

KTTA News - November 23, 2016

David Komljenovic (president@kttta.ca / 250-320-1825) / Amanda Jensen (1vp@kttta.ca / 250-819-3090)

Next General Meeting - Tuesday, January 17, 2017 (Tentatively at 4:30 PM at NorKam Secondary Library)

Documents at www.kttta.ca in topics under General Meeting

Positions are Posted on SD 73 Website. Check at -
<http://www3.sd73.bc.ca/careers>

CONTENTS:

- A. BCTF Message on SCOC Decision**
- B. Class Size / Composition Language (2002)**
- C. General Meeting Summary**
- D. PD Opportunities - Dec. 5th**
- E. Grad Years Feedback**

A. BCTF Message on SCOC Decision (Glen Hansman)

Kamloops Thompson language attached and at www.kttta.ca (link at top of the page)

I know the last two weeks have been exciting and emotional for all of us. The significance of our victory at the Supreme Court of Canada cannot be overstated. For many of us, there is a real sense of vindication and relief. For others, it's a moment to look back and maybe even grieve for the work we could have done had the government never pursued this fight in the first place. And for all of us, it's an opportunity to look ahead to better working and learning conditions.

So what are the next steps? The Federation is prepared to work collaboratively with the employer and government to ensure the timely and efficient implementation of that restored language. However, this cannot be a long, drawn-out process. Teachers and students have waited long enough!

The Public Sector Employers' Council has now been in touch with the Federation and we will be meeting soon to discuss next steps.

The Federation's focus will be on ensuring implementation of the restored language as soon as possible. With a \$1.9 billion budget surplus this year, the provincial government has the means to start making improvements as early as January. For example, secondary schools on a semester system could see the class size and composition improvements for the second semester. And in both elementary and secondary schools, we can bring back teacher-librarians to open up closed libraries. Other examples of what timely implementation means for all schools:

Restored special education teachers to help create more meaningful inclusion.
Reduced wait lists for psycho-educational assessments.
Increased numbers of school counsellors to help children facing mental health challenges.
More English-language teachers to welcome and support refugee and immigrant children into our schools and communities.

Locals will be sharing copies of the language we have won back. Please meet as a school staff to discuss what these changes will mean for your school. Please also share this information with your networks and parents, letting them know what these changes will mean for BC kids.

The Supreme Court of Canada's ruling proves that BC teachers were right all along. The government was bargaining in bad faith and wrongly tipping the balance of power to their side, at the expense of our rights and our students. As Justice Ian Donald wrote in his BC Court of Appeal dissent: "This case is the culmination of at least 13 years of systemic and institutionalized negation of the BCTF's... right to associate collectively to achieve important workplace goals."

By reverting to Justice Donald's dissent (available online, starting at paragraph 275), the Supreme Court of Canada has, as of November 10, restored the unconstitutionally stripped working and learning conditions into our collective agreements. Justice Donald wrote: "... Allowing the Working Conditions to remain deleted would force teachers to continue to suffer from unconstitutional government action and legislation. Therefore, I would order, pursuant to s. 24(1), that the Minister of Education direct the public administrator for the BCPSEA appointed under s. 9.1 of the Public Sector Employers Act to reinstate the Working Conditions into the collective agreement immediately."

However, Justice Donald did not agree with the trial judge, Madam Justice Susan Griffin, that the language is restored retroactively to 2002. That means our collective efforts to secure the \$105 million grievance settlement was the correct course of action to achieve some remedy for past violations of our rights. Had we waited until this moment in time, we would not have been able to secure those funds which were distributed to members following the 2014 strike.

In addition, this win vindicates your commitment and determination during the 2014 round to resist government attempts to have us bargain away our rights. One of the biggest reasons we were on the picket line as long as we were was to get rid of Clause E80, the government's proposal that would have required us to give up the right to implement any future court win. If you did not stand as strong as you did, we would never have succeeded in getting that clause pulled from the table.

With an election coming in May 2017, now is the time to advocate as energetically as we possibly can to achieve these long-sought remedies. We are less than 170 days until the provincial election. No one wants to see a long, protracted fight or any more political games from the BC Liberal government.

Now, it's time for them to act in deference to the highest court in the land. Now, with this decisive ruling and a large budget surplus, is the time to get the job done.

B. Class Size and Composition Language (2002)

With the 2002 class size and composition language restored to the Collective Agreement, there have been questions about what that would mean in schools. The district figures note that it would mean the hiring of an additional 52 FTE teachers not including specialist teachers added as a result of old ratios.

Class Sizes and Ratios (attached) are noted below:

Elementary:

K = 20

K/Grade 1-3 = 20

Grade 1-3 = 22

Grade 3/4 = 25

Grade 4-7 = 29

Grade 4-7 Split = 27

Secondary:

English, Science Lab = 28

Home Economics = 26

Industrial Education = 24

Other Secondary = 29

Secondary total case load = 196 students

Special Education:

High Incidence (Cat K-R) = 15

Low Incidence (Cat A-H) = 10

Composition:

Class Size maximums decreased by 1 additional student for every student with low incidence special needs in the class (Cat. A-H).

Maximum = 3 students with IEPs integrated into a class with support

Special Teacher Ratios:

Teacher Librarian = 1.0FTE :695 students

Counsellors = 1.0 FTE :693 students

LARTs = 1.0 FTE :397 students

Resource Room Teachers = 1.0 FTE :342 students

ESL Support = 1.0 FTE :74 identified students (ESL)

Distributed Learning (class sizes and case loads as described above)

A process existed to exceed the maximums but if there was no resolution, a matter could be grieved.

We are awaiting further direction from the BCTF on when these provisions become enforceable.

C. General Meeting Summary

The KTTA General Meeting was held last night at NorKam Secondary and the minutes are attached. The meeting carried motions to send to the BCTF Annual General Meeting reflecting the priorities of members around funding for special needs students, class size / composition as a priority for negotiations, support with new curriculum, strategies on reporting, and autonomy related to professional learning.

There were two policy amendments - one related to the minimum number of General Meetings per year (now consistent with the by-laws) and delegation at Kamloops and District Labour Council meetings and BC Federation of Labour meetings.

An amendment to existing policy on the Professional Development initiative fund was referred back to the PD committee for rewording and will be brought back to the January 17th General Meeting.

The last motion was on authorizing the KTTA to negotiate an extension to the agreement on the two week spring break with an opening position being informed by the survey of the membership (580 members responded with 94% wanting to continue the 2 week spring break but with 56% of members wanting time added to the end of the day rather than taken from break times in the day to make up for the extra week). The KTTA will also be informed by the opening position the last time this matter was negotiated attempting to also address TTOC compensation again.

D. PD Opportunities - December 5th

The December 5th Professional Development Day is for school based PD and the activities are determined by the school's PD committees. There are a couple of opportunities that the school PD committee may want to make available to members and those include:

Inquiry - The Power of Pleasure and Taking Action

Registration: <https://goo.gl/Duh5SZ>

Henry Grube Education Centre (Room 1A/B)

Time: 8:30 AM to 2:30 PM

Cost: \$50 per member (to be billed to the school)

Contact: Tricia Persad (tpersad@sd73.bc.ca) or Andrea Wallin (awallin@sd73.bc.ca)

Reaffirming, Reworking, and Rethinking our Assessment Fundamentals for the 21st Century

Registration: <https://goo.gl/forms/NQv8WbuzsT0jes6y1>

NorKam Secondary

Time: 8:30 AM to 3:00 PM

Cost: \$50 per member (to be billed to the school)

Contact: Tara Murray at tmurray@sd73.bc.ca for more information

E. Grad Years Feedback

(From Janice Neden - BCTF Professional and Social Issues Dept)

In order to collect feedback on the graduation years curriculum the BC Teachers' Federation (BCTF) has designed the following survey tool:
www.questionnaire.research-recherche.net/s/curriculumfeedback

The focus of this survey is to gather feedback from group discussions specific to the graduation years for the BCTF to review and analyze. It is expected that locals and provincial specialist associations will organize their own feedback processes to gather information for submission. The survey will ask you to upload three Word or PDF documents containing feedback, one for each of the following discussion questions:

1. What are the positive aspects of the revised BC graduation program curriculum (Grades 10–12), and what are you looking forward to in education change?
2. What are the concerns?
3. What supports are needed from government, your school district, and your union?

The closing date to submit feedback is December 9, 2016.

Thank you for your attention to this important matter. If you have questions please contact jneden@bctf.ca.