

Vernon Teachers' Association VOICES

Volume 65

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www.vernonta.com

Happy Halloween



Speaking for Teachers in the North Okanagan

Reflections.....

Dear Colleagues,

School Board Trustees Elections have rolled around again and the time has come for Greater Vernon residents to elect 5 trustees. Vying for the 4 positions in Vernon are 6 people - incumbents: Kelly Smith, Mollie Bono and John Armstrong; former trustees: Perry Wainwright and Steve Connor and first time candidates in Vernon: Lisa de Boer and Brenda Giffin. In Coldstream, incumbent Bill Turanski is running as is first time candidate Robert Lee. The trustees in Lumby, Mitzi Fortin and Doris Squair have been acclaimed.

The question that logically comes to mind is why; why do the VTA and the BCTF spend so much time and energy on trustee elections? *The short answer is because trustees matter.*

Yes, they often seem to have their hands tied behind their backs by the provincial government's funding or policy decisions... and they still can make a significant difference in the lives of teachers, students and parents.

The vast majority of trustees locally or across the province get into the position because they want to have a positive influence on education in their communities (yes, a few see it as a Political stepping stone, but I have no doubt that they are strongly in the minority). And while their ability to have that influence is seriously challenged by external constraints, the decisions that trustees make month by month can have a profound effect on what it is like to do our jobs. Resources are limited so where should they be focused? Trustees decide. Policy on fieldtrips needs to be established to ensure safety and to support educational opportunity, so how does this happen? Trustees decide. Educational initiatives or local courses need to be put in place or put on the shelf, so how do we figure it out? Trustees decide. These are only a few examples of the kinds of decisions that trustees make.

Much of the framework that is there for determining what we do in our jobs and how we do it is put in place by seven elected trustees. Surely, of all voters, teachers owe it to themselves to get involved in choosing the best possible folks for the job of school trustee.

On November 15, if you live in Greater Vernon, Coldstream, Area B or C please make it your priority to vote for the candidates you feel will best support the vision you have for education at your school and in your community.

I would also like to welcome you to the Teacher Retirement issue! I congratulate all the teachers who have reached such a significant point in their careers. You can take pride in being a teacher and having been a part in building the excellence for which B.C. teachers are world-renowned.

In solidarity,

Heather

Your PD Funds

PLEASE BE REMINDED that if you are changing schools you **MUST** contact your current PD Rep and ensure that the balance of your available PD funds are transferred to your new school in September. It is your responsibility to ensure that your funds 'travel' with you.

For Rent.....

Beautiful New One Bedroom Basement Suite, Foothills Area - Available January 1st

- ◆ private driveway and entrance
- ◆ house alarm with personal code
- ◆ modern colours, walnut laminate flooring and tile throughout
- ◆ full kitchen with all new appliances and private laundry with new appliances
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Rent is \$800.00/mo for ONE person, includes everything except cable television. (Includes Internet, hydro, heating, water, garbage, ext.) No smoking, no pets, no exceptions.



I'm looking for a professional person who has lived on their own for a few years before with a good rental history.

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Our philosophy at Just Have Fun Licensed Family Daycare is to ensure that your child feels like daycare is an extension of your family life.

I have 17+ years of experience.

We follow a consistent routine based on the ages of children in care.

Nutritious lunch and snacks are included for children* 2+ yrs (with no dietary restrictions).

Daycare operates based on School District Calendar.

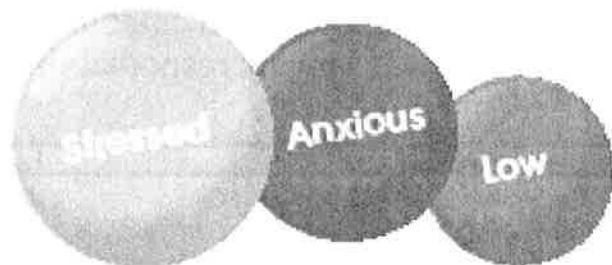
Currently we have openings Monday to Thursday 7:45 am to 4:30pm

Call Michelle for details 250-542-1222.





If you're feeling ...



Bounce Back can help!

Self-help program with DVD, skill-building workbooks and telephone coaching for adults with mild to moderate depression

Talk to your doctor. It's a free program.

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YOUR VTA EXECUTIVE FOR the 2014–2015 YEAR

President:	Heather Malcolm
1st Vice President:	Lisa LaBoucane
2nd Vice President:	Nichole Hillier
Secretary:	Diane Bennet
Treasurer:	Karen Vance
Local Association Rep:	Richard Santos
Bargaining Chair:	Chris Brandle
Professional Dev Chair:	Robyn Ladner
Social Justice Reps:	Nancy Ingersoll Susan Ghattas
Occupational Health & Safety Chair:	Craig Leverman
Local Aboriginal Education Contact:	Joelle Belanger
Members at Large:	Andrew Affleck Brian McDougall Chad Romain
OCTAV:	Sascha Burmeister

Please check the VTA website at
www.vernonta.com for contact
information.

Stay informed!

As the new year gets underway, take the time to

- ✓ check your Blue Cross statements when you make a claim – one recent example was a teacher whose spouse has the same first initial – Blue Cross was making mistakes with the deductible!
- ✓ check your pay statements from the District..., mistakes can happen! This is particularly true for those of you who are not in 1.0 assignments such as TTOC's and part time teachers. If you lost your password for the electronic pay statements, contact payroll to let them know.
- ✓ check your pension statements but also go on line with the pension plan to check information recorded about you and your employment record, your beneficiary, your spouse's name and so on. If there are 'gaps' it might be to your advantage to buy back those portions. Also, you might be in a position to get closer to '90' if you took time off to raise children.
- ✓ check your collective agreement (on the VTA or the SD22 websites or hard copy in your staffroom). Some choice topics are seniority, transfers, layoff, recall, TTOC issues, part time teaching, resignation dates, different types of leaves, teaching autonomy, supervision, pay options, evaluation, harassment, staff meetings, and on and on!
- ✓ check your position on the seniority list to be sure it is accurate. For people below the layoff line, it determines the order of recall; for people above the layoff line it may determine who gets transferred out due to declining enrollment in your school.
- ✓ check your representation in the VTA at the school level for 2014-2015 staff rep(s), PD chair, OH&S rep, Social Justice rep, Staff Committee.



YOUR PENSION, YOUR FUTURE

New to the plan or mid-career?

See how decisions you make today can impact your future pension.

Learn about:

- The value of your pension
- Leaves, buyback and your future pension income
- Your *Member's Benefit Statement*
- Online pension plan tools and resources



Date	Time	Location
March 12	6:00 PM to 7:30 PM	Ramada Hotel and Conference Centre, Kelowna

THINKING ABOUT RETIRING

Within five years of retirement?

Let's talk about your future.

Learn about:

- Your *Member's Benefit Statement*
- Pension options
- Determining your retirement income
- Online pension plan tools and resources



Date	Time	Location
November 24	6:00 PM to 8:00 PM	Coast Kamloops Hotel & Conference Centre, Kamloops
November 24	6:00 PM to 8:00 PM	Vernon Lodge & Conference Centre, Vernon
February 18	6:00 PM to 8:00 PM	Ramada Hotel and Conference Centre, Kelowna
March 11	6:00 PM to 8:00 PM	Days Inn Penticton, Penticton
April 14	6:00 PM to 8:00 PM	Coast Kamloops Hotel & Conference Centre, Kamloops
April 16	6:00 PM to 8:00 PM	Coast Hillcrest Hotel, Revelstoke
May 5	6:00 PM to 8:00 PM	Ramada Hotel and Conference Centre, Kelowna

- ♦ If a seminar is full you may add your name to the waitlist by selecting the seminar. Please note, you may either register or add yourself to the waitlist for only one seminar at a time.

REGISTER FOR EITHER SEMINAR AT: <http://www.pensionsbc.ca/>

OCCUPATIONAL HEALTH & SAFETY

Recently the BCTF received a positive Worker's Compensation Appeal Tribunal (WCAT) decision with respect to a situation where a child was behaving violently in the classroom towards staff and students and also posed a danger to himself. The teacher complained about the child's behaviours to the administration and the school-based team. The principal claimed that the teacher was over-reacting to the situation. The teacher eventually developed a mental disorder, lost over six months from work and sought compensation. The WCAT panel agreed with the BCTF submission that the child's behaviours constituted significant workplace stressors and that it was not a bar to the claim that the worker had not personally witnessed all of the behavioural incidents but had learned of them through others. The panel found that there was an obvious direct connection between the events and the worker as the teacher is responsible for the safety of the students in her care—a duty that is akin to that of a parent.

Of note with this claim is that three of the teacher's experienced colleagues (two teachers and an EA) provided submissions which refuted the employer's argument that the child's behaviour was typical of what might be usually expected in a regular grade two classroom. Having her colleagues' support was crucial to the ultimate success of the member's WCB appeal.

Craig Leverman, OH&S Chair

Know your Collective Agreement

The new full 'Memorandum of Agreement' is available on the BCTF portal. It is important to remember that in negotiations both sides start off with the "deluxe package" and then bargain to somewhere in the middle. Each side will have to give and take. In this round, we made modest gains in elementary prep time and benefits. The benefit improvement allocations are yet to be determined but more money has been set aside to improve our benefit package. TTOCs gains are a double-edged sword: All TTOCs are now paid on scale from Day 1 but they were capped at Category 5 Step 7 this year. Our salary increase, while it didn't catch us up, we did get modest increases and there is the promise of more with the Economic

Stability Dividend. We also negotiated a Grievance Fund that does not begin to remedy the cuts that have been felt by schools, but it is targeted specifically for teachers. Several 'Letters of Understanding' were signed off and will look at issues that include teacher compensation, secondary prep time, TTOC callout and hiring practices and the Economic Stability mandate during the next five years.

While we look at bargaining for what we gained, it is important to remember what we didn't lose. We protected what we had in the previous CA. The Employer had some concessions which had the potential to drastically impact teachers' work. All concessions were withdrawn by the Employer, while it doesn't feel like a gain, it is significant. In fact, the employer gained nothing in this agreement. There were no improvements to management rights in this round.

We have to keep in mind that no one gets everything that they want and the hope of any bargaining team is to negotiate for the greater good of the collective. It was a hard fought battle where we held the line for public education. It is unlikely that we would have come out of this as well as we did, given an unbelievable opponent, had we not held our resolve.

Now, will be a time for us to re-group and heal after the fight we just went through. But, we will have to continue to be vigilant even though we have another 5 years before we enter negotiations again. Our issues will be brought up again, if not in mid-contract modifications, then in the next round of bargaining. In the meantime, government and trustees will need to be held accountable to the students and parents of BC and make sure that education is funded.

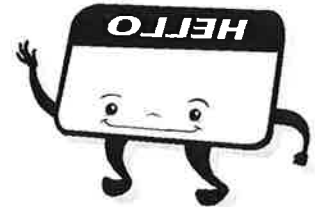
PROFESSIONAL DEVELOPMENT SD#22

Happy Fall everyone :) It's good to be back in the PD chair supporting teachers in professional learning practices. Please don't hesitate to contact me with any PD related questions.

Here's a common one I get A LOT :)

Q: "Hi Robyn. I'm hoping you can help me out. I want to go to this amazing conference but I've spent all my PD funds. Are there any funds at the VTA I can access?"

A: "I do not have the authority to grant funds to individual teachers. PD funds are determined by the Collective Agreement and managed by the District PD committee. There are a few targeted grants that can provide additional funds in some circumstances."



HERE THEY ARE:

PSA Grant:

October 24th was the annual Provincial Specialists Association day. For the past several years the Vernon Teachers' Association has offered a grant to teachers who attend their PSA conference in an effort to offset travel costs. That grant is available again this year. Criteria and expense forms can be accessed through me prodchair@shaw.ca. The grant is paid out in March, because several PSAs hold their conferences later in the year. In addition, many PSAs reduced the cost of their conferences this year recognizing the financial hardship that teachers have faced.

LSA Grants:

Grants are available for groups of teachers who would like to start up a Local Specialist Association or continue running an existing LSA. I'm happy to help any group that would like to begin an LSA or revive a dormant one. The forms for start up and PD activity grants can be found on the VTA website.

Teacher Inquiry Grant:

I am in the process of putting together a grant proposal to the BCTF to once again access one of eight Teacher Inquiry grants they offer each year. The VTA has a guaranteed committed grant amount of \$3500 annually and the district has, in the past, matched that. As soon as I know the full grant amount I'll put out a call for proposals. Stay tuned.

The District PD committee and your school committee have over the past few years had conversations about how we can make access to PD funds more equitable and do the most with the funds we have. One was to provide equal funds to all continuing contract teachers regardless of FTE and the other is to work on a cap system of allocation so that teachers who use PD funds are topped up and those who don't are capped. This way schools are not holding on to large amounts of unused funds.

Thanks for all of your support and continued enthusiasm for PD.

Robyn Ladner
PD Chairperson

SOCIAL JUSTICE

Want to teach your students more about how taxes create equity?

The CCPA-BC has produced easy to use resources for people interested in teaching about the relationship between taxes, our quality of life, and our ability to reduce inequality. Check out policyalternatives.ca/Taxconversations

A booklet called '**Is That Legal?**' that describes four common scenarios addressing issues of online harassment, exploitation, and abuse that happen to people online, and tells you about the laws that might apply in each case. If you or someone you know is experiencing something similar to any of these scenarios, help is available. For more information, download at westcoastleaf.org

For teachers only, the film *Directly Affected* can be streamed in your classroom for free with permission from Raincoast.org. This 11- minute film is about those people who will be directly affected by Kinder Morgan's BC pipeline plan, and is a great way to begin a discussion in class. Contact Ross Dixon at ross@raincoast.org for the password and additional materials.

White Peace Poppies materials for Remembrance Day. The current version of the package is up on their website.

Show Racism the Red Card is an antiracism educational charity that utilizes the high-profile status of professional soccer players to help tackle racism in society. The majority of the campaign's output is the delivery of education to students in schools.

The 2014 Global Peace Index analyses the state of peace around the world. It identifies the most and least peaceful countries, trends in violence and conflict, and calculates the economic impact of violence. This year the report includes a section on countries at risk of becoming less peaceful.

The Canadian Recovery Inventory makes available more than 1,000 recovery-oriented policies, programs, practices, and research articles, as well as personal accounts. It allows users to search by keyword, resource type, topic, geographic location, and language to find resources relevant to their needs. This inventory will help service providers, administrators, policy makers, family members, and people with lived experience, and anyone interested in the topic to learn more about recovery and how to make it a reality across Canada's mental health system. Find it at the Mental Health Commission of Canada.

VT A RETIREES

2014 - 2015



LLOYD DAVIES

Lloyd has spent his entire 27 years with the district as a Teacher Teaching on Call (TTOC). In addition, Lloyd works at Okanagan University College.

The highlight of his career has been the variety he's enjoyed, teaching at every school in the District and has taught classes in most subjects from Kindergarten to Grade 12.

Lloyd's immediate and long term plans include travel, gardening, wood working, reading and one-to-one tutoring. He looks forward to a long and busy retirement!

RENATO DOLCETTI

1981 saw the beginning of Reni's career as a teacher. After finishing a successful practicum at W.L. Seaton under the tutelage of the infamous Bob Davidson, Reni was hired by Mike Henderson to begin teaching Physical Education at Charles Bloom. Five fun-filled years teaching with a young and energetic

Staff and rife with inter-department antics, came to an abrupt halt when in the spring of 1986, he was handed his lay-off notice. After a stressful summer not knowing where or if he would have a teaching position, he was notified the last week of August that a Social Studies position had become available at VSS. That position morphed into once again teaching physical education along with becoming PE Department Head and Athletic Director. After sixteen years of coaching countless teams, some of which included his son, Big Poppa Joe presented him with the opportunity to transfer to Kalamalka where he could continue his leadership in the PE department but best of all give him the chance to coach his two daughters. Twelve years at Kalamalka Secondary is where Reni will finally hang up his whistle and pass the baton.

Coaching in School District #22 for 33 years provided the satisfaction of having built many relationships with countless students. However, coaching his three children Marco, Melaina and Emma was particularly rewarding allowing him the rare opportunity to spend his volunteer time with his family.

Reni's immediate plans are to work on home projects but more importantly become more fit by



walking the family dog, riding his bike to deliver goodies to his still working wife (happy wife, happy life), kayaking in the nearby lakes and weight-lifting while watching ESPN. There is also the added benefit of having extra time to spend at the family cabin simply enjoying nature.

In the not too distant future Reni plans to travel back to Italy to see family, perhaps have the occasional glass of wine and visit with his children in Vancouver, Victoria and Spokane.

PAUL FISHER

Paul's teaching career has spanned 31 years - all of which have been in District #22! He has taught at J.W. Inglis, Cherryville, Lavington, the old Clarence Fulton, at My School, the old V.S.S. and many other elementary and high schools.



Paul says he has great memories of Bob Advent, who taught Grad 4 at Lavington Elementary in 1983, he left big shoes for me to fill. When Paul first taught at Cherryville, hired by Bud Collis, they had a half time librarian and an enrichment teacher. They would take the entire school on field trips.

Paul and Joanne have been married for 32 years and have lived in Lumby for all of those years. Paul plans to take the time to pursue things that he enjoys!

DEB GEIER

Deb started her teaching career in Barrier B.C. in the mid 80's and after spending two years there she ventured across Canada. She spent the next two years in Ontario teaching at an inner city school. Over her career she has taught Grades 1-7, some high school and even French Immersion.

For the past 25 years Deb has been a dedicated, caring teacher and colleague at BX Elementary. She has an amazing way of connecting with her students, especially the boys. Something that is important to Deb is setting high standards for her students. Students working to the best of their abilities is the norm in her class and she inspires her students so that they can all be successful learners. Along with teaching, Deb has taken on many different roles over the years in the school, including: coaching (elementary volleyball, gymnastics, soccer and track and field, math lead role as well as French instruction leadership role.

Deb has a wonderful husband and is very proud of her two daughters. She is looking forward to exercising more, getting more fresh air, spending more time with friends and enjoying retired life.



MARGARET GOYNS

Margaret's teaching career has spanned 33, 24 of which have been in the Vernon School District. She taught at Abbotsford Junior in SD#34 and Clarence Fulton and Kalamalka Secondary School in SD#22.

Margaret spent over 20 years teaching in the Home Economics department, and while her student family of recipe testers enjoyed the food and sewing labs, her excitement for Planning 10, the new Grad Requirements, Health and Careers 8, and Graduation Transitions 12, encouraged her to hang up the ladle and instruct students on making the best of their futures. Through these courses, Margaret built strong relationships with students, from when they first stepped foot into secondary school to when she planned their seating arrangements at grad. Margaret's involvement in Leadership, Grad and annual events and activities were rewarding, as was her dedication to connecting staff members and being involved.

Celebrating 35 years of marriage, Margaret and her husband, David, have 3 daughters and 3 grandchildren, all of whom seldom miss a family Sunday dinner. Having developed a taste for travel in the last 5 years, Margaret and David are anxious to plan more extensive trips to seek the sun, experiment with cuisine, and explore culture. A planner by nature, and certainly by profession, Margaret will continue to be a "worker bee" for those who need her.

While forgetting the days of running out the door with a handful of daily plans and marking, Margaret plans to enjoy her post-retirement mornings sipping coffee and reading. Margaret will be seen walking in daylight, directly past the school, before dusting the cobwebs off her sewing machines, basking on the beach, or hitting the slopes on "Ladies Day." Margaret is excited to try new recipes that don't require 30 minutes or less and looks forward to nurturing her growing family.

DEB GREEN

Deb has been with the District for 36 years, all of her teaching career. She has taught at Kal, West Vernon, Harwood, Beairisto as well TOCing for many years.

Deb began her career in 1978 thinking she was going to be a secondary PE teacher. It took her a few years to figure out she was meant to be an elementary teacher-Librarian! She says, 'I've been extremely lucky to have spent the past 17 years working 'under the dome' in the Bibliothèque at Bearisto. It was absolutely the best job ever'.



Deb has been married to Jack for 33 years and they have two children, Jay (29) and Allie (27). She is looking forward to spending more time in her garden, sewing in her new sewing room, improving her golf game, volunteering, learning Pickleball and paddling her kayak.

After retirement Deb plans to turn off her alarm clock, shut down her computer, read a lot more grown up books, spend more time outdoors, get fit, stay healthy and wear out her new passport.

Deb would like to say thank you to all of her wonderful colleagues and friends at Bearisto and in the Vernon T-L Association. She has loved working with and learning from you all!

DOUG GUTTRIDGE

Doug taught in Sd#22 for almost 30 years. During his years at Beairsto, he taught primary French Immersion classes, in particular Grades 2 and 3. Doug headed up the salmonid programme and shared his enthusiasm with his fellow teachers and students.

Doug was also very involved in helping with the cross-country skiing programme and in organizing the skating schedule. He also took on a mentorship role when working with younger teachers. We could often count on him to be a supportive role model for young male students requiring guidance.

PAUL JEFFERY

Paul has been a part of SD#22 since 1994. He worked at both the secondary and elementary levels, starting at VSS and then moving on to OKL. He spent his last ten years in the District, teaching grades six and seven at Lavington Elementary.



Paul enjoyed the strong community connection at Lavington and valued the time he spent doing extracurricular activities with students. Those connections outside the classroom were important to him. Paul loves chess and taught it to his class, coaching chess every year and taking pride in his students' improvement and success.

His strong sports background enabled him to coach multiple teachers: volleyball, basketball, track and field. Paul could always be found encouraging young athletes.

Paul also loved to teach poetry. He felt this was a wonderful vehicle for students to express themselves and they took great pride in their creations. Paul enjoyed holding a Beatnik Café in the evening where, in a candle lit gym, staff, students and parents, would dress up in costume and show their appreciation by snapping their fingers.

PETER MIDTDAL

Peter's teaching career has spanned 26 years and of those years, 8 have been in the Vernon School District. Prior to working in SD#22 he was with the SD#23 in Kelowna for 18 years.

The best career highlight for Peter has been working with the 'Children's Low Vision Project' as an Orientation and Mobility Specialist.

After retirement Peter plans to travel and continue working for the Low Vision Clinic.

ARLENE MILLER

My teaching career began with an early morning telephone call to substitute teach on May 1st, 1977 in Duncan, B.C. I had completed the requirements for my B.Ed. through U.B.C. (attending U.Vic. for the final year due a move), only two weeks before. For the remaining two months of the school year, and throughout the subsequent school year, I was on the sub list for both Lake Cowichan district and Cowichan district. I had two long term sub contracts during this time period, one for a grade 2 class in a totally open concept school (imagine a large gym size room with multiple classes all around a central library and no walls!) and at a grade 3 class in a first nations school.



For Sept. 1978, I was hired for a .5 Library and Enrichment position at Bench Elementary on Cowichan Bay. After two years in this assignment, I left on maternity leave. During my maternity leave, my husband's business relocated to the Okanagan and I found myself in Vernon.

It was a time of layoffs amongst teachers in Vernon, and unable to get on the TOC list, I obtained a diploma in Early Child Education and was employed at the Vernon Rec. Centre as a preschool instructor for two years. During these years away from the public school system, I had two additional sons.

In Sept. 1987, there was a huge registration of Kindergarten children in SD22, and the classes were bursting at the seams. Fortuitously, I had just completed the new Kindergarten course work offered by UBC, and was in the right place at the right time with the right experience! Several new Kindergarten teachers were hired the end of the first week of school, myself included. I was placed at Hillview School, where I taught Kindergarten for 3 years. During the 4th year at Hillview, I taught a gr. 1 / 2 class. In Sept. 1991, the school year had just begun, and I was teaching a grade 1 class, when, on Sept. 30, a new class was formed at BX Elementary due to overcrowding at the grade 2 and 3 level. I volunteered to be transferred to BX, where I have taught ever since that time.

In my 24 years at BX, my teaching assignments have included grade 2,3, 4 and 5, in both straight and split classes. Since Sept. 2005, my assignment also included Teacher-Librarian and prep coverage.

During my teaching career in SD 22, I served as staff rep for many years, and as well, was on the VTA executive for a number of years in various capacities.

In my retirement, I hope to pursue hobbies and spend quality time with my family, as I seek balance and better health. My hobbies include reading, gardening, golfing, sailing, cross country skiing, walking my Corgi, painting, and photography. I will look forward to having play dates with my lovely grandsons Aiden, age 3 $\frac{1}{2}$ and Ethan, age 7 months, who live in Armstrong with my eldest son Brendan and his wife. I anticipate having more time to visit my son Brock in Vancouver

and family in Surrey. As well, I plan to continue working part time in our family business as receptionist/bookkeeper, a job I have done for many years. Being retired will also allow me to travel on business trips occasionally with my husband Brad during his busy months from April -Oct. and perhaps slip away for winter holidays when he has opportunities for vacation (our work schedules have never matched!) .

Many of those who have worked with me over the years know I love to travel and I kicked off my retirement, effective May 1, with a 2 $\frac{1}{2}$ week trip to China four days later! I am busy planning future trips as I work through my bucket list.

I will think fondly of many fellow colleagues, principals and district staff who I have worked with or been inspired by over the years. I look forward to connecting with former students that I may encounter, as it is the children I will truly miss most of all.

I leave at a tumultuous time in education, and I am saddened by the political climate and chronic under funding which is undermining public education. I feel blessed to have spent some of my career during a "golden" period when teaching was "fun" and our classes and staff rooms full of joy.

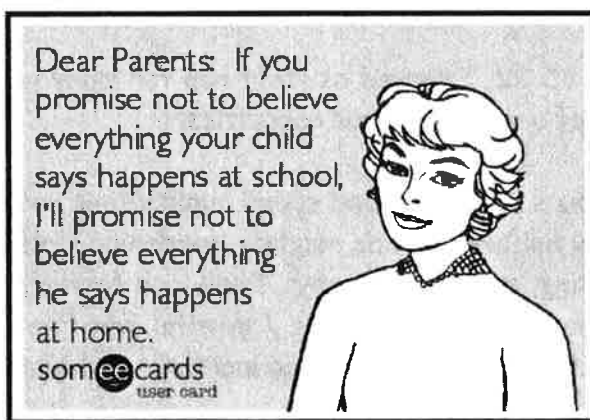
My wish for all in this noble endeavour called teaching is that you will not be discouraged, or give up, as I remain hopeful that better times will come again and that our younger teachers will have an opportunity to experience teaching in a well funded system and find reward in this calling. Farewell and good luck.

LESLEY OSTAFEW

After 13 years with SD #42, Lesley spent the last 11 years with the SD#22 as a Teacher Teaching on Call (TTOC). Lesley felt like part of the community as BX where most of her time was spent.

The highlights of her teaching career were her many years of coaching volley ball and basketball as well as a year as an exchange teacher in Adelaide, Australia in 2000.

After retirement Lesley plans to do more travel, spend time with her grandchildren and do some volunteering.





RICK PENNER

Rick's teaching career has spanned 30 years and of those years, 26 have been in the Vernon School District. He began his career at Northland School Division in Alberta and then spent the remainder of his career at Okanagan Landing Elementary.

For Rick teaching was not a first choice but he 'fell' into it and it turned out to be an extremely rewarding career however, likely much more so than any others he was considering earlier. Luckily he chose UVIC and was lucky enough to live in Victoria for a number of years.

Rick has been married to Cindy for thirty-five years and they have one son. Their son has developmental delays and this has taught him a great deal about patience and tolerance and has found in his son's success, great joy.

Hiking and travelling are things that Rick enjoys most and is looking forward to taking his alarm clock snorkeling (it's not waterproof) and misplacing his snow shovel permanently. He and Cindy are also looking forward to more travelling, swimming in the ocean and walking on many beaches during retirement. He is also looking forward to doing some volunteer work around Vernon.

The things he's loved the most are the friendships, the learning, and the laughter. Sure won't miss pencil sharpeners.

JUTTA PREM-STEIN

Jutta's career as a school speech and language pathologist has spanned 17 years, 11 of those in the Vernon District. Her overall career has spanned 34 years, covering time with local associations for persons with developmental disabilities, the Law Courts Education Society of BC, Okanagan College, private schools, and many individuals in her private practice.



The highlights have always been the privilege of learning from dedicated, talented, and inspiring colleagues, and those "aha!" moments when a student and she suddenly realized that they'd "got it!"

Jutta's university days involved writing papers longhand or with manual typewriters. She graduated to worksites with dictaphones and secretarial support. Thus, another highlight has been the world of computing, its amazing growth of the field of Augmentative and Alternative Communication, and its contribution to keeping Jutta's brain engaged and fingers tapping!

Jutta's husband, Len, has set her a great example of retirement with the elements of family and friends, volunteerism, travel dreams, and relaxation in-home and out. She'll fit right in!

MARIANNE RACHWALSKI

Marianne's first teaching position was at Cherryville Elementary in 1993. The school had over 150 children at that time! She started as Librarian, and itinerant teacher, and then she taught Grades 1/2 for five years. She really enjoyed teaching at this community oriented school, with wonderful colleagues, however, she didn't love the drive from Vernon. A transfer opportunity to Hillview Elementary came in 1998 and it has been her school ever since. Great staff, students and families, and a five minute drive to work, has been the reasons she stayed so long. She taught grade 1/2, grade 1 and for the past 10 years, grade 2.

Highlights of Marianne's career include: the great attitude and excitement that 7-8 year olds come to school with, the amazing progress that students make, especially in reading and writing, from September to June. Trying new methods, such as the Daily 5, that she found really worked for her and her students. Being part of the EBS team for many years, and helping students learn and practice respectful behavior.

She doesn't have any immediate plans, other than travelling to new places and golfing more often!

DON REDGWELL

Coming back into a 'real' job after spending many years on the road as a drummer, Don obtained a full time position with SD No.22 in September of 1995 and immediately made his mark on Silver Star Elementary with his creative teaching of grade 7 students which included both a real-life simulation of running and financing a household budget for Math and his infamous 'bath tub' into which many a student clambered to get comfortable for reading time!

At this same time, Don was already emerging as a leader in the burgeoning world of technology and within another year had designed what was probably the first school web site in the district, along with creating a report card template which was used right across the district for many years. It wasn't long before the district recognized his leadership skills and offered him the chance to mentor teachers in technology use on a full time basis, a role in which he excelled and which he worked at for many years. He spearheaded the district's Technology Showcases and has always been at the forefront of any initiatives. He is driven by helping students to learn and many, many hundreds of students can attest to Don's creative and transformational technology sessions which drove them to try new things.

Don's future includes lots of golf, lots of music with his band Mace, technology as a troubleshooter and advisor ... oh, and some obligatory travelling!!



WILLOW TEGART

Willow began her career in a logging community teaching grades K-4 in a 2 room school. She moved on to teach in the Creston School District for a number of years before arriving in Vernon. She began her 22 $\frac{1}{2}$ years with the Vernon School District as a Teacher Teaching On Call (TTOC) before joining staffs at Alexis Park, Whitevale, and finally moving to Mission Hill where she has spent the past 14 years.

The most important thing to Willow about teaching was the excitement and wonder that she enjoys vicariously through her students as they learn. She treasures the times when former students stopped her to say hello, or when parents thanked her for the support she gave their children. Teaching has allowed her to indulge in her passion to learn new things and new ways to do them. The partnerships and camaraderie she enjoyed with her co-workers over the years are something she will always cherish.

Immediate plans include more family and animal time as well as enjoying the great outdoors. Travel may be in her long-range plans.

MARG WADSWORTH

Marg received her teaching certificate in 1979 and began as a Teacher Teaching On Call (TTOC). She put her teaching dreams on hold to have 3 beautiful children and then went back to school to get her degree by correspondence and went job hunting. That resulted in her teaching at Mission Hill until two years ago when she transferred to Hillview to finish her career.

Learning from so many master teachers and principals, then being able to pass on her experience by sponsoring student teachers has been terrific. The biggest joy has always been loving kids and teaching them from where they were and moving them forward, no matter where their ability fell in the curriculum. The compliment she treasured the most came second hand from one of her students to a friend of Marg's. When asked how he liked his new teacher, he responded, "Good! She likes kids!"

Immediate plans include travel with husband Rick to the east coast and visit family and friends who live far away. Marg would also love to write a book that would include poetry and the many things that God has taught her through working with children.

JANICE WRIGHT

Janice has been teaching for 28 years and has spent 23 of those with the Vernon School District. After graduating from UBC in 1974 she taught French and English at Seaton and French and girl's counselling at Kal before moving to France for 6 months to attend cooking school. On her return she taught in Victoria in the French Immersion program at Quadra, Willows and Doncaster schools. The last leg of her teaching journey found her once again in Vernon where she, for 1 year, taught a Grade 7 class of J.W. Inglis and the rest of the twenty years, she has been teaching Grades 6 & 7 at Beirsto.



For Janice every day has its memorable moments!! She will certainly remember trips to Quebec and Galiano with her grade 7 students, Family Life surprises, her wonderful families at Beirsto and completing her masters with an exciting and supportive cohort.

Janice has two daughters, Alexa Monahan, who lives in Vernon with her partner Shaun Daniels and Claire Volpattie, who lives with her husband Aaron and their dog Rufus in Washington, D.C. during hockey season and in Vernon during the summers.

After retirement Janice plans to travel to Australia and Europe, work in a winery, spend time with family and friends, join a hiking group, read and continue to learn, and stay fit and healthy.

Janice says, Winnie the Pooh said it for me, "How lucky am I to have something that makes saying goodbye so hard". Thanks to her colleagues and students who helped make teaching a fulfilling career and to her family and friends for all their support and encouragement over the years!




PAID EDUCATIONAL LEAVE (Article G.26)

Reminder that applications for full or part year paid

Educational Leave must be received **prior to January 1, 2015** for leave in the 2015/2016 school year. The Director of Instruction or Designate submits the applications to the Joint Committee for recommendations to the Board. The Board will notify teachers of acceptance or rejection of their application by April 30, 2015. Teachers granted leave under this section undertake to return and to stay in the service of the Board for not less than the full-time equivalent of two school years.

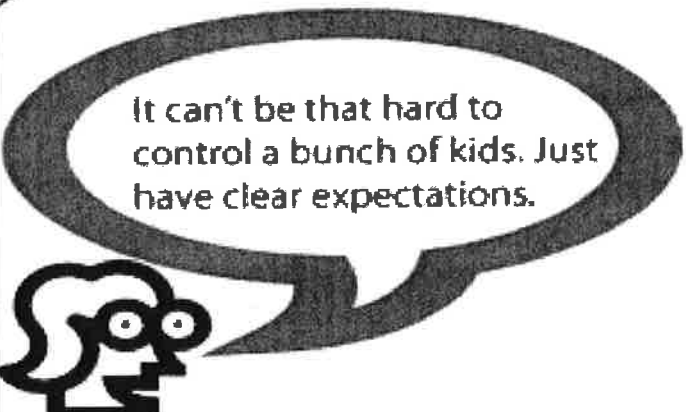
Forms are available from Diane Rhenisch (drhenisch@sd22.bc.ca) at the Board Office (250-542-3361) or Heather Malcolm (vtapresident@shaw.ca) at the VTA Office (250-542-0456).

MORE CRAZY THINGS PEOPLE SAY TO TEACHERS (AND HOW TO RESPOND)



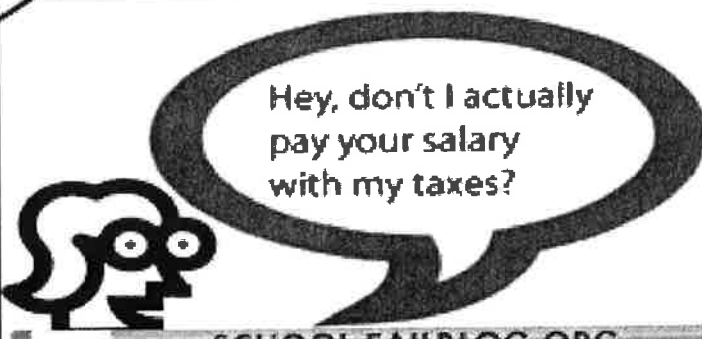
Teachers are just glorified babysitters.

That IS strange! Let's figure out a way to get to the bottom of this. You're welcome to come observe my class any time you want. When can I drop by your house?




It can't be that hard to control a bunch of kids. Just have clear expectations.

Teaching is a calling, not just a job. Compared to the challenges (and rewards) of the classroom, graduate school was a cakewalk.



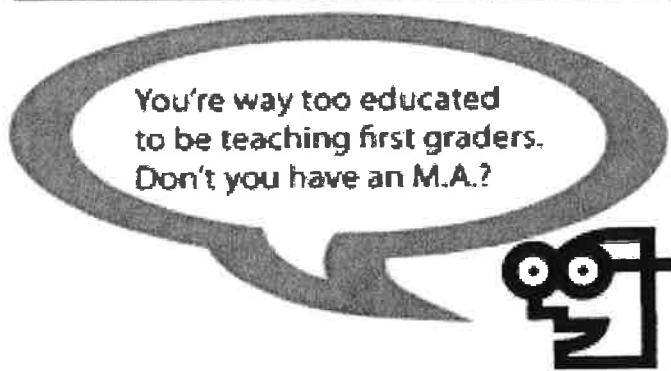
Hey, don't I actually pay your salary with my taxes?

OK, you can pay me what you pay your babysitter. At \$10/hr times 6 hours, that's \$60/day, times 5 days a week, that's \$300, times 36 weeks, that's \$10,800 per student. Then you multiply that times 30 students. That's \$324,000. There's a good start.



Johnny NEVER acts out at home. I wonder what you're doing wrong in the classroom?

Classroom management is really an art, and it's not that simple. But if you have some special tricks, I'll bring 30 kids over to your living room tomorrow morning to watch you work your magic!



You're way too educated to be teaching first graders. Don't you have an M.A.?

Um...would you like your 13 cents back? We can just make a trade for your child's ability to read.



WE
TEACHERS

Congratulations Retiring Teachers

The Vernon Retired Teachers' Association offers sincere congratulations to this year's retiring teachers. We hope that, after a long and dedicated career, you find the transition to retirement everything you hope it to be.



For most teachers, retirement brings the freedom of choice to pursue some of those lifelong interests for which there just wasn't enough time during our working years. Other retirees, however, have a harder time making the transition from work into retirement and find it difficult to adjust. Whatever your situation may be, the Vernon Retired Teachers' Association is here to welcome you and support you in your retired life.

How does our organization operate? At the provincial level the B.C. Retired Teachers' Association (BCRTA) is a strong organization which looks after our interests as older adults. The BCRTA represents us on the Pension Board and liaises with other organizations that are working to protect us in matters of economic, health, and social concerns. The BCRTA also produces a highly rated magazine called *Postscript* (four issues a year) and maintains an easy to navigate website (www.bcrt.ca) which keeps members informed on all matters of interest.

At the local level, the Vernon Retired Teachers' Association (VRTA) is more personal and hands-on. We gather five times a year for a short business agenda, an interesting speaker or entertainer, lunch, and time to socialize with all those former colleagues we may not see as often in retirement. Our local association also donates close to \$4000 in scholarships to local secondary schools each year and supports the local food bank with twice yearly collections.

The strength of the BCRTA lies in numbers. Membership is voluntary and open to all retired teachers, administrators, and college instructors. Currently there are about 15,000 members in the province and the more members enrolled, the more influence the BCRTA has negotiating with the powers-that-be in matters of importance to us all, especially pensions.

Many of you attended the "No Bell Breakfast" in September and were able to meet members of the Vernon Retired Teachers' executive and fellow colleagues. Some of you have already joined the British Columbia Retired Teachers' Association and if you haven't please contact me (250-545-2852) for an application form and pertinent information. You will be glad you did!

On Monday, December 1st at the Schubert Centre, we will be hosting our Christmas Luncheon (with all the trimmings) accompanied with a programme of choral music, guest singers and musicians. I sincerely hope you will be able to attend! Check out the BCRTA website for dates, venues and speakers/entertainment for upcoming events.

Mel Maglio, President
Vernon Retired Teachers' Association

The V.T.A. extends warmest congratulations to all of our retirees. We wish each of you a long, healthy retirement that is all that you wish it to be. Enjoy!!