

Vernon Teachers' Association

VOICES

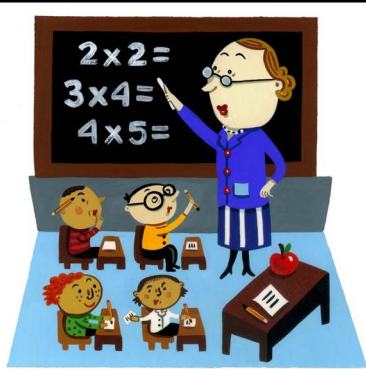
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4004-31st Street, Vernon B.C. V1T 5J6

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www.vernonta.com



Speaking for Teachers in the North Okanagan



Reflections.....

Dear Colleagues,

The VTA encourages and supports all educators to treat one another with mutual trust and respect, acknowledging that each has a unique and important role to play.

Professional and respectful relationships among educators is not only essential to our work, it is also mandated by governmental (School Act), regulatory (Teacher Regulation Branch), and BCTF policy (Code of Ethics).

TTOCs and new teachers often raise day-to-day concerns in the school and classroom. Some express not knowing where to turn for help. These teachers appreciate schools with supportive practices, such as being welcoming and respectful, teachers having a daily plan for TTOCs ready upon arrival, and sharing the information necessary for implementing consistent procedures. We all need to work together to ensure we have good communication in order to do our best work with students. In addition, we sometimes deal with concerns regarding the professional relationship between classroom teachers and TTOCs. This has ethical implications for everyone. The VTA sees this as a teacher issue, and believes this is our professional problem to solve.

The VTA is always working to improve the working conditions and support for new teachers and TTOCs. We bring forward many ideas and opportunities for our members such as Q&A sessions, the new teacher induction, PD sessions designed for TTOCs, wellness initiatives, social events, and union training sessions. Research confirms that connectedness is an important factor to resiliency and feeling successful.

Finally, in our work within our local union and the BCTF, it is important that we are engaged in the democracy of our organization. I would strongly encourage you to check into the BCTF portal and the bargaining updates that are provided there. Please try to attend any school VTA meetings, held by your school's staff rep. Important information and discussion happens within these spaces. During spring break, we have 10 Vernon teachers attending the BCTF Annual General Meeting, to vote and speak on behalf of our Vernon colleagues. In May, we have our VTA Annual General Meeting where our VTA Executive is elected. I hope that each of you will find ways to participate in these important conversations and democratic processes.

In support and solidarity,

Lisa LaBoucane

President, Vernon Teachers' Association



2019-2020 Inductees and VTA Executive with Guest, Clint Johnson BCTF 2nd Vice President

VTA New Teacher Induction – February 28, 2019 Vernon Golf and Country Club

**Delicious appetizers, stimulating conversations, party gifts.....
sounds like a PARTY!**

The Induction has always been a wonderful way to introduce new teachers to Vernon and the BCTF. In the formal part of the evening, Lisa LaBoucane welcomed the 17 teachers who have come from all over British Columbia from all levels of experience. This year, Clint Johnson the Second Vice President of BCTF joined us and briefly outlined the benefits and services the BCTF provides its members.

The VTA Executive members enjoyed mingling and meeting new colleagues as well. It is always exciting to hear other teachers' stories and backgrounds, and how they feel about working in the Vernon District so far this year. Relationships are imperative when joining a new community and we hope that all Vernon teachers will welcome our newcomers in their own friendly ways.

Vernon Teachers' Assoc.



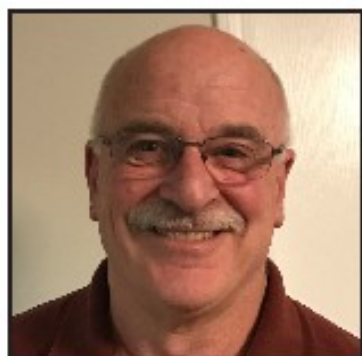
LISA LABOUCANE
PRESIDENT
VTA Office



CORI HUIZER
1ST VICE PRESIDENT
Charles Bloom Secondary



SANDY KLEIN
2ND VICE PRESIDENT
Mission Hill Elementary



CRAIG LEVERMAN
OCCUPATIONAL HEALTH & SAFETY
WL Seaton Secondary



BARRY DORVAL
BARGAINING
WL Seaton Secondary



KEVIN BADER
LOCAL AREA REP
Ellison Elementary



JUSTIN BENNET
OCTAV
Teacher on Call



HEATHER MALCOLM
MEMBER AT LARGE
Kalamalka Secondary School



KATHY JOHNSON
MEMBER AT LARGE
Hillview/Coldstream

Executive Committee



TERESA BIGSBY
TREASURER
Vernon Secondary School



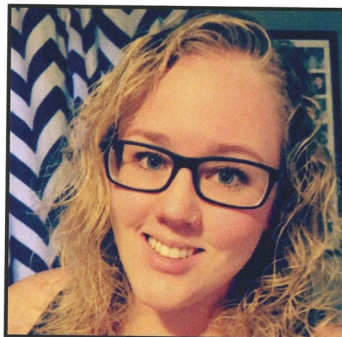
ROBYN LADNER
PROFESSIONAL DEVELOPMENT
Silver Star Elementary



SHAY BEST
SECRETARY
BX Elementary



LEAH CLARK
SOCIAL JUSTICE
Speech & Language



CHELSEA SLADEN
PR/COMMUNICATION
J.W. Inglis Elementary



PAUL BOYD
LOCAL ABORIGINAL ED CONTACT
WL Seaton Secondary



TIERNEY BARKER
MEMBER AT LARGE
J.W. Inglis Elementary



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THE TEACHER/TOC RELATIONSHIP

TTOCs are an important part of the education system and they do their best to provide for meaningful and authentic teaching and learning opportunities in your absence. Supporting this relationship takes effort from both teachers. Below are some professional expectations and guidelines for both the TTOC and the classroom teacher.

TTOC

- Follow as closely as possible the work planned by the teacher you are replacing.
- Make note of any deviations from or extensions to the regular day plan.
- Indicate in the daybook what work has been completed.
- Mark work if appropriate. If you feel marking can't be done because of its complexity or subjectivity, leave it for the teacher with an accompanying note.
- Include any specific items of concern or interest. Include the names of students who were cooperative or uncooperative students.
- Whenever possible, prepare a day plan for the next day's work, unless directed otherwise by the teacher.
- Include comments or suggestions on following up from the day's work and feedback for the contract teacher on class and individual progress.
- Leave your phone number so that the classroom teacher can contact you.

Should there be no lesson plan for the day

There will be times (rarely, it is hoped) when there is no daybook or lesson plans. Emergencies happen or the plan may be too sketchy to be understood. Here are some suggestions:

- Check the last completed day in the daybook, if available, and then do a reasonable follow-up to the previous lessons. Student notebooks may be checked if the day book is not available.
- Accumulate a set of your own prepared materials—a "survival kit." Include math reinforcement worksheets, or games, writing prompts, books to read aloud, art ideas, thinking skills, etc. Materials for the subject and grade levels assigned to you can usually be copied quickly at the office.
- Check with the office; the contract teacher may have phoned in instructions, or asked for you to call her/him for direction.
- Ask your staff rep for help. If there is no information provided, we must be ethical and seek union help before reporting the problem to the principal.

Teacher

Prepare an information folder or binder for the TTOC, which should include the following:

- Up-to-date day plan
- Daily and weekly timetable, showing bell times
- Information about students with special needs, including health needs
- Map of the school, including the fire exits
- Names of some students who could be of help
- Supervision schedule and guidelines
- Class rules, expectations, and responsibilities
- Seating plan or class list with phone numbers
- classroom routines
- Homework policy/expectations
- A section with emergency lesson plans, activities, games or projects that could be used anytime.

Emergencies happen. You might not be able to leave a lesson plan for the day. If possible...

- Email a general outline to the office to be passed on - at least it gives the TTOC something to go on.
- Have the TTOC call you (if appropriate) so you can talk them through the day.
- Inform dispatch that there is no day plan so that the TTOC can be better prepared.

As in all other collegial relationships and interactions, the Code of Ethics applies. We must adhere to these professional expectations for the benefit of everyone.

If you have questions or require support please don't hesitate to call the VTA office.

The BCTF [Handbook for TOCs and New Teachers: The Practice of Teaching](#) contains information on a variety of practical topics, such as classroom management, reporting requirements, working with parents, and sources of help for all teachers.



Know your Collective Agreement

The Collective Agreement is the basis of your employee-employer relationship with the school board. It defines:

- ◆ your rights
- ◆ the union's rights
- ◆ the Board's rights
- ◆ basic procedures for each side to follow regarding issues such as assignments, prep time, harassment, salary scales, seniority, your personnel file, evaluation procedures, and supervision.

Healthy, supportive working conditions and environments are what everyone needs in their employment. Teachers continually and happily expend their time and energy on students and their classrooms.

Availability of Teachers Teaching On Call (Article D.26)

When a teacher is absent from a school for half a day or longer and classroom coverage is necessary, a teacher teaching on call shall be employed to replace that teacher (*emphasis added*).

This means that other colleagues cannot be asked to cover our classroom if the classroom teacher is going to be away for a half day or longer. We can make arrangements with colleagues to cover a last block, etc... but only with our administrator's involvement and awareness.

If the district has a TTOC shortage, we have school based plans (developed by staff committees) to deal with this situation. If people have had to miss their prep to cover a class, the district will pay out people or ensure that prep time is provided within that week. If a non-enrolling teacher has been pulled from their assignment, the district will send a TTOC on a subsequent day in order to "make up" for the missed work.

The teacher teaching on call is required to assume only the duties of the teacher he/she is replacing unless advised of other circumstances before accepting the assignment.

This means that a TTOC cannot be reassigned once they have arrived at the school, unless they have been informed of that possibility by TTOC dispatch when they were called out.

This also means that a TTOC cannot be expected to do the supervision duty of a teacher other than for whom they were called.

Experience increments for salary (Article C.4)

There is relatively new language addressing TTOC experience credit: how it's accrued and applied. Under this language, one year is equal to 170 days worked as a TTOC. These days worked will move a TTOC up the pay grid, and will determine how much and when your pay is increased.

These days are accrued into a separate "silo" from any contract work, and can be combined in November and June. There is more information on our website (www.vernonta.com), under Teacher Resources: Advice to TTOCs re C4.



Health & Safety Report

Tolerating Violence is Not Part of Your Job

By Toni Grewal, BCTF staff

Have you ever been struck, punched, or kicked by a student? Unfortunately, recent studies and surveys show that teachers are experiencing more violence in their classrooms. Violence in the workplace is not tolerable, must be reported, and needs to be prevented.

IN THE WORKERS' Compensation Act, Section 4.27, violence is defined as "the attempted or actual exercise by a person, other than a worker, of any physical force so as to cause injury to a worker and includes any threatening statement or behavior which gives a worker reasonable cause to believe that he or she is at risk of injury."

For teachers, often the person causing the injury is a student. The behaviour of a student can escalate, and this may present risks to teachers. Also, the violent incident can be a singular or repeating event. Violence is not part of our job and it should not be normalized.

According to our recent BCTF survey, 92% of teachers who experienced violence or bullying felt stress or anxiety, while nearly 80% reported fatigue, loss of sleep, and headaches. Experiencing violence or bullying at work can have short- and long-term effects on a person's physical, mental, and emotional health and well-being.

At a recent WorkSafe K-12 sector meeting, a proposal for a Provincial Workplace Violence Strategy for the education sector was introduced. This process will involve representatives of BCTF, CUPE, school districts, BCPSEA, and WorkSafe. For this type of program to be effective, the partner groups present agreed that consistent language, reporting, and follow up is essential.

In 2010, the healthcare sector developed the Provincial Violence Prevention Curriculum (PVPC) violence prevention program. Some insight can be gleaned from the healthcare sector experience, however, teaching in a school is not like working in a hospital, clinic, or healthcare site. Therefore, a workplace violence prevention program for public schools will need to reflect the occupational health and safety reality that teachers experience daily.

What is and what is not bullying and harassment'?

Bullying and harassing behaviour can include:

- ◆ verbal aggression or yelling
- ◆ spreading malicious rumours
- ◆ calling someone derogatory names.

Bullying and harassing behaviour does not include:

- ◆ expressing differences of opinion
- ◆ offering constructive feedback, guidance, or advice about work-related behaviour
- ◆ reasonable action taken by an employer or supervisor relating to the management and direction of workers or the place of employment (e.g., managing a worker's performance, taking reasonable disciplinary actions, assigning work).

Source : <https://lis.gdltU1QWq>

What should you do if you experience violence at work'?

Follow this process:

Violent Incident Occurs

- ◆ Report to Administrator (6A Form), Health & Safety Rep, First Aid Attendant
- ◆ Report to WorkSafe through teleclaim: 1-888-WORKERS
- ◆ Remember, injuries are not only physical
 - ◆ See Your Doctor

VTA AGM — Monday, May 13th 2019

VSS Theatre - 4:00 pm

(Child Care will be Available — Please watch for Information on Registering Your Child)

◆ Election of VTA Executive for 2019/2020

The Officers of the Association, except for the President, Past President and the President of OCTAV shall be elected for a term of one year by secret ballot at the AGM. Nominations for all Officers up for election at the AGM may be received from the floor of the AGM or submitted to Cori Huizer at vp1vta@gmail.com prior to May 13th.



As per the VTA policies, nominations for President shall be made in writing and submitted to the Associations' office no later than **Monday, April 15th, 2019**. All candidates for the position of President shall submit a resume for publication along with their nomination. One day of paid release time will be provided for the qualified presidential candidates to visit the school sites prior to the election if they choose to do so. Interested candidates should contact Cori Huizer at vp1vta@gmail.com for more information.

A school based, secret ballot vote for the VTA President shall be held on Monday, April 29th, 2019, two weeks prior to the AGM. There will also be an advance poll and an election day poll set up at the VTA office to allow all Active Members who either cannot or who choose not to vote at the school based vote to vote in the election for the President.

◆ 2019/2020 Executive Annual Reports

◆ Adoption 2019/2020 VTA Fees

◆ Constitution/Policy Amendments

For Rent



2 Bedroom / 1 Bathroom - 1000 Sq Ft Upper Suite in house on East Hill
In suite Laundry - Covered Parking
Gas fireplace / Dishwasher
Bright spacious Suite - \$1500/Month plus 50% Utilities
Available June 1

Please Contact Evan @ 604-802-1694 for pics and more information.



MAKING TTOCs FEEL WELCOMED & PREPARED FOR THEIR DAY

SCHOOL FOLDER CREATED BY ADMIN OR CLERICAL AND GIVEN TO TTOC UPON ARRIVAL.

SHOULD INCLUDE:

- ◆ Map of the school
- ◆ Computer Login info/wireless code and HelpDesk phone number
- ◆ Bell Schedule
- ◆ Fire and Lock Down procedures
- ◆ Staff list and room #s
- ◆ Rep list - Staff rep, PD rep, OH+S rep
- ◆ Photocopy code if teacher doesn't provide one
- ◆ 6A form in case of injury
- ◆ Medical Alerts and Safety Plans (if applicable)
- ◆ How to contact the office in an emergency.

CLASSROOM BINDER OR FOLDER CREATED BY THE CLASSROOM TEACHER AND AVAILABLE TO TTOC ASSIGNED

SHOULD INCLUDE:

- ◆ Class list(s)
- ◆ Weekly schedule (including prep, PE, music, library, assemblies if known)
- ◆ Emergency procedures/plans for fire or lock down
- ◆ Specific info on students (behaviour, medical, etc...)
- ◆ Photocopier code
- ◆ Technology information (location and sign out for computer carts)
- ◆ Name(s) of CEAs assigned to the classroom
- ◆ Emergency lessons, games, review work, or other plans that could be used anytime in the event that the teacher cannot create a day plan





Professional Development

Yes, you are entitled to Pro-D and can attend Pro-D events in your district during Pro-D days. If you are interested in advancing your professional development outside of these scheduled days, in some districts, you are entitled to apply to OCTAV for money to help offset those costs. Please contact your OCTAV PD rep Brooke Mayne or the VTA office to find out about these opportunities.

PAY FOR TTOCs ON PD DAYS ARTICLE B.2.

9. A teacher teaching on call's assignment will not be interrupted by non-instructional days or by illness. A teacher teaching on call shall be required to attend any non-instructional day(s) which occurs during his/her assignment and shall be paid for such day(s).

APRIL 5th PD DAY: NEW TEACHERS' CONFERENCE

The New Teachers' Conferences 2019 is being held in Vernon and registration can be found at <https://www.bctf.ca/NewTeachers.aspx>

Participants will have the opportunity to network with colleagues from all over the Province. There will be high quality workshops on a wide range of topics (Aboriginal Education, Special Education, TTOCs, French Education, New Curriculum, Inquiry, Social Justice and more) and vendors with their displays of freshly developed teaching material that align with the new curriculum. There will also be a panel on Aboriginal Education discussing ways to infuse Aboriginal ways of being and learning in their classroom.

The registration fee is only \$60 which includes the Welcoming Reception, breakfast, lunch and coffee/tea break. Teachers on a continuing contract can use the Educational Activity day leave provision in the Collective Agreement to attend and use their school based PD money to cover the cost of registration. TTOC's and those in term specific positions can have their registration costs reimbursed through the OnCallTeachers fund at the VTA.

If you have any questions or concerns about your ability to attend this event, please don't hesitate to contact me or the VTA president, Lisa LaBoucane (vtapresident@shaw.ca).

PROVINCIAL SPECIALIST ASSOCIATIONS - PSAs

There are 32 PSAs in the BCTF that are an integral part of professional development. They provide support and expertise for teachers in specific subject areas, grade levels, specialist teacher roles, and teaching methodologies and focuses. Visit the website for a complete list of PSAs. Most PSAs hold their annual conferences during the October PD day. Check out the discount for TTOCs!

NEW PSA!

British Columbia Early Career Teachers' Association [BCECTA] bcecta.wordpress.com This new provincial specialist association (PSA) is for new teachers, TTOCs, and educators who support them. This is a great professional network to become a member of and the fee is only \$15 a year for TTOCs. Check them out on social media facebook.com/BCECTA or twitter.com/BCECTA. For more information on all the PSAs or to join a PSA check out: bctf.ca/JoinPSA.

In solidarity,

Robyn Ladner, VTA PD Chair



GAINING GROUND

NEW TEACHERS TOGETHER, LEADING THE WAY



BCTF New Teachers' Conferences

New Teachers, New TTOCs, and Teacher Candidates

April 5
Vernon

Vernon Lodge and Conference Centre
3914 – 32nd Street, Vernon, BC V1T 5P1
Vernon, British Columbia

April 4th 2019
Welcoming Reception

May 10
Nanaimo

Vancouver Island Conference Centre
101 Gordon Street, Nanaimo, BC V9R 5J8
Nanaimo, British Columbia

May 9th 2019
Welcoming Reception

Registrations start on February 14, 2019

To register, please visit bctf.ca/NewTeachers



ICSD 75-9-0004

Have you Moved?!?.....

Please ensure that your contact information has been updated in all of the pertinent places, such as:

- ◆ School District #22 Payroll
- ◆ BCTF Member Portal
- ◆ Teaching Regulation Branch at
<https://www.bcteacherregulation.ca/LoginInfo/YourAccountLogin.aspx>

