

Here's what Richmond Teachers' Association President, Liz Baverstock told the *Richmond News*:

"It would be a significant loss for Richmond what's being proposed by BCPSEA," Baverstock said....Baverstock pointed out Richmond has a strong contract and, by her estimation, if what's being proposed by BCPSEA is accepted, Richmond would lose 120 of the 310 full-time staff members that have been brought on since 2016.

It's better in the collective agreement

Collective agreement language about class size, class composition, and staffing ratios drives increased supports into schools. The only way to make sure that BC students are getting the education they deserve is to bargain a new collective agreement that is fair for all teachers and students. Government can always fund beyond what is in collective agreement language. But as we've seen from 2002 until 2017 when the collective agreement protections were gone, government didn't fund public education adequately, and there were 3,700 fewer teachers working with students.

Urge your MLAs to ask the government to invest in a bright future for all BC students

Parents and concerned British Columbians, please let the government know that our kids and their teachers are worth investing in with this message:

"Bring the necessary public education funding to the bargaining table! Every child has the right to a public education that meets their learning needs."

Find your MLA's email address here:

www.leg.bc.ca/content-committees/Pages/MLA-Contact-Information.aspx



Our kids and their teachers: WORTH INVESTING IN

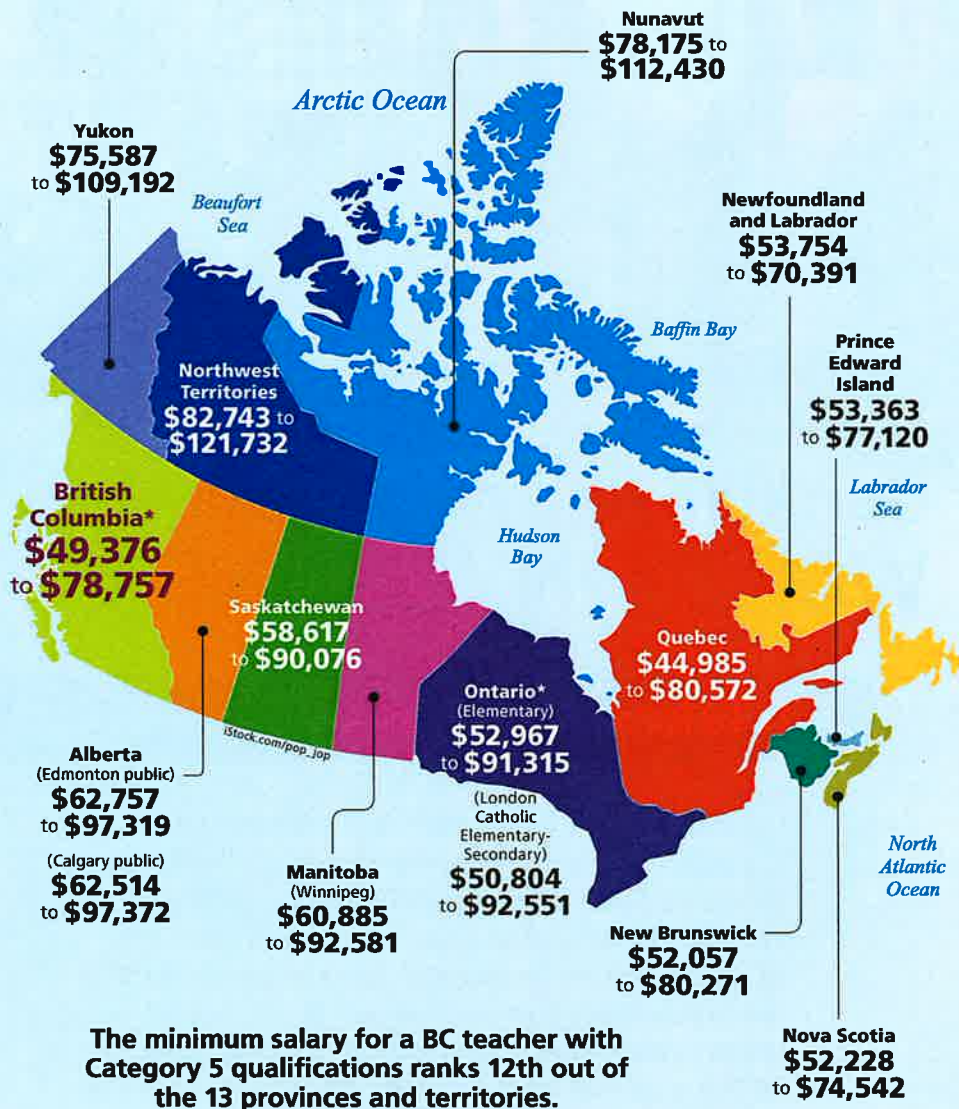
ItTakesATeacher.ca

Parents and teachers know that educating British Columbia's children is an investment in the future for us all. Since February 2019, the BC Teachers' Federation (BCTF) has been bargaining with the BC Public School Employers' Association (BCPSEA), the group that represents school districts and the provincial government. From the start, the BCTF's goal has been to negotiate a new collective agreement by June 30, 2019, the day the current agreement expires.

Teachers and kids need support from parents and the public to get a new collective agreement. **Here's why.**

Teacher salaries across Canada

How does BC compare?



*Weighted average

—BCTF Research; Source: salary data from collective agreements as of April 2018.

What are BC teachers asking for?

Salary improvements

Every day in busy, diverse classrooms teachers work hard to give all students the support they need. Teachers deserve fair pay for their work. But over the past 16 years, teachers' salaries in BC have fallen behind other provinces.

Will this pay gap attract and retain new teachers? Parents, knowing this gap exists, would you encourage your children to spend five years in university to become teachers? According to labour market projections, BC is going to need 17,000 new teaching staff over the next decade due to retirement and enrolment growth, so improved teacher salaries are essential to attract the teachers BC desperately needs. There are already significant recruitment and retention problems in both urban and rural communities in BC.

The BCTF Bargaining Team has made creative proposals to begin addressing the problem, but the employer remains firm on their unacceptable offer that won't even help teachers keep up with the rate of inflation, and will further widen the gap between BC and other provinces.

Teaching and learning conditions improvements

The Supreme Court of Canada victory that the BCTF won in 2016 brought back collective agreement language for class size, class composition, and specialist teacher ratios that resulted in restored funding and better learning conditions for many students.

Unfortunately, the collective agreements in some districts had no references to class size for Grades 4–12, or no reference to class composition whatsoever, and government did not fund beyond the bare minimum required.

The BCTF has proposed improved collective agreement language that ensures enough funding to generate teacher staffing that will effectively address the learning needs of individual students in all 60 school districts, without taking away services to students from any neighbouring districts.

Instead, the language that the employer has proposed moves inadequate funding around, which will result in teaching positions being lost in some districts and students losing direct services just after having them restored.