

2012-09

April 20, 2012

By E-mail: Two Pages plus attachment

Labour Relations Board Orders All Students Marks Must be Submitted and Report Cards Prepared

On April 11, 2012 BCPSEA filed an application with the Labour Relations Board (LRB) regarding the difficulties that school districts are experiencing in obtaining student marks and refusals to prepare report cards.

The two-day hearing regarding the BCTF's continuation of illegal strike action (including the refusal to produce report cards and submit marks in the usual manner) was completed on Wednesday night at midnight and an LRB Order has now been issued (attached).

The LRB Order provides specifically that:

- BCTF and its locals will immediately rescind their previous advice that BCTF members should not perform work related to submitting marks and preparing report cards; and
- BCTF and its locals will immediately advise BCTF members to submit marks and prepare report cards.

Additionally, given the unusual circumstances of this school year, the LRB Order provides specific direction with respect to the submission of marks and the preparation of report cards for this school year. Those directions are as follows:

Marks

- a. For courses that are complete, BCTF members will enter/submit marks in the usual manner.
- b. For courses that are ongoing, BCTF members will enter/submit marks in the usual manner, including marks or letter grades to date, including the period from the beginning of the school year up to March 17, 2012.

Report Cards

- a. Grades 4-12 (including adult education, distributed learning and learning centres)
 - Student reports will be issued by no later than the end of April 2012 with marks as above and with attendance and work habits;
 - Teachers will provide comments if there has been a significant change in student progress since the last term and are not restricted from providing comments that are seen by the teacher to be useful or necessary to advance the learning outcomes of students.

b. Grades K-3

- o Student reports will be in an abridged form containing information describing student progress/achievement in relation to learning outcomes, limited comments and/or performance scales with respect to the six curricular areas. School districts may, as an alternative, develop a checklist to indicate student progress.
- Student reports in grades K-12 will be completed by teachers and forwarded to administrators in the usual manner by April 27, 2012.
- Year-end report cards in all grades will be issued at the end of June, as usual. Teachers will not be required to provide written reports in addition to the April and June reports.

The above directions with respect to the submission of marks and the preparation of report cards were arrived at in discussions at the LRB to assist in ensuring consistency and clarity. However, **the LRB Order notes that the above directions with respect to the submission of marks and the preparation of report cards are subject to any alternate instructions issued by a school district.** We recommend that school districts follow the directions as set out in the LRB Order unless there are circumstances to change the directions. Please contact your BCPSEA labour relations liaison if you have questions regarding such circumstances.

IMPORTANT NOTE: School districts are advised to immediately consider the above-noted directions and re-confirm or inform the local teachers' association and teachers regarding the district's expectations for the submission of marks and preparation of report cards.

The LRB Order also dealt with a specific situation involving marking and responding to student work in the Surrey Connect distributed learning division and orders were made with respect to the completion of that work.

Very importantly, the LRB Order makes it clear that the completion of marking and report cards by teachers is to be done in compliance with the "work now, grieve later" principle. The LRB has remained seized of any disputes arising with respect to the Order and will deal with those by way of an expedited process.

As you are aware, BCTF members have engaged in a province-wide vote over the past three days regarding the implementation of the BCTF Bill 22 Action Plan. The outcome of that vote, announced earlier today, was 73% of those who voted in favour of implementation. In addition, some local teachers' associations have also developed local action plans. Some of those plans describe actions that are contrary to the LRB Order. **The LRB Order referenced in this @issue is not affected by any BCTF membership votes or local plans. The LRB Order remains in effect despite any BCTF or local teachers' association plan or vote to the contrary and must be abided by.**

Questions

Please contact your [labour relations liaison](#) if you have any questions or concerns.

Attachment: LRB Order