

KTTA News - April 4, 2017

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KTTA Information can be found at www.ktt.ca

NOTICE OF BY-LAW AMENDMENTS: Attached to this email are "AGM 2017 Recommendations" which include proposed amendments to the Constitution and By-Laws

Volleyball Social (NorKam Sec / KCS) - April 8, 2017

Staff Rep Council (KTTA Office - 4:30PM) - April 18, 2017

Provincial Election - May 9, 2017

Annual General Meeting - May 16, 2017

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A. Spring Staffing Process

School administration will be bringing up staffing soon at staff meetings as required in the collective agreement.

The following process governs the assignment process at the school level:

Article E.20.2

- a. No employee shall be reassigned for disciplinary or punitive reasons.*
- B. Discussions pertaining to **school organization, proposed timetable and staff assignments** shall occur during **regular staff meetings**.*
- c. **In-school assignment changes shall be accommodated** wherever possible, taking into consideration **qualifications, training, experience, the employee's preference, and equitable workload**.*
- d. Prior to a position being declared availability for transfer or vacant, the principal/vice-principal in consultation with staff consideration in-school assignment changes.*

There is specific direction from the BCTF for members **NOT to engage in discussion with administration around the construction of classes that violate the limits in the collective agreement**. This may be an issue where school administration is stating that the limit of three (3) students with special needs designation in a class is for low incidence. The BCTF and KTTA position is that the collective agreement limits a class to three (3) students with any special needs designation.

B. Summary of Class Size and Composition Limits

The following is a summary of the limits in the local collective agreement:

Class Sizes:

K = 20
K/1 = 20
Grade 1-3 = 22
Grade 1-3 Split = 22
Grade 3/4 Split = 25 (School Act = 24)
Grade 4-7 = 29
Grade 4-7 Multi / Split = 27
Grade 8-12 = 29
Secondary Industrial Ed = 24
Home Economics = 26
Science Lab = 28
English = 28
Band/Choir/PE = 29 (unless teacher requests more)

Secondary Case Load = 196

Class Composition:

Any Grade = 3 Students with IEPs (low or high incidence)

*Note that there is a dispute between the district and the KTTA around this limit. The KTTA's position is that the limit is 3 students with any special needs designation while the district's position remains that this limit is only for students with low incidence designation (A-G).

Specialist Teacher Ratio:

Counsellors = 1:693
Learning Assistance Teachers = 1:397
Specialist Education Resources = 1:342
Teacher Librarians = 1:695
ELL Teachers = 1:74

C. Two Week Spring Break

The School Board voted at a meeting prior to the break to not continue with the extended spring break and carried the following motion:

"Approve a three-year calendar with an annual one-week spring break for all district schools with the exception of Sun Peaks; and approve a three-year, four-day week calendar, with an annual one week spring break for Sun Peaks Elementary, and direct senior administration to negotiate with the KTTA and CUPE 3500 to establish contract language that allows for a two-week spring break with no loss of instructional days from the approved calendars"

Voting In Favour of the Return to One Week were: Meghan Wade (mwade@sd73.bc.ca), Cara McKelvey (cmckelvey@sd73.bc.ca), Kathleen Karpuk (kkarpuk@sd73.bc.ca), Gerald Watson (gwatson@sd73.bc.ca), and Rhonda Kershaw (rkershaw@sd73.bc.ca).

Voting Against This Option (wanting an extension of the existing Letter of Understanding) were: Joan Cowden (jcowden@sd73.bc.ca), Joe Small (jsmall@sd73.bc.ca), and Denise Harper (dharper@sd73.bc.ca).

Although the motion states the two week option, it only accomplishes this if teachers give up non-instructional days (professional development) days and agree to place them in the summer months increasing the number of days teachers need to be at work from what currently exists. This is not an option we want to entertain nor one we can entertain as this would require the provincial parties (BCTF and BCPSEA) to agree.

We want to thank all of you who attended the Board meeting last night and to those who provided feedback or participated in other ways to revive the discussion around the two week Spring Break.

Unfortunately, we didn't get the desired result outcome and more uncertainty continues about next year's calendar. We will hear what options are forthcoming from the district and will survey members again to get feedback. We have to also be cautious about the options brought forward because there was an intent to the motion that may not be favourable to teachers.

Rights lost are not easily regained as we witnessed over the past fifteen years. We have to keep this in mind whatever we do moving ahead. We will continue to advocate for an extension to the existing Letter of Understanding and addressing the parties concerns through that process.

D. Annual General Meeting

Tuesday, May 16th (NorKam Library - 4:30PM)

The KTTA Annual General Meeting will be held at NorKam Library on Tuesday, May 16th at 4:30PM.

Attached to this email are By-Law and Policy changes that the Table Officers are bringing to the KTTA Executive Committee and Staff Rep Council meeting prior to being brought to the AGM. This is notice of those changes to the AGM and is also be included on the KTTA website. ***Note that the KTTA must give at least one (1) month's notice of these changes prior to the meeting where these amendments are moved.***

Draft Agenda:

- 1) Call to Order, 4:30 PM, L. Balogh / G. Hafeli
- 2) Acknowledgment of Aboriginal Territory / Commitment to Solidarity
- 3) Adoption of the Agenda
- 4) Adoption of the May 18th AGM Minutes
- 5) Union Service Awards, Recognition of School Union Reps and Executive Committee
- 6) Elections for KTTA Executive Committee Positions
- 7) KTTA 2017-18 Budget
- 8) Annual Committee Reports
- 9) Policy / By-Law Recommendations
- 10) Doorprizes - Gift Certificates / Year-End Dues
- 11) Adjournment - 6:30 PM