

KTTA News - May 10, 2017

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Go to **KTTA website for information** (www.ktt.ca)

Professional Development Events (May 16th) - <http://www.ktt.ca/professional-development/local-ktt-pd-offerings.html>

KTTA Annual General Meeting - Tuesday, May 16th (4:30 PM at NorKam Secondary) - info at www.ktt.ca

Round 1 Postings - Next Week (Exact Date Uncertain)

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A. Teacher Staffing (Round 1 Next Week)

The district will be posting positions next week (early - mid) which will include about 70+ full time positions. These positions will be posted based on vacancies created through absences/retirements and also to address class size and composition limits in the collective agreement.

When the KTTA received the postings, we will send them out. You can also check at: <http://www3.sd73.bc.ca/careers>.

The staffing process will follow the following timelines (roughly):

Mid-May: First round of postings for teachers returning from leave, teachers declared surplus, and teachers requesting a transfer (held position at same school for 3 years or part time increasing FTE)

First Week of June: Second round of postings for teachers returning from leave, teachers declared surplus, teachers requesting a transfer, Recall teachers (term certain teachers), TTOCs and outside applicants

Third Week of June: Third round of postings for all teachers.

Second - Third Week of August Fourth round of postings for all teachers (including term certain positions)

If there are questions regarding the staffing process, please contact the KTTA office (office@ktt.ca or 250-554-1223).

B. In-School Assignment Process

There have been questions from some members regarding the in-school assignment process and what rights exist in the collective agreement.

The process a school administrator follows for the in-school assignment process is established in Article E.20.2. Outside of this process, assignment of teachers is vested exclusively in the Board (or management) as noted in Article A.26.

Article E.20.2 Process:

- 1) **Discussions** (Staff Meetings): Discussions pertaining to school organization, proposed timetable, and staff assignments shall occur during regular staff meetings
- 2) **Consideration of Assignment:** In-school assignment changes shall be accommodate wherever possible, taking into consideration qualifications, training, experience, employee's preference, and equitable distribution of workload.
- 3) **Consultation** (Prior to Posting): Prior to a position being declared available for transfer or vacant, the principal/vice-principal in consultation with staff shall consider in-school assignment changes.

Each process is more involved than the next.

Discussions at Staff Meetings: school administration has to allow for an exchange of ideas

Consideration of Factors: school administration has to involve careful thought

Consultation Prior to Posting: school administration is required to examine the case of the staff (or teacher), share information and attempt mutual resolution

If you are not please with your draft assignment for next year, we request you do the following:

1) **Email:** send an email to administration noting your qualifications, training, experience and preference in assignment, and providing your case for why you believe you should have a particular assignment or assignments.

2) **Follow Up Meeting:** request a meeting to discuss the issue.

Your rights are limited in the assignment process, but you can advocate for a particular assignment and there has to be evidence that an attempt was made to consider your reasons for your request.

C. Class Size and Composition Implementation

The Association representatives and district administration have exchanged correspondence around the issues related to class size and composition

The parties will meet again to finalize where there is agreement and where disputes exist.

We have in the meantime **been able to agree on one outstanding issue:**

1) **Category H:** the district now agrees that Category H is a "low" incidence classification (or high needs). This means that the reduction of class size maximums will include students with Category H.

For example: a grade 6/7 class with three (3) students with "low" incidence special needs (Category A, G, and H) cannot have more than 24 students in it (27 Class Size Max - 3 Low Incidence = 24)

The Association and District **continue to have a dispute** around the following:

1) **Class Composition Limit:** the district's position was that the class composition limit in a class was three (3) students with "low" incidence special needs (A-H). The Association's position is that the class composition limit is three students with any special needs category as the collective agreement did not differentiate. There continues to be a dispute on this matter.

The following matters need to get more clarity between the parties before there is agreement / disagreement:

1) Teacher Assistants (Students): The district and Association agree that student Teacher Assistants count in the total 196 case load for secondary teachers, but are trying to determine if they were excluded from class size limits.

2) Mosaic / Case Load: The district and Association are trying to get clarity from former negotiators about how the Mosaic (grade 8 students sampling electives) fit within the case load limit of 196. The Association received information from the BCTF that the "credits" or "FTE" was relevant to the case load limit which means that a students in a Mosaic or Sampler would likely count for part of an FTE. We will provide more direction on this once we have confirmation about the intent of the case load limit.

NOTE:

We continue to request that teachers not engage in developing class configurations that breach the union's interpretation of class size limits (particularly around composition). We also encourage members to note their disagreement with classes that exceed the maximum class sizes / composition limits as per our understanding.

D. Extended Spring Break Update

The Association has received a letter from the district (attached) requesting a meeting to discuss the 2017-18 calendar as per the School Board's motion.

The Association had **started the process of negotiations on Friday, May 3rd**. It has been made clear to the district previously that we will **NOT agree to any stripping of Contract language** around Professional Development or Work Year (day after Labour day to June 30th or earlier).

The parties have agreed to a protocol that we cannot communicate publicly about bargaining but will inform members of the process as it progresses.

E. TTOC Shortage Issues

Request for Information

The Association thanks you for providing information specific to re-assignment, loss of preparation time, loss of authorized leaves, and loss of specialist time. A grievance has been filed with the district with all of the situations provided to the office and is amended to include new information as it comes in.

The district has hired new TTOCs to the list alleviating some of these issues, but will need to continue to hire more to ensure member's rights and services to students are provided.

We request the following information if you are affected by a shortage of TTOCs at your school:

Name:

School:

Date of Shortage:

Loss of preparation time (yes/no and amount of time)

Re-assignment (yes/no and who covered for and rights lost because of this)

Specialist Teacher Reassigned (only if you are an LART or Teacher Librarian, did you cover prep / replace prep teacher, time lost)

Other Issues:

If you have any questions about this issue, please contact the KTTA office (250-554-1223 or office@ktt.ca).

F. PSA Super Conference (October 20-21, 2017)

Please Visit: <http://www.psasuperconference.ca> for more information

The BCTF Provincial Specialists Associations are hosting a Super Conference on October 20-21, 2017 in Vancouver, BC. This corresponds to the October Professional Development Day.

You can view sessions and register online at <http://www.psasuperconference.ca>. The keynote speaker will be Ian Jukes who will be presenting on "Understanding the Always-On Generation: Hyperinformation and the Rewiring of the Human Brain". Ian has been a classroom teacher and has taught every grade from K-12. He has also been a writer, administrator, international consultant, and university instructor.

Please visit the site and note that there are reduced fees for early registration.

G. New Curriculum Resources

The district will be or has received its portion of the \$29.4 million for new curriculum resources from the Ministry of Education. There are specific purposes for this funding and we ask school staff committee chairs or staff representatives to provide a response to the school administration on how the teaching staff would like the resources spent at your respective school.

The purpose of the grant is:

- 1) Purchasing supplies and resources that reduce costs for parents (i.e.. Supplies that would normally be funded by the PSA)
- 2) Help teachers deliver BC's new curriculum

The Ministry notes in the attached announcement that the one-time funding can be used to purchase a wide range of supplies including:

- 1) Textbooks
- 2) Hands-on learning tools
- 3) Computer programs
- 3) Athletic equipment
- 4) Art supplies
- 5) Lab equipment

School administration should be consulting with teaching staff and, if not, then please meet together as a staff committee and provide a collective response to what teachers believe the funds should be used for at the school.