

KTTA News – September 15, 2016

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

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A. Attendance Management (*Grievance Resolution*)

The district had started an attendance management program last year which is a program encouraged by the provincial government. The Association has been monitoring this matter which ultimately resulted in a grievance related to the application of policies the district carried on May 9, 2016.

Through negotiations with the district and upon advice from the BCTF, the Executive Committee authorized the table officers to resolve this matter as noted in the settlement agreement attached to this e-newsletter. Included in this settlement agreement are the following components:

- 1) *The continued right to file grievances related to the application of Policy 930.1 (Attendance Management Policy) as it relates to the working conditions of teachers.*
- 2) *The entitlement to representation at meetings with administration that are for the purpose of attendance management.*
- 3) *The consideration of individual circumstances in a fair and reasonable matter (which prohibits a lock-step approach to attendance management)*
- 4) *A recognition that a meeting between administration and teachers to discuss attendance are not disciplinary and that any written communication between administration and teachers does not form part of their personnel file.*
- 5) *There will no longer be comparisons made between teachers with regard to the use of sick leave at meetings.*
- 6) *Personal information (i.e.. Medical) and communication will be handled in a confidential manner.*

The Association also appended the grievance settlement with a letter outlining the potential issues with the district's new policy which, if applied, would possibly form the basis for grievances.

It is important to know that if an administrator approaches you to have a meeting regarding your attendance or use of sick leave, that you **raise your right to representation prior to the meeting.**

B. New Round of Postings (*Postings Attached*)

As a result of increased student enrolment over the summer, the School Board voted last night to allocate an additional 7 FTE teaching positions to the district. Attached to this e-newsletter are those positions and other vacancies that have come up recently.

This includes 29 elementary positions (PT and FT), 4 middle school positions (PT and FT), and 11 secondary positions (PT and FT).

Members who are eligible to apply (Recall, Part Time - if schedules do not conflict, and TTOCs) would do so through OASIS.

The KTTA and district will also meet next Monday to discuss remaining monies in the Education Fund which could result in a few more positions.

C. Enrolment Report - Sept/16 (*Report Attached*)

At the School Board meeting last night, the district received a report (attached) that notes an increase in enrolment over what was projected in the budget last year.

The enrolment increases are:

Kindergarten: 115 FTE

Grades 1-7: 88 FTE

Grades 8-12: 27 FTE

As a result of these enrolment increases, the district has allocated an additional 7 FTE teaching staff across the district.

D. PD and Curriculum Days (*District Non-Instructional Days and Early Closures Attached*)

Last year, the BC government added two days to the calendar for the purpose of curriculum implementation. This year, one of the traditional in-service or administration days will be for the purpose of curriculum implementation.

While not all schools have Professional Development Committees, it is important for the PD Committees and Teacher Facilitators (who would like to continue in that role this year) be involved in the planning on the Curriculum Days including the one scheduled for September 23rd.

KTTA representatives met with the new Director of Instruction for Curriculum - Jamie Robinson regarding the planning for the Curriculum Day on January 20th.

The remaining non-instructional days will be for the purpose of professional development. This includes:

October 21, 2016: School Professional Development or Provincial Specialists Association Workshops.

December 5, 2016: School Professional Development

February 24, 2017: School Professional Development

April 24, 2017: KTTA Professional Development Day

May 15, 2017: School Professional Development Day

The KTTA Professional Development Chair and Committee will provide more information about these dates and training for school PD reps after they have their first meeting.

Members interested in serving on the KTTA PD Committee, please contact the office (office@ktt.ca or 250-554-1223).