing of things at school. VSTA, in conjunction with VESTA, held a New Teacher Induction which welcomed over one hundred New Teachers to Vancouver. VSTA School Union Reps attended the Fall School Union Rep Training (SURT), and the Municipal Election is officially over. There is a new mix of Trustees elected and the VSTA office looks forward to meeting them and forging a working relationship with them. Thank you to all the members who dedicated their time and effort during the election to ensure that the public was aware of endorsed trustee candidates who will work with teachers to ensure that our working conditions and students' learning conditions are taken into consideration when making decisions.

We also want to officially welcome Shelby Calman from Byng Secondary who was elected to the half-time Second Vice-President position at our September Council meeting. Shelby is also the chair of our Social and Environmental Justice Committee.

In September, the VSTA Executive had their annual retreat and spent time reflecting on the needs of our membership. We anticipate a productive year of bargaining our new Collective Agreement and working on the many other issues facing our members.

Six VSTA members attended the BCTF Bargaining Conference on October 25 and 26 to see the provincial objectives ratified. The resolutions sent by VSTA, informed by our survey last Spring, were all incorporated one way or another into the Provincial objectives.

The VSTA Table Officers are visiting schools to update colleagues on Bargaining and Remedy and to answer any other questions you might have. As the days grow shorter and colder, we remind you to take good care of yourself and your colleagues. Thank you for all the work that you do.



Terry, Treena, Katharine & Shelby

VSTA GENERAL MEETING

Thursday, November 15th, 2018
4:00 pm at the VSTA Office

AGENDA

1. **VSTA/VESTA Building Development Update**
2. **BCFED Convention Delegate Election**
THAT the VSTA elect two delegates or up to four part-time delegates to the BCFED Convention, November 26-30, 2018.
3. **Aboriginal Committee Chairperson**
THAT the VSTA by-laws be amended to include the addition of:
 - 3.1. Executive Committee Members
 - o. Aboriginal Committee Chairperson***

THAT the VSTA by-laws be amended to include the addition of:

 7. Composition and Duties of Standing Committees
 - 7.8. Aboriginal Committee**
 - a) The Chairperson shall be elected at the Annual General Meeting and the position be open only to a member who identifies as being Aboriginal.***

Congratulations Trustees!

Thank you to all the members who helped during the municipal election. We look forward to working with the newly elected Vancouver School Board Trustees this upcoming school year. Congratulations to the following incumbent and newly elected Trustees:

- ✓ Fraser Ballantyne, NPA (incumbent)
- ✓ Lois Chan-Pedley, Green
- ✓ Carmen Cho, NPA
- ✓ Janet Fraser, Green (incumbent)
- ✓ Estrellita Gonzalez, Green (incumbent)
- ✓ Oliver Hanson, NPA
- ✓ Barb Parrott, COPE
- ✓ Jennifer Reddy, OneCity
- ✓ Allan Wong, Vision Vancouver (incumbent)

Welcome

to all TTOCs and new hires!

As we move into the cold/flu season, many of us are needing to book TTOCs (Teacher Teaching On-Call) to cover us while we are sick. A few hundred new teachers have joined our ranks this year, so please remember to extend a warm welcome to the unfamiliar faces you may encounter at your work site.

Here are some reminders to foster a harmonious relationship between classroom teachers and TTOCs:

If you are a classroom teacher...

- Be clear where your day plan will be (posted electronically on SFE, hard copy left on desk, print-out available upon sign-in)
- Have materials clearly visible on your desk or work station
- If technology is required for the lesson, have all necessary apparatus and cable ready in the room, or leave instructions on how to procure them
- Communicate what your policy is regarding restroom visits and the use of mobile devices in your classroom
- Ensure that the emergency folder is available and easily found
- Provide pertinent information and procedures related to severe allergies and/or medical condition
- Seating plans, class lists, names of helpful students and your contact info are often appreciated

If you are a TTOC...

- Arrive early (15-30 mins) to sign in at the office, read over plans, and locate emergency information, as well as necessary materials/equipment
- Introduce yourself to neighbouring classroom teachers
- If you are called for a job that does not match your teaching area, make your best effort
- Always leave detailed notes on what you were able to accomplish and students' behaviour
- The day plan prepared for you is the priority - follow it to the best of your ability
- Leave the room the way you found it; have students stack or put up chairs at the end of the day
- Leave your contact information in case the classroom teacher needs to follow up on something

Fall SURT Report

On October 16 and October 17,
VSTA School Union Team

members attended the Fall SURT at the VSTA Office. There were updates from Clint Johnston, 2nd VP of the BCTF, and Glen Hansman, President of the BCTF. We discussed updates on remedy, class size and class composition as well as the case for Proportional Representation Referendum in BC. School Union Team members also gave feedback on three questions posed to the VSTA by Suzanne Hoffman, our Superintendent. The questions were: What is missing in VSB Culture? What is our philosophy around mini-schools? What do we think about the Numeracy and Literacy Assessments? Thank you to colleagues for their thoughtful conversation and we hope these conversations make their way back into your schools. We have collated the responses and will be sharing them with Senior Management. Reps also attended BCTF workshops on Conflict Resolution and Assessment in the afternoon. Thank you Staff Reps for all of their dedicated work – they are what make the Union strong!



Know your Collective Agreement

Did you know that TTOCs have access to Professional Development days? The caveat is that they must be on their fifth and subsequent working day in any one assignment.

Article B.7.h. states that:

Non-instructional days shall be counted and paid for only from the fifth (5th) and subsequent consecutive working days on any one (1) assignment: notwithstanding the generality of the foregoing, a teacher teaching on call may request or be requested to attend a non-instructional day prior to the fifth (5th) working day in which case the day shall be paid for and counted as a working day when such permission has been granted. Service shall not be considered broken by a non-instructional day.

For more information, see the VSB/VTF Collective Agreement online here - <http://vsta.ca/member-services/teachers-on-call/tocs-your-collective-agreement/>.

New Teachers' Induction and Welcome

The New Teacher Induction and Welcome ceremony held on Monday, October 18, 2018 in conjunction with VESTA at the Italian Culture Centre was a big success. Over one hundred teachers attended. BCTF President Glen Hansman introduced them to the Commitment to Solidarity and the Code of Ethics. The VSTA's TTOC Rep, Karine Ng, updated new TTOCs on how they could participate in the union and the District Mentoring Support Teachers team came to connect with them also. It was exciting to meet so many new members who are in schools and wanting to find ways to be involved. Welcome to the profession!



2018 REFERENDUM ON ELECTORAL REFORM

GET READY FOR THE REFERENDUM



Voting on whether or not British Columbians should adopt some form of proportional representation will take place October 22-November 30, 2018.

You should receive your mail-in ballot in the mail – if you don't, check with Elections BC. While both the BCTF and the VSTA have motions in support of Proportional Representation, neither have a position on which of the three options to choose. Take the opportunity to get informed and cast your ballot on this important issue. Refer to the following links on the electronic version of Tackboard for more detailed information on Proportional Representation and the three proposed choices:

The BCTF has created a comprehensive list of resources here - <https://www.bctf.ca/AdvocacyAndAction.aspx?id=5356>

Elections BC has a series of short informative videos - <https://elections.bc.ca/referendum/voting-systems/voting-systems/>

The Tyee has a series of articles on Pro Rep - <https://thetyee.ca/Analysis/2018/10/08/BC-Proportional-Representation-Vote/>



INFORMATION SESSION

*Refreshments and snacks provided.



kw/usiw/leu2009/Posters/18.19/18.Nov.7/Proportional Representation Info Session

GET THE FACTS ON PROPORTIONAL REPRESENTATION

November 7, 2018

4:30 pm—5:30 pm

Burnaby Central Secondary

Room A206 (across from main office)

6011 Deer Lake Parkway

Want to better understand proportional representation and the upcoming BC referendum?

The BTA invites you to an information session with Seth Klein.



Seth Klein, BC Director of the Canadian Centre for Policy Alternatives.



Open to Staff, Students, and Members of the Community.

Space is limited so please **RSVP** to bta3@bctf.ca if you would like to attend.

REMEDY

The VTF (VSTA & VESTA) continue to discuss last year's (2017-2018 school year) remedy with the Employer. It has not disappeared, but so far we have not reached an agreement with the Board as per the Memorandum of Agreement (MOA) that states that, "in the event that it is not practicable to provide the affected teacher with any of the remedies during the school year, the local parties will meet to decide what alternative remedy the teacher will receive".

As for this year's (2018-2019) remedy – it started accruing as of October 1 of this year. The Board will be sending out emails as they did last year telling teachers how

much remedy their class(es) in violation have generated. This data will also be available on PeopleSoft. Teachers can choose one of four options for their remedy:

- i) Additional prep time for the affected teacher
- ii) Additional non-enrolling staffing added to the school specifically to work with the affected teacher's class
- iii) Additional enrolling staffing to co-teach with the affected teachers
- iv) Pooling remedy to the school

Teachers can choose one option for the year – teachers cannot choose

a different option each month. For accessibility, the Board will be creating a code in SFE to request a TTOC. If teachers choose to pool to the school, staffs should decide through Staff Committee how the TTOC time will be deployed. Staff may wish to augment non-enrolling staffing or to assign a number of days to different departments or grades. This could be done on monthly basis as well. This will take some co-ordination as teachers will need to share their remedy data centrally to determine how much time they have for a TTOC. It takes 150 minutes for a half-day TTOC callout, or 300 minutes for a full day.

Bargaining Update

On October 26-27 delegates from around the province met in Richmond for the BCTF Bargaining Conference. Our VSTA Delegates were Katharine Shipley, Treena Goolieff, John Silver, Scott Mckeen, Petr Pospisil, and Nigel Reedman. Thank you to Lindsay Donaldson, Terry Stanway and Jillian McGuire for attending as guests.

The Provincial Bargaining Objectives are now set and the BCTF will continue to press BCPSEA (BC Public Sector Employees Association) to open bargaining, as achieving a new contract prior to the expiration of the current Collective Agreement June 20, 2019 is more likely with an early start. Although this round will be challenging we should feel confident that behind BCPSEA is a government that respects teachers and values public education. As well, the teacher shortage created by the restored language increases our ability to meet the objectives set by the Bargaining Conference.

Teachers are encouraged to stay connected and continue to provide input as we move into bargaining. VSTA asks that you to reach out to your MLAs and express our interest for a productive and respectful round of bargaining.



VSTA having too much fun at the BCTF Bargaining Conference.
Nigel Reedman, Jillian Maguire & Petr Pospisil. 2018-10-26

SEJ Resource for Teachers

People may be feeling a sense of “eco-anxiety” since the Intergovernmental Panel on Climate Change’s (IPCC) report came out on October 8, 2018 stating that global governments have twelve years to mitigate climate change to stay below the 1.5 °C tipping point. We as teachers shouldn’t forget that we can have a big impact on society and there are actions we can take in our schools and our daily lives to help facilitate systemic change. Teachers are already making waves in the public sphere (see the *Tyee* article that came out the day after the IPCC report: <https://tinyurl.com/Tyee-Art>).

There are plenty of ways that teachers in BC have the power to discuss climate change action in their classrooms. Below is a quick reference of local and regional school resources.

- BCTF Committee for Action on Social Justice (CASJ) (<https://tinyurl.com/BCTF-EJAG>)
- Environmental Youth Alliance Environmental Science Workshops “Wild Minds” (<https://eya.ca/wild-mind/>)
- <https://teachclimatejustice.ca/>

See the IPCC report here - <https://tinyurl.com/IPCC-Report>



Ed May Social Responsibility Grants

The Ed May Social Responsibility Education Fund promotes socially responsible teaching in inclusive, safe, and healthy schools by providing money to assist teachers in developing and implementing violence-prevention, antiracist, multicultural, gender-equity, global, environmental, or peace resources. Individuals or groups of teachers may apply for up to \$2000.

Application forms **MUST** be signed by your local president. Please make sure you include the evaluation page that incorporates an analysis of your project using the social justice lens.

Timeline: Applications must be received by 5:00 pm on November 21, 2018.

For criteria, process and application guidelines, go to <http://www.bctf.ca/SocialJusticeGrants.aspx>.

Tackboard is a newsletter produced and distributed to all secondary teachers on a monthly basis from September to June. It is designed to meet the needs of the VSTA members and contains information on an array of subjects, ranging from the VTF Collective Agreement to the President’s Message to current news about the state of public education and its implications for Local 39. In addition to our usual paper copies distributed to members, you will be emailed a link to the latest issue of Tackboard via Campaigner.

Current and past issues of Tackboard are also available on the VSTA website at <http://vsta.ca/publications/tackboard/>.