

KTTA News - May 1, 2017

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Go to KTTA website for information (www.kfta.ca)

General Election Day - Tuesday, May 9th

Walk for Peace, Social Justice, and Environment (Farmer's Market - May 6th at Noon)

KTTA Annual General Meeting - Tuesday, May 16th (4:30 PM at NorKam Secondary)

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A. Response to School District Budget

The district presented its draft budget on Wednesday, April 12th (and the power point is attached for your information). The district stated that it is expected to have about the same number of students in the district this year as last year. In addition to this, the Memorandum of Agreement that restores class size, composition, and specialist ratio language to the collective agreement will be funded by the province through a separate fund called the "Classroom Enhancement Fund". The district is expecting an additional \$1,760,781 to its Operating Budget in addition to the \$7,528,161 from Special Purposes Funding to ensure compliance with restored class size/composition language from the 1998-2001 collective agreement.

The KTTA has reviewed the budget and with feedback has responded to the district (letter attached). In the response, we highlighted the following:

- 1) The addition of twenty five (25) FTE teaching positions to what currently exists (with Education Fund and Priority Measures) may not be sufficient to meet contractual obligations around class size and class composition limits.
- 2) The district should maintain and possibly increase non-enrolling specialist positions to address real needs in the schools. The Association agreed with the district that it should maintain the Counselling and LART positions which are currently above the minimum staffing levels in the pre-2002 contract, but also to possibly add positions where needed.
- 3) The reduction of 18 FTE Certified Education Assistants means less direct service to students. The district has access to funds that could maintain some or all of these positions.
- 4) Reconsider reduction in Supply Budgets and to ensure the Ministry funds for new curriculum are allocated within the schools after consultation with teachers.
- 5) Reconsider employing a Communications / Public Relations Specialist which provides no service to students. This funding could instead be reallocated to the classroom or to resources to support learning.

When we receive a response from the district, we will share that with the membership.

B. Class Size and Composition Implementation

The Association representatives met with district administration on April 21st to discuss particulars around the implementation of restored class size and composition limits and staffing ratios.

The parties will meet again to finalize where there is agreement and where disputes exist. We do note two key areas of dispute that have existed in the past and we are working on resolving one of the issues but will likely need to refer the other matter to the BCTF for final resolution.

1) **Category H:** the district's position was that students who were designated with a Category H were "high" incidence (less needs). However, in our meeting, the district agreed that the contract language from 1998-2001 indicated that at least some of the students who would have a Category H designation would be "low" incidence (high need). This would be significant as class size maximums are reduced further if there are students with "low" incidence special needs in a class room. The Association continues to work on this issue.

Note: Low Incidence = A - G (and likely H), High Incidence = K-R

2) **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. 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.

3) **Teacher Assistants:** 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.

4) **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.

C. 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 authorizing a one week spring break unless days of instruction would not be reduced (hence moving non-instructional / professional development days in the summer or otherwise adding instructional days after June 30th or before Labour Day - the bookends).

The Association has responded to the district (letter attached) noting that it would meet through the formal bargaining structure and in good faith. Our position has been that an extension to the existing Letter of Understanding or otherwise increasing time to the day to make up for the extra week of Spring Break is the preferred option.

We will keep the members informed on the district response.

D. Reporting (MyEdBC) Workload Grievance

The Association referred a grievance matter to arbitration related to teacher workload and reporting using the My Education BC program.

The specific grievance relates more to specific inconsistencies between schools that result in greater workload for some teachers and the requirements above those from the Ministry that is resulting in greater workload generally.

The Association will be represented by Craig Bavis (an experienced labour and constitutional lawyer) and the matter will be arbitrated by Marguerite Jackson. The parties have agreed to October 30-31 and November 1, 2017 for the hearing dates.

E. 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: Hyper-information 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.

F. Teacher Regulation Branch Fees

(From Maxine Roberts - SD73 Finance Clerk)

All certificate holders who are receiving a Payroll deposit this week (April 28th) will have had their Teacher Regulation Branch Fees deducted and remitted as required under the School Act.

Please check your Earnings Statements to verify that your fees have been deducted. For Teachers and Administrators the earnings statements will be dated 30-Apr-2017. For TTOCs the earning statements will be dated 15-Apr-2017. The deduction will appear in the DEDUCTIONS section of the Earnings Statement.

Certificate holders who are NOT receiving a School District payroll deposit on April 28th are required to remit their fees directly to the Teacher Regulation Branch themselves (prior to the May 31st deadline). Additional information can be located on the TRB website (<http://www.bcteacherregulation.ca>).

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.

H. KTTA Annual General Meeting (Tuesday, May 16th)

Go to www.ktta.ca for the agenda and documents

The KTTA Annual General Meeting will be held on Tuesday, May 16th at 4:30 PM at NorKam Secondary School - in the library.

The **Draft Agenda** for the AGM will include:

1. Call to Order 4:30 PM - Lorraine Balogh / Gregg Hafeli
2. Acknowledgment of Traditional Territory / Committee to Solidarity Statement
3. Adoption of Agenda
4. Adoption of Minutes from 2016 AGM (http://www.ktta.ca/images/AGM_May_18_2016.PDF)
5. Election of Executive Committee and Bargaining Committee positions
6. Union Service Award 2016
7. Budget and KTTA Union Fee for 2016-17 School Year (http://www.ktta.ca/images/Budget_and_Fee_Recs_2017.PDF)
8. By-Law Amendments and Policy Changes (http://www.ktta.ca/images/AGM_2017_Recommendations.PDF)
9. Scholarship Awards Policy Changes (http://www.ktta.ca/images/Scholarship_Policy_2017.PDF)
10. a. Class Size / Composition Update b. Extended Spring Break Update
11. Motion to Destroy Ballots
12. Door Prize and Adjournment (6:30PM)

Elections for Executive Committee positions will be held at this meeting. If you are interested in the positions noted below, please email or call the KTTA office (office@ktta.ca or 250-554-1223) to nominate yourself or come to the meeting and put your name forward for the position.

The **Executive Committee positions** that need to be filled at this meeting include:

- (3) Kamloops District Local Representatives: attend provincial Representative Assembly meetings three times a year and the BCTF Annual General Meeting in March.
 - (1) North Thompson Local Representative: (same as above)
- Members at Large: attend Executive Committee meetings and sit on committees as may be

requested by the Executive Committee

- MALs are elected based on a ward system - 1 Barriere, 1 Chase, 1 Logan Lake, 1 North Thompson, 2 Kamloops

(1) Aboriginal Education Chair: sit on the district First Nations Advisory Committee and assist with or lead First Nations education initiatives in the district.

(1) Action Chair: lead political action initiatives in the district and do external public relations

(1) Bargaining Chair: lead bargaining committee and team in negotiations with district

(1) Health and Safety Chair: attend district Health and Safety meetings and assist local office in dealing with H and S issues in district

(1) Labour Liaison Chair: attend district Labour Liaison meetings and bring non-contractual concerns to district administration's attention and work with local office to attempt resolution on those matters

(1) Public Relations Chair: create publications for members and assist president in member communication

(1) Social Chair: organize social events for teachers

(2) Social Justice Chairs: lead social justice initiatives in the district and assist local office in organizing social justice events

(1) Treasurer: prepare budgets, oversee financial affairs of KTTA, act as signing officer

(1) TTOC Chair: connect with TTOCs in the district and work with local office to address issues brought forward by TTOCs

Bargaining Committee Positions: This meeting will also be electing four secondary, four elementary, and one DL bargaining committee positions.

I. Teacher Staffing 2017-18

The School District will soon be releasing its draft budget for 2017-18 school year. Based on the Memorandum of Agreement from March 3, 2017 restoring the class size and composition provisions from the pre-2002 contract, the district will need to hire a number of positions into the district. As such, there is likely to be little to no surplus designations this year.

The **Spring Staffing Process** is attached to this email for members to review (note that surplus and layoffs are unlikely to occur this year). The timelines are also set out here regarding the staffing process for the next three months.

April: Discussions between administration and staff regarding staffing for next year at the schools. Consultations regarding assignments for next year.

End of April: Surplus designations **if necessary** in schools that have a greater number of teaching staff than is allotted from the district based on student numbers by grade level / course

2nd - 3rd Week of 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), and TTOCs

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

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

NOTE: For in-school assignment changes:

The school administration needs to **consider**: 1) experience, 2) qualifications, 3) training, 4) teacher preference, and 5) equitable distribution of workload.

Before a position is posted, school administration needs to **consult** staff on in-school assignment changes.