

Cranbrook District Teacher's Association

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Upcoming Events

- ◆ Executive Meeting
Jan. 8, 2020
- ◆ Winter Holidays
Dec. 23, 2019 - Jan. 6, 2020
- ◆ Pro-D Day
Jan. 31, 2020

President's News

Merry Christmas everyone! I am writing this on December 20th as the snow/rain is falling. Now it seems like Christmas!

In a few minutes I am heading to AWES for their traditional turkey dinner for the entire school, on Wednesday I attended the dress rehearsal for the KOES Christmas play which was so fun and yesterday I attended the GTES Christmas Concert where three little Kinders stole the show! Thank you to all the staff in every school for putting that extra energy into December to make nice things happen for kids! This season is often very difficult for many children and feeling the love from their teachers and school staffs must mean a lot - maybe not now but it will as they reflect.

The first four months of this year has made me appreciate how much you do every day in the face of adversity, some unreasonable parents and difficult administrators, unstable working conditions, vulnerable children and lack of support and/or resources. Thank you! It is all fine for me as I sit in the office and talk to management about this but it is another thing so see you in action dealing with the daily business of teaching.

I am optimistic with our new Superintendent that things will change for the better. Silke Yardley is very curious and wants to know why we do things the way we do! It has

Vice-President's Message

And now it is December. The last month of this year, the last month of this decade, 4 of 10 school months down with 6 to go.

Many of us have been hit by "the cold" or the "the flu", and those often take the last thread of what we have to hold it all together. Please make sure over the holiday, if you can't get the doctor to write you a not for tropical beach therapy, to take some time to read a book, go for a walk, rest, meditate, listen to some music... find that time to restore and rejuvenate.

This November I followed Shelley 3 out of 4 weekends to the coast; the Fall Representative Assembly, The Special Representative Assembly, and the

been great!

She asks questions that we have asked a thousand times but never received an answer. She gets an answer! She has asked why we are doing so many pilot projects. Silke suggested that we should pick one thing and do it well! I love it! I believe that she is going to make the difference we have been waiting for. She will be making time to visit schools in the New Year on a regular basis as the learning curve starts to diminish!

I hope that you have all been checking the BCTF Bargaining portal to get the regular updates. We are in it for the long haul it seems! Thank you to all the folks who have been wearing the red shirts for #RedforBCED. I have had to go out and buy some more red for my wardrobe! In a bargaining year - always plan for the worst and hope for the best. We have now been 7 months without a contract!

I am sticking around for the holidays - enjoying some quiet time and maybe picking up my knitting needles again. I have no plans except for the Christmas feast with my family which is absolutely perfect - no timelines - no pressure - no obligations! I hope you take some time for yourselves too. When the big day is over, put your feet up and rest for a while. Take care and see you in 2020!

- Shelley

Federation Leadership Institute (FLI).

At FLI, local Rep Karen Bidder and I took two different workshops which supports local leadership in developing the knowledge, skills, and attributes to fulfill our union roles. I participated in "How to Be An Effective Leader" and "Investigation and Discipline: Level 1". These workshops reminded me of the wealth of leadership we have in our teaching community and the (legal) support we have as teachers.

I am happy to have time at home to get over my "cold", and spend time with my new BARC's rescue dog, Hopper, Hershey, and Cliff. Take care everyone!!

Bargaining Update

In the words of Winston Churchill, “when going through hell, keep on going.”

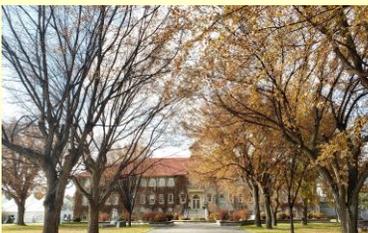
The Mediator’s Report released on November 1, 2019, was rejected by the BCTF at the November 4, Representative Assembly.

The BCTF informed the mediator of our wish for more bargaining dates. The BCTF wishes to continue the mediation process, and until that is no longer possible, only then can further job action take place.

Please sign into the portal on the BCTF

website and read the report so as to keep informed.

<https://bctf.ca/myBCTF>



Zone Meetings

Shelley, Alison Dawson, Paul Matthews, Colette Grasdal, Carol Johns, Liz Jakobsen and I attended the Kootenay Zone Meetings on October 18th and 19th. Teachers from Local Executives as far away as Nakusp and Golden came to discuss common Health and Safety, Bargaining, Aboriginal Education, Professional Development, and so much more.

An excellent discussion occurred which centered around acknowledgement of Aboriginal Territory at the beginning of meetings and formal professional gatherings.

Bonnie Harvey put it in a very simple way: “when we go to a party, one usually finds the host and acknowledges them and thanks them for the invitation. That acknowledgement piece is important -we should acknowledge the space and the relationship of those peoples whose traditional homeland is where we work in our schools.”

Food for thought!

Funding Model Review

“A flawed result via a flawed process.”

Michal Rozworski’s BCTF Report, *No Model and No Mandate* sheds some concerns around the funding review proposals, especially for inclusive education and outcomes-based accountability.

Click here to access the Funding Model Review

<https://bctf.ca/publications/ResearchReports.aspx?id=55287>

Michal raises questions like, “How does one provincially measure “emerging”?”

At no point during the implementation consultation process, has the ministry released a concrete model that would illustrate in detail any of the proposed changes to how it disburses funds to school districts and their impacts on the capacity of districts to deliver success.



Special Representative Assembly Nov. 23-24, 2019

On everyone’s mind is the question of “what is going on with bargaining?” A special Rep. Assembly was called and Sandra Wales, Shelley, and Connie went to Victoria to find out. It was well planned by the BCTF as hundreds of teachers from around the province greeted NDP candidates as they went in to their party convention.

Well done Sandra who spent the day in the cool coastal fall weather to help raise awareness that teachers want to negotiate their contract!

Shelley Morse, President of the Canadian Teacher’s Federation spoke to BC teachers and rightly said, “life in front of the classroom is more Ferris Bueller than Dead Poet’s Society,” and that “public education is the bedrock of our democracy.” These kind words were well received and it was nice to know that BC teachers are supported across our country.

Your Employee and Family Assistance Program

As a teacher in SD5, you have a wonderful Employee and Family Assistance Program that is free of charge for you and anyone in your family.

For every issue we have in our lives, we can access this program. There is no limitation to how many times this service can be used in any given year.

CALL 1-800-667-0993 to start the process.

Goals of the FSEAP program include:

Keep your workforce healthy, focused, and at work

Confidently manage crises and change

Optimize well-being, engagement, and productivity

This service is to help your personal and professional health. The best care is self-care!



"For years and years teachers fought the B.C. Liberals in court, to get back a collective agreement that was signed with New Democrats in the 1990s." John Horgan

Wear #RedforBCEd

Have you noticed some of your colleagues and Shelley wearing red on Mondays, Wednesdays, and Fridays?

The wear #RedforBCEd campaign came about as a visual cue to show solidarity and make a visible impact in our schools and community about the need for more government funding into BC education. As a teacher your action can be to wear red or to pick up a #RedforBCEd button. These buttons are available from your staff rep or from the CDTA office!



Know Your Contract

Article D.46: INCLUSION OF STUDENTS WITH SPECIAL NEEDS

1. Students with special need will receive the same consideration as other students for placement in their neighbourhood school.

2. **Prior to integration of the student** in a regular classroom the School Based Team composed of the classroom teacher, Administrative Officer, special education/student services teacher and where appropriate, other professional personnel, auxiliary staff, parents and the student will meet to consider appropriate educational and medical information and to determine an educational program.

3. In making a decision on the placement of a student to be integrated, the School Based Team shall take into account the present situation regarding:

- the student's educational, medical and physical needs;
- class size and class composition;
- support services;
- facilities, equipment and resources.

The School Based Team may also make recommendations to the Director of Instruction: Student Services respecting in-service for the receiving teacher(s). Please remember: the district supports the idea that a student new to a school does not need to be put into a classroom the day they arrive. Teachers have the time for professional collaboration to meet regarding the needs of any students new to a classroom. It's what's good for everybody.



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Inclusion Education Working Group

The District has met with parents, CDTA, CUPE, Administrators, and Student Services Teachers to create a district shared plan around supporting our vulnerable learners.

The mandate of the working group is to:

- Identify the immediate and intermediate service within 3 years
- Create a plan to implement
- Accountability and transparency

Some of the deliverables of the Working

Group include:

- creating a shared plan around supporting an servicing our vulnerable learners
- creating a shared plan around supporting, training and servicing our staff who work with our vulnerable learners
- sharing existing funding model with the committee
- recommendations
- sharing board plan approved plan with all stakeholders.

Middle School Working Group

The Middle School concept was implemented in Cranbrook in 2005. Since then Parkland and Laurie have worked as a grades 7 - 9 school, used TAG groups, and offered an elective wheel to grade 7 students.

The Middle School Working Group is looking at what is working and what is not working in our Middle schools. The schools essentially run as a Junior High with students switching between different subject teachers and in one school TAG has been eliminated.

Like the Inclusion Education Working Group, The Middle School Working Group will be made up of District staff, administration, and CUPE and CDTA representatives.

The first meeting of this group is scheduled for January 16, 2020. Stay tuned!

