

## **KTTA News - January 31, 2017**

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Next Staff Rep Meeting - February 21, 2017 (KTTA Office)

Next General Meeting - March 14, 2017 (NorKam Library)

Deadline for Nominations for Table Officers / PD Chair Positions - Friday, March 3rd (Form Attached)

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### **A. Priority Measures Positions**

*New Positions Posted at: <http://www3.sd73.BC.ca/careers>*

The district has posted the second set of positions that were determined through the Priority Measures funding process and other positions through regular staffing to address class size, composition and specialist ratios. These positions are for Elementary and Secondary positions.

Please ensure that you are aware of the following:

1) **Deadline** – the closing dates are: Secondary position (Bulletin #44) is Thursday, February 2, 2017 at 12PM; Elementary positions (Bulletin #45) is Friday, February 3, 2017 at 12PM; Secondary and Elementary positions (Bulletin #46-47) is Tuesday, February 7th at 12PM

2) **Corrections** - there is a correction to the Secondary position in Bulletin #44.

Teachers eligible to apply include:

- 1) Recall (or part time continuing / term certain wishing to add FTE)
- 2) Other (TTOC with no seniority)

For each of the types of position (continuing / term certain), the district should follow this process:

- 1) Priority Band – Recall (PT continuing/term certain wanting to add), Other (TTOC with no seniority)
- 2) Necessary Qualifications - teachers considered need the necessary qualifications for the position they are applying for
- 3) Seniority - of the list of teachers within each priority band who are qualified, the most senior is the successful applicant.

Note that if there are no qualified applicants for a position, the district can fill the position with the most senior or most qualified candidate, fill it internally, or they can re-post a position.

**Challenge:** If you applied for a position and the successful applicant had a lower priority status or less seniority, you can appeal that decision by Emailing Rick Kienlein (District Principal - HR) at [rkienlein@sd73.bc.ca](mailto:rkienlein@sd73.bc.ca) and copying us at [office@kttta.ca](mailto:office@kttta.ca).

Please contact the KTTA office (250-554-1223 or [office@kttta.ca](mailto:office@kttta.ca)) if you have any questions.

## **Phased Staffing:**

The allocation of staffing to *secondary schools will occur first* to ensure positions are posted before the start of Semester 2. The next allocation will be for *staffing to elementary schools where additional classrooms* are being created. Once these processes are completed, *then the funds will be distributed to other elementary schools* to ensure maximum possible staffing for all schools based on their need.

We are hopeful this entire process will be completed by early-mid February.

## **B. Extended Spring Break Matter**

*(Petition Attached - you can ask community members and parents to sign the petition outside of school hours)*

District management was requested by the School Board to engage partners to look into whether support exists or not for a continuation of the extended Spring Break.

The KTTA negotiated a three year trial with the district and then incorporated the Letter of Understanding into the Collective Agreement. However, that agreement ends this year. The KTTA surveys members and nearly 600 members responded to the survey with 94% of members (and 75% of TTOCs) indicating support for a continuation of the extended Spring Break. The November, 2016 carried a motion to authorize the KTTA to start negotiations with the district to extend that agreement. The KTTA representatives met with Human Resources and shared a proposal that addressed some of the concerns members had about the structure of the work day.

District management took all of the input from all partner groups including teachers, support staff, school administration, and parents and all groups indicated in a large majority that they wanted the extended spring break to continue. This included 69% of parents surveyed (through Thought Exchange). A report was prepared and provided to trustees. This included a motion that the Board approve a continuation of the two week spring break.

### **Monday, January 16, 2017 Board Meeting**

There were seven trustees at the school board meeting last night. A report and motion regarding the continuation of the Spring Break came to the Trustees. Three spoke against the motion and three supported the motion. One trustee had concerns about professional development days but was hesitant to support the motion to continue the extended spring break. The vote on the motion ended up being a 4-3 vote against the motion essentially ending the extended spring break beyond this school year (for the 2017-18 school year).

The Trustees who voted **for the motion** were: Joan Cowden ([jcowden@sd73.bc.ca](mailto:jcowden@sd73.bc.ca)), Joe Small ([jsmall@sd73.bc.ca](mailto:jsmall@sd73.bc.ca)), and Megan Wade ([mwade@sd73.bc.ca](mailto:mwade@sd73.bc.ca)).

The Trustees who voted **against the motion** were: Gerald Watson ([gwatson@sd73.bc.ca](mailto:gwatson@sd73.bc.ca)), Kathleen Karpuk ([kkarpuk@sd73.bc.ca](mailto:kkarpuk@sd73.bc.ca)), Cara McKelvey ([cmckelvey@sd73.bc.ca](mailto:cmckelvey@sd73.bc.ca)), and Rhonda Kershaw ([rkershaw@sd73.bc.ca](mailto:rkershaw@sd73.bc.ca)).

The two missing trustees were: Denise Harper ([dharper@sd73.bc.ca](mailto:dharper@sd73.bc.ca)) and Shelley Sim ([ssim@sd73.bc.ca](mailto:ssim@sd73.bc.ca)).

The trustees who opposed the motion stated that they did not take stock in the survey of parents because parents could vote more than once. One noted that it isn't educationally sound but didn't provide evidence of how that is the case (management noted that there was no negative impact on student achievement). There was also some concern about hardship around some families. Trustee

Watson noted that the survey was not a referendum and trustees could vote as they wished.

The trustees who were in favour of the motion noted that the district surveyed partner groups and should not disregard the desire of the majority and that issues around hardship were not supported by the evidence.

The trustees then voted for a motion to look at alternatives to the two week spring break.

**NOTE RE: EMAILS:** If members choose to email individual trustees, please remember that the school district is your employer and encouragement is more likely to get reconsideration than stronger language. The key issues below may help with your message.

### **Possible Actions**

Letter of Understanding No. 41 was a negotiated provision, but does end on June 30, 2017. The KTTA expected good faith negotiations from the district and district management were willing to engage to continue the extended spring break. Members will undoubtedly be upset about this surprise decision of the district's trustees who disregarded the will of those they consulted with.

We note that the issue of an extended spring break has an educational component to it and that has to be stressed.

**The key issues members identified in our survey were:**

- Partner groups were consulted and the majority wish to remain with status quo. Consultation is meaningless if this isn't taken into consideration.
- It allows teachers to catch up on preparation work, marking, and reporting.
- Students are more rested and it is easier to proceed with instruction
- It addresses issues of children missing instruction when they are taken on holidays during the week prior to or after spring break

### **Petition and Board Presentation**

The KTTA has sent a petition to every school that highlights the educational reasons for an extended spring break. This can then be presented at a public board meeting with an encouragement for trustees to reconsider their response.

### **Media**

Radio stations, CFJC TV, and Kamloops This Week reported on the teachers' perspective on the 2 week spring break issue.

Attached here is the CFJC TV report: <http://cfjctoday.com/article/556356/kamloops-teachers-not-impressed-spring-break-switch>.

### **KTTA Executive Committee**

The KTTA Executive Committee met on January 23, 2017 to discuss ideas of how to help press the trustees to reconsider the motion to return to a one week spring break.

The actions are attached to this e-newsletter and includes investigating the cost of a community survey and connecting with other partner groups to join in the call to return to the two week break.

### **C. School PD Day - February 24th**

February 24th is designated as a school professional development day and the school PD committee would be organizing events and activities for that day.

Some members are offering workshops that are open to everyone and those are posted in the [www.ktta.ca](http://www.ktta.ca) website under Pro-D Corner.

The PD options include:

1) Westsyde Secondary Technology Institute: There will be workshops related to the use of technology in the classroom and how this can assist in the implementation of the new curriculum. Contact Jeremy Reid ([jreid@sd73.bc.ca](mailto:jreid@sd73.bc.ca)) for more information.

2) Critical Thinking Through Vertical Math: Aberdeen Elementary is working on critical thinking through vertical math in the morning and creating a series of vertical math problems. The afternoon options are either focussed on financial literacy (possible focus on classroom store/mall) and Applied Design (intermediate focus). Contact Darcy Martin ([dmartin@sd73.bc.ca](mailto:dmartin@sd73.bc.ca)) for more information.

3) Big Little Science Centre: Senior science teachers may be interested in getting together at the Big Little Science Centre to discuss how the centre can assist with new curriculum. If interested, please contact Gordon Gore ([gordongore0@gmail.com](mailto:gordongore0@gmail.com)) or call 778-472-2014.

4) Project Based Learning / New Curriculum: Andres Ruberg would like to host a workshop on either Project Based learning (developing and assessing meaningful projects) or New Curriculum discussion/planning through core competencies particularly in the areas of numeracy / secondary math or senior secondary computer science. Contact Andres Ruberg ([aruberg@sd73.bc.ca](mailto:aruberg@sd73.bc.ca)) for more information.

5) Dance PI3y Training: Dance PI3y Training will be held on February 24th and 25th at Valleyview Secondary. Registration is at <https://goo.gl/3Y38iK> and contact Sherry Stade ([sstade@sd73.bc.ca](mailto:ssstade@sd73.bc.ca)) for more information.

6) Inclusive PE Games: This workshop is being hosted at Marion Schilling Elementary on February 24th and entails ideas on PE games for keeping most kids active for the most amount of time possible using mini/warm-up games. Registration is at: <https://goo.gl/82iPtW> and contact Sherry Stade ([sstade@sd73.bc.ca](mailto:ssstade@sd73.bc.ca)) for more information.

There are also provincial workshops in Richmond for New Teachers ([www.ktta.ca/images/New\\_Teachers\\_Conference\\_2017.PDF](http://www.ktta.ca/images/New_Teachers_Conference_2017.PDF)) and Teachers of Inclusive Education PSA.

Contact the KTTA office ([office@ktta.ca](mailto:office@ktta.ca)) for more information.