

## Frequently Asked Questions: Labour Relations Board Order on BC Teachers' Federation Illegal Strike Action — Report Cards and Submission of Marks

### BACKGROUND

#### 1. What exactly did the Labour Relations Board (LRB) order on April 20?

The [April 20 LRB Order](#) (as reported in [@issue No. 2012-09](#)) provides specifically that the BC Teachers' Federation (BCTF) and its local teachers' associations stop advising teachers that they should not submit marks and/or complete report cards (referred to as student progress reports in the LRB Order) as per the expectations of school districts. In addition, the LRB also ordered that teachers at the Surrey Distance Learning School must mark work students submitted online during the three-day full strike.

#### 2. Does the LRB Order specify how and when report cards must be issued?

The LRB Order, at paragraph 5, provides directions on dates and content of report cards; however, those are subject to any alternate instructions given by a school district. Some variation from the LRB Order in paragraph 5 is possible if a district determines the LRB orders do not meet their specific needs and circumstance. This paragraph was arrived at by the LRB after discussions with the BCTF and BCPSEA in an attempt to address the unique circumstances of this school year and provide clarity to school districts and teachers. The LRB is hopeful that districts will be able to utilize the directions in paragraph 5 as written and BCPSEA encourages districts to do so where it fits the needs of the school district. School districts must still confirm their expectations for report cards and make those expectations known to all teachers.

#### 3. What if teachers still refuse to do report cards or fully meet the expectations of the school district?

Districts should first inform the union local of their expectations for both report cards and compliance. BCPSEA can also assist by working with the BCTF and the LRB regarding expectations. There may, however, as a last resort be a need to advise or direct individual teachers regarding expectations. Please contact BCPSEA as soon as possible to discuss.

#### 4. Can the union local still dispute a school district's expectations of teachers?

The LRB stated clearly that teachers should follow the standard labour relations protocol of "work now, grieve later." If the BCTF or one of its locals is of the view that BCPSEA or its employers is acting in a manner that is inconsistent with the Order or the collective

agreement, they can pursue issues through the LRB or the grievance process. They must not, however, stop teachers from completing the current work expectations of the district.

## **REPORT CARD EXPECTATIONS** *(see attachment)*

### **5. Does section 5.(ii) of the Order mean that teachers will not have to do interim reports or other informal notices to parents for the remainder of this school year?**

No. The LRB Order does mean that schools will not be issuing another report card between now and the end of June, but teachers must still issue informal updates to parents as needed and as per usual district expectations.

### **6. Do teachers need to submit marks for courses that are ongoing (e.g., terms 1 and 2 in linear schools and midterm marks for semester two in semestered schools)?**

Yes. Teachers must submit all marks in the usual manner. Marks or letter grades to date for terms 1 and 2 in linear schools and midterm marks for semester two in semestered schools must be submitted.

### **7. Do teachers need to submit marks for semester one courses or other courses, classes or subjects already completed?**

Yes. Teachers must submit all marks for courses, classes, or subjects already completed. This would include semester one (terms 1 and 2) and the first terms of courses with multiple teachers such as Life Skills 8.

### **8. What time period do marks cover for courses, classes, or subjects still underway?**

The LRB Order states that teachers must submit marks or letter grades for all current courses, classes, and subjects for the time period from the beginning of the school year to the present (including the time of the strike up to March 17). These marks or letter grades must also be entered in the usual manner.

### **9. Does the LRB Order tell teachers they should not include full comments for report cards?**

No. Teachers are free to include all of the comments they feel are appropriate for each individual student. In addition, the LRB Order emphasizes that teachers must include comment if there has been a significant change in student progress since the last term. Districts may also provide additional guidance for teacher comments.

### **10. What is “abridged” reporting as noted in the LRB Order?**

See the attached sample. The issuing of student reports in an abridged form means that teachers may limit their comments and reporting to only the necessary information to ensure parents, students, and school administration are satisfactorily informed of all relevant issues. District expectations in this regard still apply.

It is important to note that it is the school district that determines the format of report cards. Districts may, at their discretion, create checklists or other reporting variations to best meet needs at this time.

**11. What are the six curricular areas for elementary reporting referred to by the LRB in 5.(v)b?**

The six curricular areas are Language Arts, Math, Social Studies, Science, Fine Arts, and Physical Education. At a minimum, teachers must report individual elementary student progress for all courses, classes, or subjects falling within these six areas.

**12. Do teachers of ESL, distributed learning, special education, adult education and alternate education students have to submit marks and complete report cards?**

Yes. The LRB Order covers all teachers and all students. There is no exemption for teachers in specialty areas, and they must also meet district expectations.

**13. Do teachers have to enter marks into BCeSIS?**

Yes, if that is the usual expectation of the school district. Teachers should be submitting marks and completing report cards in the usual manner as established by the school district.

**14. Can parent–teacher interview dates still continue?**

Yes. Parent–teacher interview conferences usually scheduled for this time of the year may continue.

**15. What happens with report cards in June?**

Teachers must submit all marks and complete full report cards in the usual manner as established by school districts. The expectations of school districts should be fully met within the normal timelines and processes.

**16. Who has control over any unresolved issues at this time?**

While we hope report cards can now go out without any further problems, the LRB remains seized of all issues directly related to their orders. In addition, the LRB noted that union locals may still file grievances for any alleged collective agreement breaches, but teachers must continue the current preparation of report cards under the “work now, grieve later” principle.

**Questions**

Please contact your BCPSEA [labour relations liaison](#) if you require further information.

Attachment: Sample abridged report card