

Attachment "A"

AGM Action Plan Objectives

The 2012 AGM Action Plan seeks to create pressure on the government to rethink *Bill 22* and make changes that will improve learning conditions, treat teachers fairly and respect our *Charter* right to engage in full, free, collective bargaining.

The plan seeks to move government to:

- Appoint a truly independent mediator with no restrictions on their terms of reference other than to facilitate the parties in reaching a freely negotiated collective agreement
- Comply with the decision of the Supreme Court and return the illegally stripped class size/composition and staffing ratio language to our collective agreements
- Return our right to bargain class size/composition and staffing ratios, not as of June 30th, 2013, but immediately, so we can pursue improvements in this round of bargaining
- Abandon the Learning Improvement Fund in favour of equitable and predictable funding that allows school boards to meet the needs of all students

AGM Bill 22 Action Plan—Revised April 20, 2012
Confidential—in-committee with members only

That the BCTF Bill 22 Action Plan be as follows:

That for the period April–June 2012 members will engage in a resistance strategy to oppose Bill 22, and:

- a. teach.
- b. not participate in any BC Ministry of Education initiatives.
- c. minimally participate in meetings with AOs.
- d. refrain from all extra-curricular/voluntary activities.
- e. launch a public campaign (including advertising, public meetings, and print materials) to educate about the impact of Bill 22, and mobilize opposition to it around the province.
- f. hold a province-wide vote of members to support a full withdrawal of services commencing on a date as determined by the Executive Committee.
- g. undertake other actions decided by the membership in each local, such as holding weekly union meetings or not participating in district committees.
- h. work local-by-local, and as a collective, to motivate the membership to prepare for the May 2013 provincial election to bring in a new government that will repeal Bill 22.

To clarify b. and c. above, the following advice is being provided:

Q. Will members be participating in any BC Ministry of Education initiatives or meetings with administrators if the Bill 22 Action Plan is adopted?

- A.** No. Members should ask for written direction from AOs for any requests to attend meetings with AOs or management. Given written direction, members will attend staff meetings as required by our collective agreements, but will not be actively participating in the meetings. Locals will support school staffs, working collectively to support one another.

To clarify d. above, the following advice is being provided:

Q. Will extra-curricular / voluntary activities continue if the Bill 22 Action Plan is adopted?

- A.** No. Members will identify and discontinue all extra-curricular and voluntary activities. Administrators will be free to carry on for these activities.

To clarify h. above, the following advice is being provided:

Q. Will I have another opportunity to vote for an escalation, including a full withdrawal of services?

- A.** There will be another province-wide vote should the situation change and require further action. Factors may include: process of mediation, implementation of fines, imposition of contract, or other factors.

Please note that the Executive Committee and Representative Assembly have been authorized by the AGM to amend the Bill 22 Action Plan upon review of progress, and consider additional province-wide membership votes as necessary with accompanying legal advice for members.

Additional related decisions of the 2012 AGM and EC

(These are not subject to the province-wide membership vote on April 17, 18, 19)

Short-term

- The "Phase One" job action that occurred between September 2011 and March 2012 has now ended. The Annual General Meeting terminated the job action after the passage of Bill 22. Members will begin supervision and other required duties over the next few weeks; however, members are encouraged to keep voluntary work to a minimum. (Advice on this interim "Teach-Only" period has been circulated to schools.)
- The AGM has taken the position that any move by government to put into legislation or regulations compensation of individual teachers for over-sized classes. This is one of the more problematic pieces of Bill 22. Members ought to strongly refuse such compensation if it is provided. The BCTF will be returning to court regarding the loss of our class size, class composition, and learning specialist teacher language unconstitutionally removed by Bill 28 (2002).
- In support of teachers' freedom of expression, the BCTF will co-ordinate and support a one-day per week province-wide wearing of black and/or wearing of union buttons during the period of April, May, and June 2012.
- Upon passage of Bill 22, members will not perform struck work, including report cards. In schools where courses were completed during job action, report cards for those courses be considered struck work, with the exception of courses where students require the mark for graduation. (Locals have been provided advice on report card matters, and it has also been posted on the myBCTF.ca discussion forum. Please contact your local with questions you may have.)
- Bill 22 requires our participation in a skewed mediation process. Locals will be kept informed as this process unfolds.

Longer-term

- For the period of September 2012 to May 2013, the BCTF will implement a political strategy called a "Province-Wide Year of Action." This will be marked by a series of monthly province-wide co-ordinated activities.
- A special Representative Assembly will be scheduled for August 2012 to evaluate and make additional decisions to support the implementation of a Province-Wide Year of Action.
- The building blocks for positive change contained in *Better Schools for BC: A Plan for Quality Public Education* will be used as monthly themes to focus provincial, local, and school-based resistance to Bill 22. (<http://bctf.ca/uploadedFiles/Public/Publications/BetterSchoolsForBC.pdf>)
- The Federation will continue to participate in public sector bargaining discussions with BC Federation of Labour, and develop support materials for locals to use for the purpose of building solidarity and supporting the efforts of other unions during this round of bargaining.
- Please be reminded that, as per Procedure 10.L.40, the Federation will "provide political, legal, and financial support, as necessary, to any member who may face disciplinary action as a result of participation in a Federation-approved job action activity or other collective strategy."
- Legal challenges to Bill 22 and a follow-up challenge to Bill 28 are being pursued.



British Columbia Teachers' Federation

100-550 West 6th Avenue, Vancouver, BC V5Z 4P2 • 604-871-2283, 1-800-663-9163 • www.bctf.ca
TTY 604-871-2185 (deaf and hard of hearing) Field Service Division fax: 604-871-2291

MEMO TO: Local presidents
COPY TO: Local representatives
FROM: Anne Guthrie Warman, Assistant Director, Field Service Division
DATE: April 19, 2012
SUBJECT: **Bill 22 Action Plan—definition and scope of extra-curricular activities**

Hello presidents and LRs:

Attached is the definition and scope of the extra-curricular piece of the Bill 22 Action Plan.

If you have questions please contact your Field Service Division staffperson.

Extra-curricular/voluntary activities are those activities that occur and/or are organized by members outside of instructional hours.

The AGM Action Plan, for the period April–June 2012, calls on members to “refrain from all extra-curricular/voluntary activities.”

During this period extra-curricular/voluntary activities can continue, but teachers will not be involved. Administrators, parents and community volunteers can provide the necessary planning, sponsorship, paperwork and supervision required for the activities to continue. The message is that teachers are not preventing these activities from taking place; we are withdrawing our participation as they are voluntary/extra-curricular activities.

Generally speaking, any activity that involves teachers working with students outside of instructional hours is an extracurricular/voluntary activity.

Trips and camps

Activities such as these which occur or are organized outside of instructional time are extra-curricular/voluntary.

Clubs, sports, performance events

Any of these activities that are organized or that take place outside of instructional hours are extra-curricular/voluntary.

Graduation ceremonies

Graduation ceremonies that are organized or that occur outside of instructional hours are extra-curricular/voluntary. Members will not organize or supervise such activities outside of instructional hours.

AOW:cep/dwt/feu



British Columbia Teachers' Federation

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TTY 604-871-2185 (deaf and hard of hearing)

April 20, 2012

Dear Parent(s),

Why did teachers vote to withdraw from extra-curricular activities?

Involvement in extra-curricular activities brings joy to teachers and students and builds school communities. Teachers love doing extra-curricular activities, that is why we volunteer to do them. Teachers believe we have no other way to demonstrate the devastating effects of Bill 22. Teachers very reluctantly voted to stop participating in these activities that we and our students value so much, because we have been backed into a corner. We decided to take this step because we understand just how harmful Bill 22 will be.

Bill 22 hurts teachers and students. It wipes out most limits on class size and class composition. There will be less support for students with special needs who will be placed in an appalling competition for ever scarcer resources. It ignores the BC Supreme Court ruling that the 2002 contract stripping was unconstitutional and does not restore teachers' rights to negotiate learning and working conditions. On top of this, local school boards face further budget shortfalls. We want the government to replace this legislation with action that builds the quality of the public education system and respects the profession of teaching.

So how will this play out in schools?

For the remainder of this school year, extra-curricular/voluntary activities may continue, but teachers will not be involved. Administrators, parents, and community volunteers can provide the necessary support required for the activities to continue.

Extra-curricular/voluntary activities are defined as those activities that occur and/or are organized by teachers outside of class time.

If the event occurs within instructional hours and teachers are given adequate time to plan and organize them within the normal school day, then they can continue. It is clearly up to school boards and principals to decide if they wish to support that option.

What can you do to help?

- Speak out to your neighbours and friends about cuts to public education.
- Call, write, or e-mail your MLA to say that you oppose Bill 22 and its damaging impact.
- Stand with teachers as we fight for adequate funding for a quality education for every child.

Please visit our "For Parents" pages on bctf.ca for more information, including some materials in Chinese, Punjabi, and many other languages.

Thanks for your ongoing patience and support. Together we can all make a difference.

Susan Lambert
President

SL120419
SL/jd:tfu



Staff Rep Memo #146

LANGLEY TEACHERS' ASSOCIATION
of the British Columbia Teachers' Federation

2012 05 01 #146

Gail Chaddock-Costello

Class Organization Meetings, K -12:

In response to the large number of phone calls and emails we have received at the LTA, this memo is to advise teachers that meetings called after school hours, by another teacher or by an administrator, are always optional. As a result of our province wide vote to withdraw from all voluntary and extra-curricular activities (*the only legal option Bill 22 left for teachers to oppose a legislated resolution to our bargaining*), teachers **should not be attending** any after hour meetings. If Administration deems these meetings to be essential, release time must be provided during regular school hours.

School Based Team Meetings

Following the stripping of all Local Collective Agreements in 2002 by Arbitrator Rice, Langley lost our locally negotiated language on School Based Teams (*formerly Article 84*). As a result, we no longer have language that addresses the composition of SBTs or provides a fund for release time for teachers to attend. Therefore, participation in SBTs and attendance at these meetings after school hours, is in conflict with our recent BCTF province wide vote to withdraw from voluntary and extra curricular activities. **If Administration deems these meetings to be essential, release time must be provided during regular school hours.**

Request for IEP and ELL Reports

The LRB ruling makes NO MENTION of these reports, the ruling was in relation to Report Cards and in fact, the LRB ruling states 5.(ii) "Teachers will not be required to provide written reports in addition to the reports referenced below;"

Nowhere in the 'reports referenced below' are IEP or ELL reports referenced. Yes, Senior Management at the Langley School Board would like to see these included, but these reports are not required at this time and **teachers do not need to produce and include these with the report cards** they are preparing for April 27th.

INTERMEDIATE REPORT CARDS

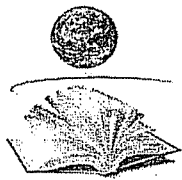
Several schools have shared with us the one page reporting forms they and their administration have agreed upon. For teachers using Report Writer, again, as per the LRB ruling:

(iv) Marks (b):

For courses/classes/subject areas that are ongoing, BCTF members will enter/submit all marks in the usual manner. Marks or letter grades to date **(so – a current mark)** including the period from the beginning of this school year up to March 17th, 2012, will be entered in the usual manner;"

This does not mean separate reporting for Term 1 and Term 2 or individual reporting on all IRPs, simply the current mark reflecting the year's work to March 17th.

If your school Administrator did not devise a separate, one page report form for your use, please request one.



Staff Rep Memo #141

LANGLEY TEACHERS' ASSOCIATION
of the British Columbia Teachers' Federation

2012 04 26 #141

Gail Chaddock-Costello

Specialist Teacher Reports – LRB Ruling

The LTA continues to receive phone calls and emails from specialist teachers who are being called, at home and at work, from staff in Senior Management, requesting that they submit written reports by Friday, April 27th.

I find it offensive that members are being contacted at home on their own time, and that as recently as this morning, at work, a member was called and provided a '**clear expectation**' that these reports be produced.

An 'expectation' is exactly that – an expectation. It is NOT a verbal 'directive' and teachers do NOT have to comply.

I see this as a form of bullying by members of Senior Management and I am disappointed this continues to happen. In my opinion, the passage of Bill 22 has empowered some Districts in ways we feared would happen – and the LRB ruling demanding report cards, even abridged ones, speaks to the government's position that management has rights and the right to place demands on workers – even to produce Struck Work. Now, more than ever, we need to stand united.

The LTA has been clear with the HR department. If any member is provided a verbal or written **letter of direction, we will grieve immediately**. The BCTF has been clear they will support all such grievances.

PLEASE do not feel bullied, or intimidated by these requests. The BCTF has placed a brief before the LRB for clarification on this issue and Langley's concerns are part of the application. We will have further information later on today.

Marks in EARLY?? NO!

The LTA has received a copy of a request to RE Mountain teachers to submit marks no later than noon on April 27th. **There is no such timeline in the LRB ruling**. April 27th ends at MIDNIGHT - press the send button before then and you have complied!

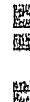
There is also a 'request' on the same memo to submit Grade 12 marks earlier, on April 24th and 25th, and again, the LRB makes no mention of early submission to address the BC Government's TRAX system. **You are NOT required to submit any marks before midnight on April 27th.**

[Reply](#) [Reply All](#) [Forward](#)

Parent Interviews and Sprts Day

Fay Houghton

To: Adele A Northrup; Baljit Sall; Beverly E Mcgladery; Cheryl Richon; Courtenay J Sorge;
Dana L Shiels; Dana Marounek; Dean W Nakashima; Dean A Skjaveland; Deep Sandhu;
Donna M Gauthier; Elaine Koo; Harold G Mcallister; Irene Clason; Jane Robson; Jasbir Sekhon;



April-27-12 10:45 AM

Hi Everyone,

In regards to Sports Day, Sanyee has volunteered to plan Sports Day. As she has a student teacher she feels she can do the planning during instructional time

Regarding parent interviews, we are just reminding you of the union's position which is that **anything** that happens after the school day is voluntary. Therefore they are encouraging you to mark yourself as "unavailable" after 3pm. If parents want to talk to you they can arrange with you for a different appointment time.

if you have any questions, don't talk to us! :-) (just kidding)

Fay and Peg

Memo - LRB Order on Report Card

Lorna Sheh [lsheh@sd36.bc.ca]

Sent: April-20-12 1:10 PM

To: Karma Russell; Denise L Moffatt; Jennifer M Wadge; Laura Barker; Susan J Heuman; John Wyndham; Lori E Wilson; Stephen Anderson; Kevin J. Amboe [amboe_k@sd36.bc.ca]; Karen L Kilbride; Sarbrinder S Lalli; Chrystal A Tagmann; Cheryl A Gosse; Lynda Toews; John C Kovach; Rina K C Jawla; Helen E Kelsey-etmanski; Glynis H Cawdell

Cc: Donna Stewart [dstewart@sd36.bc.ca]; Cindy Tierney [ctierney@sd36.bc.ca]; Momina Rafiq [mrafiq@sd36.bc.ca]

Attachments: LRB Ruling_ReportCard.pdf (1 MB)

MEMO TO: Staff Reps

COPIES TO: STA Executive Committee

FROM: Denise Moffatt, President

Date: April 20, 2012

Report Cards

The LRB issued an order today in response to BCPSEA's application to the LRB. The order requires us to rescind our previous advice to members and to advise members to comply with the terms of the LRB order. The order requires teachers to complete student reports by April 27. **It does not require a regular report card. Do not do your regular term 2 report. The required reports are abridged, in particular for elementary teachers.** It also requires submission of marks for previously completed courses for all grades including gr 8 and 9.

We are in the process of determining the specific implications for Surrey teachers and will need to be in touch with Surrey management to determine what this will look like for members. Further advice will be provided shortly.

Action Plan Vote Results

BCTF members have supported the action plan with a 73% vote. There is strong support for the plan and now we need to move forward with unity. Information will follow by Monday morning outlining specifically what the plan will look like for members. Initial direction around extra-curricular/voluntary is below as most of the questions we are receiving relate to this area.

Extra Curricular/Voluntary

The definition adopted by the BCTF Executive is as follows:

Extra-curricular/voluntary activities are those activities that occur and/or are organized by members outside of instructional hours.

The AGM Action Plan, for the period April-June 2012, calls on members to "refrain from all extra-curricular/voluntary activities".

~During this period extra-curricular/voluntary activities can continue, but teachers will not be involved. administrators, parents and community volunteers can provide the necessary planning, sponsorship, paperwork and supervision required for the activities to continue. The message is that teachers are not preventing these activities from taking place; we are withdrawing our participation as they are voluntary/extra-curricular activities.

~
Generally speaking, any activity that involves teachers working with students outside of instructional hours is an extracurricular/voluntary activity.

~
Trips and camps

Activities such as these which occur or are organized outside of instructional time are extra-curricular/voluntary.

~
Clubs, sports, performance events

Any of these activities that are organized or that take place outside of instructional hours are extra-curricular/voluntary.

~
Graduation ceremonies

Graduation ceremonies that are organized or that occur outside of instructional hours are extra-curricular/voluntary. Members will not organize or supervise such activities outside of instructional hours. ~

Struck work - Surrey Connect

The LRB order also covers the dispute over work submitted to Surrey Connect teachers during our legal full withdrawal of service.

The order requires us to rescind our previous advice to members and to advise them to mark the submitted work as a priority before April 25th. The order establishes a joint committee to review workload/backlog issues as a result of this work and Mike Fleming from the LRB remains seized should the parties be unable to reach agreement.

By-elections

Yesterday the Liberal Government was defeated in two by-elections. This is a strong sign that the public is unhappy with the government, their policies and their leadership even in ridings that are typically a strong hold for them. Gwen O'Mahoney (NDP) in Hope-Chilliwack and Joe Trasolini (NDP) in Port Moody-Coquitlam.

RTA Guidelines for Extra-Curricular Activities

- Extra-curricular / voluntary activities are those pursued in addition to the normal curriculum and are not mandated in the IRPs.
- Motions passed in March during our legal job action, by RTA Exec /Staff Rep Assembly asked teachers to withdraw as much as possible from extra curricular / voluntary activities. The plan recognized that if an activity was planned, paid for, scheduled, could not be cancelled or rescheduled, then it could go ahead.
- The RTA plan was based on a "soft withdrawal" and that teachers, over time, will rethink / reduce and cease voluntary activities.
- The RTA asks teachers to respect other teacher's decision re the withdrawal from extra curricular activities, and that some may choose to withdraw more slowly, but that ultimately the goal of as complete a withdrawal as possible be achieved.
- If the Bill 22 Action Plan passes, all teachers across the province will be asked to cease all extra-curricular activities, and any local plans will become part of the provincial effort.
- Please be aware that these are draft guidelines, and may be subject to change.

A. Extra Curricular/Voluntary

1. Assembly organization
2. Award organization
 - a. Citizenship
 - b. Year end
3. Band
 - a. Lunch practices
 - b. Evening concerts
 - c. Daytime concerts
4. Camping trips which are not PLOs
5. Career Expo
6. Clubs
 - a. Badminton club
 - b. Basketball club
 - c. Checkers/chess club
 - d. Choir
 - e. Dance club
 - f. Friendship club
 - g. Green/Eco club
 - h. Homework club
 - i. Intramural club
 - j. Knitting club
 - k. Leadership club
 - l. Library club
 - m. Me to We club
 - n. Multicultural club
 - o. Peace club

- p. Recycling club
- q. Red Cedar book club
- r. Running club
- s. Social Justice club
- t. Spirit club
- u. Student Council
7. Committees
 - a. Social Responsibility
 - b. Valedictory
 - c. Budget
8. Dances
9. Field trips: BCTF believes all PLOs can be met in the classroom during instructional hours
10. Fund raising for the school
 - a. Book fair
 - b. Spring
 - c. Classroom book orders
11. PLO practice tests
12. Garbage duty for class division
13. Guest speakers from outside agencies in the classroom
14. Grade 7 Outdoor Education (e.g., Strathcona, Camp Jubilee)
15. Graduation: K, Gr. 7, Gr. 12
 - a. assembly organization / planning
 - b. dinner organization/participation
16. Hot lunch program support
17. Ice skating/swimming events for multiple grades
18. Library open before/afterschool and at lunchtime
19. Meet the teacher night
20. Ministry/district committees
21. Music performances
22. Newsletters/notices from the classroom
23. Open houses
24. Open, regularly prescheduled class time
 - a. Open Shop Time
 - b. Open gym time
 - c. Open band time
25. Overviews for report cards
26. PAC meetings
27. Teas, luncheons, breakfasts
 - a. Parent Appreciation
 - b. Mother's Day
 - c. Father's Day
28. Provincial SchoolReach finals
29. Referral letters for private schools
30. School board meetings
31. School matrix creation

RTA Guidelines for Extra-Curricular Activities

32. School Wide Writes (unless teacher initiated)
33. Science fairs
34. Science Jam evening
35. Sharing assemblies participation
36. Sports Day (organizing, planning)
37. Sports teams
38. Staff vrs student games
39. Student announcers on the PA system – coaching
40. Student/class photo support
41. Supervising distribution of birthday cakes brought by parents
42. Swimming lessons for prescribed grades
43. Talent show
44. Theatre performances
45. Track Meet
 - a. Zone Meet
 - b. Track Attack
46. Webpages – teacher support
47. World Expo Concours – French speaking evening competition

B. Activities to Continue

1. Assessment
 - a. Classroom
2. Assembly (attendance only)
 - a. Remembrance Day
3. Attendance
4. Committees
 - a. Social
5. Earthquake and fire drill
6. Health and safety training
7. IEP meetings (if directed personally, writing, and would normally attend)
 - a. Staff
 - b. Health and Safety
 - c. Class organization
 - d. Educational Facilitator
 - e. IEP
 - f. SCL
 - g. Pro D
9. Parent meetings
10. Professional collaboration
11. Professional development (if teacher directed)
 - a. District study groups
 - b. Earth Day Conference, April 21
 - c. Learning and the Brain Conference
 - d. ESL networking sessions (monthly)

- e. Presenting at conferences if previously funded by MCF
- f. Primary Extravaganza
12. Referral forms for IB, Math, Gifted programs
13. Secondary course curriculum activities for locally developed courses e.g. Leadership, Social Justice
14. Supervising, not teaching Gr. 5, 6, 7 Family Life classes
15. Transition meetings between Gr. 7 & high school teachers before school/after school
16. Working with student outside of instructional time eg. finishing a project

C. Voluntary Activities Teachers May Continue If They So Choose

1. BARE, DART, RAD (if teacher initiated, teacher supported)
2. Fruit and Vegetable Program
3. Fund raising for charity
 - a. Food bank
 - b. Jump Rope/Hoops for Heart
 - c. Terry Fox run
 - d. Disaster funds eg) Haiti, Japan
 - e. Giants Read to Succeed program
4. Grad Transition
5. International students
 - a. Short term
 - b. Long term
6. Kindergarten orientation
7. MDI/ EDI (Early Development Index) projects
8. Teacher candidate sponsorship

D. Still Under Discussion

1. Athletic Tournament(s)
2. Grade 12 Scholarship Teacher Input



North Vancouver Teachers' Association

Local 44 British Columbia Teachers' Federation

L'association des enseignantes et enseignants de Vancouver Nord

From: Daniel Storms, President
To: Chief Staff Representatives, NVTa Members
Date: April 24, 2012

Re: **BCTF Action Plan: Teacher Involvement in Extracurricular Activities**

With the approval of the BCTF Bill 22 Action Plan, the plan authorizes the withdrawal of teacher involvement in extracurricular activities.

As mentioned previously, the NVTa Executive decided that the withdrawal of extracurricular should begin on Tuesday, May 1, 2012, which would allow activities such as field trips and Outdoor School to continue given the short notice following the province-wide vote.

Below is a list of the categories of activities we will be withdrawing from beginning on May 1, 2012, and ending on June 29, 2012. We may provide additional examples in future updates.

Graduation Ceremonies, Awards, Athletic Banquets Etc.

Graduation ceremonies, awards nights, athletic banquets etc. that are organized or occur outside of instructional time are extracurricular, and teachers will refrain from participating in these activities outside of instructional time.

What This Means

Educational Leadership Days can be used during instructional time to plan such activities but teachers will not be participants in these activities.

For example, teachers can sit in the audience for their school's graduation ceremony but would not be on the stage.

Awards nights and athletic banquets need to be planned during instructional time with release time provided. Teachers could attend these events if they choose to do so.

Field Trips and Camps Etc.

Field trips, camps etc. can occur during instructional time and teachers will refrain from participating in overnight or multi-day field trips that have an overnight component.

What This Means

Field trips, camps etc. can occur during instructional time and teachers **will refrain** from participating in overnight or multi-day field trips that have an overnight component, **unless the Board provides for an administrator, CUPE staff member, parent, or community member to assume responsibility for all supervision duties outside of instructional hours.**

Athletic Teams and Clubs (Elementary & Secondary)

Athletic teams and clubs that are organized or occur outside of instructional time are extracurricular, and teachers will refrain from participating in these activities outside of instructional time.

What This Means

Athletic teams and clubs can occur during instructional time and teachers will refrain from participating outside of instructional time. An administrator, CUPE staff member, parent, or community member will assume all coaching and/or supervisor responsibilities outside of instructional hours.

Concerts and Performances

Concerts and performances that are organized or occur outside of instructional time are extracurricular and teachers will refrain from participating in these activities outside of instructional time.

What This Means

Concerts and performances can occur during instructional time and if they take place outside of the school, such activities can be considered a single day field trip.

Any evening concert or performance can occur so long as an administrator, CUPE staff member, parent, or community member assumes all supervisory and/or conducting responsibilities during such concerts and performances.

Outdoor School/Big House

Outdoor School is a co-curricular programme that allows for hands-on enrichment of curriculum. In addition, we have NVTAs colleagues who normally work at Outdoor School.

Teachers have volunteered their time in providing supervision, which is certainly extracurricular.

What This Means

Given the short notice, classes that are planning to go to Outdoor School for the remainder of April 2012 will operate as normal.

For May and June 2012, teachers who attend Outdoor School/Big House with their students will fully participate during instructional hours but will not provide any supervision or instruction of students outside of instructional hours.

All evening and overnight supervision of students will have to be provided by administrators, CUPE staff members, parents or community members.

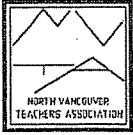
The school district will need to plan and coordinate appropriate staffing levels for evening and overnight supervision of students outside of instructional hours.

Scholarship Committees

Given the number of community and academic scholarships and bursaries available, scholarship committees should continue to meet during instructional hours but with release time provided.

If you have any questions regarding this memorandum, please contact Chris Miller or myself at the NVTAs office or by email.

--Daniel Storms



North Vancouver Teachers' Association

Local 44 British Columbia Teachers' Federation

L'association des enseignantes et enseignants de Vancouver Nord

From: Daniel Storms, President
To: Chief Staff Representatives, NVTa Members
Date: April 19, 2012
Re: **BCTF Action Plan: Teacher Involvement in Extracurricular Activities if the Action Plan is Approved**

As you know, the BCTF Bill 22 Action Plan has a withdrawal of teacher involvement in extracurricular activities. The BCTF will announce the province-wide results late Thursday night to local presidents, and will announce the results in a press conference the morning of Friday, April 20, 2012.

If the plan is approved by a majority of the membership, teachers will, collectively, refrain from voluntary extracurricular activities.

We have waited for the BCTF to provide guidelines, and we now have received preliminary guidelines regarding what will be deemed to be voluntary extracurricular activities.

This is subject to change.

The NVTa Executive has grappled with how to phase in a withdrawal of extracurricular activities.

As a result, the NVTa Executive has decided that the withdrawal of extracurricular should begin on Tuesday, May 1, 2012, which would allow activities such as field trips and Outdoor School to continue given the short notice while we finalize the details of its implementation.

Below is an initial list of the categories of activities that we will be withdrawing from Tuesday, May 1, 2012, until June 30, 2012.

Graduation Ceremonies, Awards, Athletic Banquets Etc.

Graduation ceremonies, awards nights, athletic banquets etc. that are organized or occur outside of instructional time are extracurricular and teachers will refrain from participating in these activities outside of instructional time.

Educational Leadership Days can be used during instructional time to plan such activities but teachers will not be participants in these activities.

For example, teachers can sit in the audience for their school's graduation ceremony but would not be on the stage.

Field Trips and Camps Etc.

Field trips, camps etc. can occur during instructional time and teachers will refrain from participating in overnight or multi-day field trips that have an overnight component.

Athletic Teams and Clubs (Elementary & Secondary)

Athletic teams and clubs that are organized or occur outside of instructional time are extracurricular, and teachers will refrain from participating in these activities outside of instructional time.

Concerts and Performances

Concerts and performances that are organized or occur outside of instructional time are extracurricular and teachers will refrain from participating in these activities outside of instructional time.

Concerts and performances can occur during instructional time and if they take place outside of the school, such activities can be considered a single day field trip.

Possible Exceptions

Outdoor School

Outdoor School is a co-curricular programme that allows for hands-on enrichment of curriculum. In addition, we have NVTA colleagues who normally work at Outdoor School.

Teachers have volunteered their time in providing supervision, which is certainly extracurricular.

Given the short notice, classes that are planning to go to Outdoor School for the remainder of April 2012 will operate as normal while we consult with NVTA colleagues regarding the classes scheduled to go to Outdoor School in May and June 2012.

Scholarship Committees

Given the number of community and academic scholarships and bursaries available, the NVTA believes it may be necessary to exempt scholarship committees so that students are disadvantaged unfairly in their applications to colleges and universities.

What CSRs Should Do Next

Have a **short staff committee meeting** on Friday, April 20 or early next week (preferably Monday) to review this information.

As usual, this information will be made also available to teachers on nvta.ca.

There will be an NVTA Representative Assembly on Wednesday, April 25, 2012, at the Lucas Centre Gym to discuss the BCTF Action Plan and other important issues to members.

Please consider attending this meeting.

If you have any questions regarding this memorandum, please contact Chris Miller or myself at the NVTA office or by email.

--Daniel Storms

Open House Invitation



Please note the originally scheduled Parent - Teacher Conferences on Tuesday, April 24th and Wednesday, April 25th have been changed!

School will be dismissed at 1:53pm on both Tuesday and Wednesday to facilitate the open house.

Dear Parents and Guardians,

The afternoons of Tuesday, April 24th and Wednesday, April 25th had originally been reserved for parent-teacher interviews. Due to the ongoing dispute over contract negotiations the teaching staff at Ecole Quadra School will instead be hosting an open house. You are invited to visit your child's classroom between 1:53 and 2:53 on Tuesday April 24th and Wednesday April 24th. During this time you will have a chance to informally touch base with your child's teacher and see some of the learning your child has been partaking in.

This will be an opportunity for students to show you their learning environment and familiarize you with the activities he or she engages in on a regular basis. This is a unique experience for you and your child to share together. Please note that multiple families may be exploring the classroom at the same time and that you are welcome to stay for as little or as long as you like. Teachers will be available to speak with you in celebration of what your child can do and what skills they are working on. This is not a time to discuss specific concerns. If you have concerns you may contact your teacher in the near future to discuss those.

We look forward to seeing you in the classroom soon.

Yours truly,

Quadra Teaching Staff

From: Kevin Epp - Local 67 President [<mailto:lp67@bctf.ca>]
Sent: Friday, April 27, 2012 10:15 AM
To: Kevin Epp - Local 67 President
Subject: Meetings for LAT/Special Ed/Transition

*Staff Reps,
Please share with all teachers*

Colleagues,

I have had a number of requests for clarity around meeting requirements for teachers, support teachers and non-enrolling staff. The following is my understanding of the contractual requirements.

School Based Team:

Case managers are expected to attend, however, no other teaching staff are required to attend unless the meeting is held within instructional time.

IEP Review:

The same as SBTs

Transition Meetings:

These meetings are not contractually required and therefore, no OSTU member is required to attend outside instructional time. If the meeting occurs within instructional time then the employer could release teachers to attend.

There has been a significant shift over the last 10 years to move all kinds of meetings outside the instructional day. This has had a significant impact on costs, but, has increased teacher workload incredibly. In a number of districts this has not been the case and meeting of this type are supported within the day. I'm not sure how these districts accomplish this given the fiscal reality, but, perhaps it's priorities.

In terms of non-enrolling, support teachers, counselors attending these type of meetings outside the instructional bookends, IF there is acknowledgment that they have time in lieu (and hopefully they use it as such) then that may be appropriate. However, classroom teachers who do not have that option because release time will not be funded should not be pressured to attend. I'd ask anyone sending out communication regarding any meetings of this type to be especially sensitive to the wording around the meeting.

Similarly, many teachers are asking for clarification regarding transition input(paper) that has been delivered to them. In some cases they interpreted the delivery message as an expectation rather than a request. This was not the intention on the part of any OSTU

member, however, in cases where the information may have been distributed via administrators in schools, there has been confusion.

Folks are sensitive right now, things are not normal right now, and many teachers don't want normal right now.

Finally, I'd ask you to be cautious when asked to build classes for next year. While the consultation requirements under Bill 22 are different than they were in Bill 33, the ability of teachers and the union to advocate for funding from the Learning Improvement Funds could be impacted by how we 'build' classes. The obvious assumption is if we put it together then we must see it as appropriate.

The School Act is quite clear that the school administrator is responsible for building classes. The regulations in Bill 22 state that any class is appropriate if the administrator and superintendent believe it is appropriate. The teacher's agreement (or disagreement) is no longer part of the legislation.

If you have a questions regarding this information please don't hesitate to get in touch.

Thanks,

Kevin Epp
President - ***Okanagan-Skaha Teachers' Union***
697 Martin St. Penticton BC
250-492-4915
lp67@bctf.ca

----- Forwarded Message -----

From: "Kim Komljenovich" <kkomljenovic@sd73.bc.ca>

To: "skss-teachers" <skss-teachers@lists.sd73.bc.ca>, "skss-staff" <skss-staff@lists.sd73.bc.ca>

Sent: Thursday, April 26, 2012 8:33:43 AM GMT -08:00 US/Canada Pacific

Subject: [skss-teachers] Reminder about Administrative Communication

Hello colleagues,

Just a reminder that we have been asked by the local and provincial union offices to have minimal electronic or verbal communication with administration as part of our provincial action plan. That means it is not recommended that we as individuals get involved in providing advice on how funding should be allocated in our school. We should also be having a staff meeting after school soon in May. Please remember that we will probably have a KTTA meeting afterwards.

Kim Komljenovich

skss-teachers mailing list

skss-teachers@lists.sd73.bc.ca

<http://lists.sd73.bc.ca/mailman/listinfo/skss-teachers>

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What our job IS	What our job ISN'T
<p>All duties required as per BC Ministry of Education School Regulation 4 – Duties of Teachers and other duties specified in the local Collective Agreement signed July 1, 2006.</p> <p>Duties include but are not limited to:</p>	<p>Any Extra Curricular or Voluntary Activities, including but not limited to:</p>
<ul style="list-style-type: none"> • Teaching-related activities (preparation, assessment, teaching, marking, evaluating, etc.) • Maintaining records required by ministry or board. • Supervision of students on school premises and during school functions as deemed necessary by school board, but not at lunch-time. • Attend regular staff meetings: one per month, not more than one hour before school, not extending more than 2 hours after dismissal. Seven days' notice of meetings required with agenda circulated one day before meetings. 	<ul style="list-style-type: none"> • Grad (organization, supervision, participation beyond attendance, unless part of a paid position) • Scholastic Book Fair • Weekend Science Fair • Assemblies (beyond supervision if during instructional time) • Monday Morning Meetings beyond regular monthly staff meetings • Outside of Classroom academic help (morning, lunch, after school) • Outside of class time intramurals, open gym • Coaching • Clubs • Student Council/Leadership unless part of your job • Field Trips outside of the school day • Collecting/counting money • Voluntary tutoring • Music/Theatre – no evening performances, during the school day performances are fine • First Aid outside of your class, unless you are the first-aid attendant for the staff • Meet the Teacher activities • organizing Jump Rope for Heart and other similar activities • Supervision of dances • Writing reference letters (suggest admin provide release time in order to write letters) • School Based Team meetings – within instructional time if possible, kept to a minimum before or after school – not at lunch • Parent contact beyond report cards: within instructional hours if at all possible • Ordering of equipment and supplies • Photocopying and filing of report cards • Fundraising • Using personal money for school supplies etc. • Sitting on District Committees, other voluntary committees unless they are contractual • Provision of homework packages for students on holidays • Provision of lunch food and clothing for students • Maintenance of school equipment (photocopiers etc.) • Voluntary principal designate or TIC positions • Writing report cards beyond reasonable prep/planning time (i.e. at home) • Student supervision beyond contractual obligations • Itinerant staff: <ol style="list-style-type: none"> 1. recommended to take 45 min lunch break, <u>not</u> inclusive of driving time 2. reports, records, stats etc. should be written during instructional time or during reasonable prep time before/after school, NOT only as an additional task during personal time 3. schedules may have to be adjusted to

Dear Parents,

April 24, 2012

Bastion is a great school. It has wonderful children, supportive parents, caring teachers, excellent educational assistants and a strong administration. Everyone works hard and the children benefit from this energy and commitment. However, the teaching staff at Bastion believes the quality of education in British Columbia and in our district is threatened and that is why we are writing this letter.

Bastion is not immune to provincial issues. Our counsellor is only able to come to our school for half a day per week. Our Speech Language Pathologist is assigned here for only a day and a half. There are presently three or more students on individual education programs in some of our classrooms. Often there are wait times to have students tested and then more wait times to get the needed service for students. This is frustrating for children, their parents and their teachers.

Prior to 2002, teachers in BC bargained for learning conditions for your children that included class size limits, and language for librarians, counsellors and teaching assistants. To get this language in our contracts, we took little or no pay increases. In 2002, this Liberal government imposed Bill 27/28 that removed by legislation, many of these working conditions from our contracts. These bills were found to be unconstitutional by the Supreme Court of British Columbia. Bill 22 was passed into law in March. Through this legislation, the provincial government effectively eliminated class size and composition protection.

Teachers have tried a number of strategies to express our concerns. Based on the limited options available at this time, Bastion teachers have agreed to withdraw all extra curricular and volunteer time. Consequently, teacher-led lunchtime activities such as soccer, dance, drama, newspaper club and cross-country running will be suspended until further notice. It is with regret that the Parent Appreciation Tea will not take place. This decision does not negate the deep regard teachers have for the Bastion parent community.

Our goal is to teach every child and prepare him/her for the future. Our children and grandchildren are part of the system and we want to ensure that the system is appropriately resourced and funded. All students in British Columbia deserve a quality education.

Sincerely, Bastion Teaching Staff

The following is a set of activities which I have deemed to be and not to be part of our contractual obligations as teachers and BLDTU members in School District #91, based on the Collective Agreement signed on July 1, 2006 between BCPSEA and BCTF. **This list is not complete and this is a DRAFT.** Please do not assume that this is an official contractual document.

The intention of this document is to assist teachers and other BLDTU members in making personal decisions around the nature of their job as of April 20th, 2012

What Our Job Is	What Our Job Isn't
<p>All duties required as per BC Ministry of Education School Regulation 4 – Duties of Teachers and other duties specified in the local Collective Agreement signed July 1, 2006</p> <p>Duties include but are not limited to:</p> <p>Teaching related activities (prep, assess, teach, mark, evaluate)</p> <p>Report on learning minimum 3 times per year on report cards, and through informal means at least two times per year. This must include written or oral comments for K-3.</p> <p>IEP reporting occurs on the regular reporting schedule.</p> <p>Maintaining records required by ministry or board</p> <p>Supervision of students on school premises and during school functions as deemed necessary by school board or principal. Not at noon intermission, however.</p> <p>Attend regular staff meetings: One per month <u>not extending more than 90 minutes after dismissal</u>. (If students are dismissed at 2:53 then meeting should end at 4:23). Seven days' notice required, agenda 24 hours ahead.</p> <p>TA (SEA) direction, but not evaluation</p>	<p>Any Extra Curricular or Voluntary Activities, including but not limited to:</p> <p>Meetings outside of instructional time that are not in the Collective Agreement (PLC etc.)</p> <p>Grad (organization, supervision, participation beyond attendance, unless part of a paid position)</p> <p>Scholastic Book Fair</p> <p>Science Fair</p> <p>Assemblies (beyond supervision)</p> <p>Outside of Classroom academic help (morning, lunch, after school)</p> <p>Outside of class time intramurals, open gym</p> <p>Coaching</p> <p>Clubs</p> <p>Student Council/Leadership unless part of your job</p> <p>Field Trips</p> <p>Collecting/counting money</p> <p>Voluntary tutoring</p> <p>Music/Theatre – no evening performances, during the school day performances are fine</p> <p>First Aid outside of your class</p> <p>PAC meetings</p> <p>Meet the Teacher activities</p> <p>Jump Rope for Heart and other similar activities</p> <p>Me to We</p> <p>Supervision of Dances</p>

Writing Reference Letters

School Based Team meetings – within instructional time if possible, kept to a minimum before or after school – not at lunch

Red Binder organization

Parent contact beyond report cards: within instructional hours if at all possible

Ordering of equipment and supplies

Distribution of non-teacher notices (e.g. PAC letters, newsletters etc.)

Photocopying and filing of report cards

Fundraising

Using personal money for school supplies etc.

Sitting on District Committees, other voluntary committees

Provision of homework packages for students on holidays

Provision of lunch food and clothing for students

Maintenance of school equipment (photocopiers etc.)

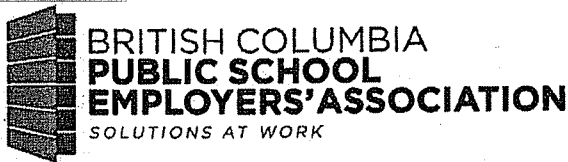
Voluntary principal designate position (TIC)

Writing report cards beyond reasonable prep/planning time (i.e. at home)

Student supervision beyond contractual obligations

Itinerant staff:

- recommended to take 45 min lunch break, not inclusive of driving time
- reports, records, stats etc. should be written during instructional time or during reasonable prep time before/after school, NOT only as an additional task during personal time
- schedules may have to be adjusted to accommodate the above into the work day



May 7, 2012

By E-mail

Susan Lambert
President
BC Teachers' Federation
100-550 West 6th Avenue
Vancouver, BC V5Z 4P2

Dear Ms. Lambert:

Re: BCTF Action Plan Activities

As you are aware, on March 17, 2012, the *Education Improvement Act* (the Act) became law. The Act provides that the current collective agreement between the BC Teachers' Federation (BCTF) and the BC Public School Employers' Association (BCPSEA) continues in force until August 31, 2012 and establishes a cooling-off period during which strikes and/or lockouts are prohibited.

BCPSEA is aware that the BCTF and its members have developed an Action Plan to express their opposition to the Act and that the BCTF has directed its members to refuse to perform all activities that BCTF has termed "extracurricular/voluntary." We understand that the BCTF includes within that category "all activities that occur and/or are organized by teachers outside of instructional hours."

Certain aspects of the BCTF Action Plan — referred to by the BCTF and local teachers' associations in many parts of the province as "job action" — are very similar in nature to the BCTF "Phase 1" partial strike earlier in the school year. BCPSEA has received numerous reports from school districts regarding the withdrawal by BCTF members of a very broad range of duties that teachers typically perform as part of their teaching job, including activities such as student tutorials, parent-teacher conferences, preparation of various reports and recommendations, and attendance at a variety of meetings and student activities.

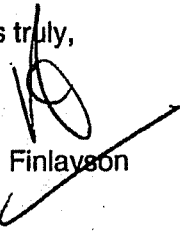
BCPSEA understands that the BCTF is opposed to the Act and may avail itself of legal means to voice that opposition. However, in our view, the BCTF direction to its members to engage in a concerted refusal to perform the duties as outlined above constitutes an illegal strike in violation of the *Labour Relations Code* and the Act.

We seek your assurance that the BCTF and its members will not organize, encourage, or promote any such activities and will take all possible measures to ensure Union officers, Union staff, and Union members are advised that such activities are illegal and are not sanctioned by the Union or its members.

May 7, 2012
Susan Lambert
Page 2

Thank you for your attention to this matter. Please contact Jacquie Griffiths, BCPSEA Associate Executive Director, or me if you would like to discuss this further.

Yours truly,



Hugh Finlayson
CEO

c: BCPSEA Board of Directors

From: BC Teachers' Federation [<mailto:members@communications.bctf.ca>]
Sent: Tuesday, May 08, 2012 3:23 PM
To: BC Teachers' Federation
Subject: Extra-curricular/voluntary activities

May 8, 2012

Extra-curricular/voluntary activities

Colleagues,

The Action Plan recommended by the AGM, and now approved by a province-wide membership vote, includes a component related to extra-curricular and volunteer activities.

One of the repeated concerns expressed about the implementation of Phase 1 was the inconsistency across the province, and there was discussion at the Winter RA and the AGM about the need for future action to be tighter and more consistent. That is part of the reason the advice provided on extra-curricular/voluntary activities is a cut-and-dried definition.

Now that the Action Plan has been carried, there are members around the province who have shifted their evening performances into instructional time, or have cancelled them outright; there are members who have cancelled trips that involved extensive amounts of preparation and commitment of funds. We need to stand in solidarity with members who have already made these sacrifices.

For this part of the Action Plan to be effective, and to ensure that it can be sustained until the end of June, we need to be united and strong around the province. It takes extraordinary courage for members to make these decisions, and we must support them and each other through this Action Plan.

We have made available sample letters and other material to use with parents during this time—including material related to extra-curricular activities. Please make use of the material posted at <http://www.bctf.ca/parents.aspx>.

Susan Lambert, President
BC Teachers' Federation

SL:vt:tfeu

Attachment "G"

From: Tom Newell - Local 07 President [lp07@bctf.ca]

Sent: Monday, April 30, 2012 2:33 PM

I have reviewed my information re NPBS from the phase 1 and my interpretation of that advice is that aspects of its applicability remain in place vis a vis voluntary activities in the Bill 22 Action Plan.

Involvement can continue including regional or provincial conferences as long as administration is not present.

I was told that district administration will be present. Thus my interpretation is that attending would be against the Action Plan.

tom

Thomas Newell
President
Nelson District Teachers' Association
250-354-4142 (O)
250-354-9693 (C)
250-354-1558 (F)

Letter to KSS Staff,

We are back in job action. This means no volunteering of your time outside regular instructional hours. The attachment contains the official memo's from the BCTF.

Extra-curricular: This is affecting a lot of people. The BCTF wants us to firmly hold the line on this one. It's for 10 weeks. Many cases were brought forward at the staff rep meeting last night. None received an absolute "No, don't do it." Events can still run but teachers should not volunteer their time to make it so. For example: Jr. rugby runs because an administrator takes care of it. Grade six kids have an annual trip which is in the process of being cancelled. Coaches are concerned that the BCTF will take disciplinary action if member do not adhere to the "Bill 22 Action Plan." They have cause to worry. If a complaint is lodged with the BCTF by another member, the case goes before a "judicial council" who determines a course of action. Could there be a fine? Yes.

School visits from COTA: COTA executive is touring the feeder schools first and will visit KSS soon. Date TBA.

Staff meetings: We will go to one staff meeting per month as per collective agreement. We will not attend additional meetings and our participation in the one staff meeting will be minimal.

The full walkout March 5 to 7: The district did not dock your pay at a daily rate. One member remarked that she was docked \$75 per hour. This calculation is the result of the accounting software's operation more than the perception of management but those are the optics.

Outlook Training: The district values your time at \$75/hr. Why for 2 hours of training do we get dinner? Granted, you will TLO dollars to use toward pro-d but no cash in hand. Select CUPE members got trained during regular working hours. COTA is asked to volunteer.

Grad: Most of us agree that the show must go on but COTA insists it must look different. There can be no teacher volunteers after hours. Teachers with grad responsibilities in their teaching assignment are exempt. Teachers may sit in the audience as a spectator but no supervision. Possible solutions: 1. Buy teachers a TOC during the day so they can work at night. 2. Run grad during regular instructional hours.

Sincerely,
Sean

Subject: GVTA Notice | Extracurricular/voluntary activities

Please be reminded of the following job-action information.

Evening performances

All evening performances should be re-scheduled to take place during instructional time.

Field Trips

Field trips that take place during the instructional day are acceptable provided that teachers are not expected to supervise students over the recess/lunch breaks. Multi-day or overnight field trips are not exempt from this advice.

Recess/Lunch time

Teachers should not be supervising or tutoring students during these 'non-instructional' times. This would also include intramural sports, clubs, teams, etc.

Jason Gammon
GVTA Job Action Coordinator
jason@gvta.net
250.595.0181

From: Schreck, Patrick
Sent: Tuesday, April 17, 2012 10:46 AM
To: mail@gvta.net
Subject: GVTA | Pro-D Days, Pre-Calculus 11&12, Garage Sale

Job Action and Professional Development Days

The GVTA Executive Committee is recommending to teachers that for the remainder of this school year all pro d activities be organized by teachers for teachers, this includes the May 18th Pro D Day. Here is the motion from exec regarding pro d:

That for the May 18th Pro D day, the GVTA advise Pro D Committees to plan their staff pd activities independently without input from Admin.

Autonomy over professional development is one of the areas targeted by Bill 22. Teachers need to take control of these days now and in the future to ensure that they remain under teacher control. More information on pro-d ideas will follow after the BCTF Action Plan vote.

Attention Pre-Calculus 11&12 Teachers

The School District is establishing a Learning Resources Review Committee in response to a parent complaint concerning a learning resource being used in a Pre-Calculus 11 class in the district.

Pursuant to Regulation 6161.1 "Learning Resources for Classroom Use" (link below), this committee will consist of the Superintendent (or designate), the principal of the school involved, **two "resource" teachers in the related subject area nominated by the GVTA** and two lay persons nominated by school/parent groups.

It is anticipated that the committee will meet for one full day (release time will be provided) with additional time (if needed) scheduled after school.

Teachers wishing to serve on this committee should have experience and/or training in teaching Pre-Calculus 11 and/or Pre-Calculus 12. It would also be advantageous for interested teachers to have experience and/or training using *Theory and Problems for Grade 11 Math* (R.J. Mickelson) and/or *Pre-Calculus Math 11* (McGraw Hill Ryerson).

If you would like to serve on this committee, please submit a brief statement of interest, including training or experience in the subject and/or texts identified, to Kirk Doherty (GVTA Contract Chair) at kirk@gvta.net

For more information, please refer to the linked documents below or call Kirk at the GVTA office at 250-595-0181

Joint Committee Reps Policies.pdf

Learning Resources Review Committee Vacancy.pdf

School Board Regulation 6161.1.pdf

Teacher's garage/supply sale

"I need to sell all of my teaching supplies so that my husband can re-claim his garage!"

April 21 and 22

10:00 a.m. to 4:00 p.m.

559 Rothdale Place Lady Smith - Turn on South Davis Road then on Russell Road and finally left on Rothdale. Go to the end of the block to a blue house on the left.

From: Schreck, Patrick
Sent: Tuesday, April 24, 2012 4:15 PM
To: mail@gvta.net
Subject: GVTA | Job Action Update

Reporting/Report Cards

GVTA members voted at our GM on Monday that teachers will follow the LRB order to write report cards. These report cards are due in to your school office end of day Friday April 27th. The order is clear that these are to be abridged reports, not the standard, formal written report cards that would normally be required. Templates have been emailed to staff reps for members to use. Use is optional.

- For grades K-3, reports will be in an abridged form with limited comments and/or performance scales, and may be a checklist of student progress.
- For grades 4-12, comments are optional with the exception of instances where "there has been a significant change in student progress since last term."
- For secondary and middle schools, the order requires teachers to submit final marks for courses that are complete. For courses that are ongoing, the order requires that teachers submit all marks.

Extra-curricular/voluntary activities

Extra-curricular/voluntary activities are those activities that occur and/or are organized by members outside of instructional hours. Please keep in mind that Victoria teachers have duty free recess/lunch times. This means we are not doing any activities that would involve supervision at recess or lunch.

The AGM Action Plan, for the period April–June 2012, calls on members to "refrain from all extra-curricular/voluntary activities". During this period extra-curricular/voluntary activities can continue, but teachers will not be involved. Administrators, parents and community volunteers can provide the necessary planning, sponsorship, paperwork and supervision required for the activities to continue. The message is that teachers are not preventing these activities from taking place; we are withdrawing our participation as they are voluntary/extra-curricular activities. Generally speaking, any activity that involves teachers working with students outside of instructional hours is an extracurricular/voluntary activity.

Trips, camps, clubs, sports or performance events

Activities such as these which occur or are organized outside of instructional time or over recess/lunch are extra-curricular/voluntary. For example, a trip to the beach from 1-3 would be OK. A trip from 9-3 would not. For pre-paid, pre-planned, non-refundable trips that were planned prior to spring break, please contact the GVTA office for advice.

Graduation ceremonies

Graduation ceremonies that are organized or that occur outside of instructional hours are extra-curricular/voluntary. Members will not organize or supervise such activities outside of instructional hours. Members may attend as guests/audience members.

Assemblies

Members may attend during the instructional day. Organizing/planning assemblies should occur during the instructional day with the appropriate release provided.

Meetings

As per the revised BCTF AGM Action Plan, members will minimally participate in meetings with AOs. Members should ask for written direction from AOs for any requests to attend meetings with AOs or management. Given written direction, members will attend staff meetings as required by our collective agreements, but will not be actively participating in the meetings.

AGM Bill 22 Action Plan—Revised April 20, 2012

That the BCTF Bill 22 Action Plan be as follows:

That for the period April–June 2012 members will engage in a resistance strategy to oppose Bill 22, and:

- a) teach.
- b) not participate in any BC Ministry of Education initiatives.
- c) minimally participate in meetings with AOs.
- d) refrain from all extra-curricular/voluntary activities.
- e) launch a public campaign (including advertising, public meetings, and print materials) to educate about the impact of Bill 22, and mobilize opposition to it around the province.
- f) hold a province-wide vote of members to support a full withdrawal of services commencing on a date as determined by the Executive Committee.
- g) undertake other actions decided by the membership in each local, such as holding weekly union meetings or not participating in district committees.
- h) work local-by-local, and as a collective, to motivate the membership to prepare for the May 2013 provincial election to bring in a new government that will repeal Bill 22

Job Action Coordinator

Questions concerning job action should be sent to the GVTA Job Action Coordinator, Jason Gammon –jason@gvta.net or 250.595.0181.

CFAX, 24-Apr-2012

Ehrcke: Victoria teachers will comply with LRB

By CFX Straight Talk

Murray Langdon: An update now on what's happening in our education system here in British Columbia, Tara Ehrcke standing by and joining us now for a conversation.

Tara, great to have you back on the program. Thanks very much for being here.

Tara Ehrcke: Good morning.

Langdon: So what is going to happen with report cards? Walk us through this slowly if you could, please.

Ehrcke: Teachers in Victoria will be complying with the order from the Labour Relations Board.

Langdon: Why?

Ehrcke: We met as a group and made the decision that that was what we wanted to do. It's a collective decision. We are a pretty democratic organization. We had made a different decision previously -- it was part of the action plan that we had voted on last week -- but there was new information that came to light, and we met, and that information was shared with everybody, and so the collective decision was that we do comply with the order.

Langdon: Now when you say new information, was that feedback from the LRB?

Ehrcke: Yeah, that's right. There was the order on Friday which set out some requirements in terms of an abridged report that would be sent out in April and what the requirements

would be around that, and then, as was reported, there was a order specifically with respect to the Greater Victoria Teachers Association.

Langdon: So what level of frustration is there amongst teachers? Clearly, if members of the GVTA were prepared to engage in this activity as either a show of solidarity, or teachers around the province, or as a tactic maybe to put pressure, further pressure, on the government, what were you hoping to accomplish? But what was the level of frustration with that?

Ehrcke: Well, I think teachers are very frustrated. We're not clear why report cards in particular...there seems to be a push to have a report completed for April. There will be a full report going out in June, so there will only be probably five or six weeks' time period between when this report is provided to parents and when the final report. We have all along said we are prepared to do a final report which would include information cumulatively for the entire year.

You know, it didn't seem clear to teachers why they were being asked to engage in work that they had legitimately not done under the previous LRB order up until March, and there didn't seem to be any good pedagogical reason for it. Teachers have been extremely conscientious in terms of communicating with parents where there is any type of concern or issue around the progress of their child. You know, I think, in fact, a lot of the information that comes on these April reports will be information that parents have already received in a different format directly from teachers.

So it will be a fair amount of work, and really, you know, it's unclear what the benefit would be. We did include in our action plan that we would do a single report at the end of the year.

As you know, teachers are extremely frustrated with Bill 22. Interestingly, the Labour Relations Board order relies on Bill 22. It relies on a piece of legislation that took away our right to have free collective bargaining. And so I would say, yes, there is a great deal of frustration amongst teachers, but you know, the board can fine the union and fine individual members and so on.

You know, in terms of the context there is always the consideration of is this the right avenue for us to address our concerns? I think one of the really unfortunate things about this bill is that it is forcing teachers to express our frustration with the government through withdrawal of extracurricular and voluntary activities, because in fact that's the only legal option available to us, and most teachers feel like this was really unfortunate, because we had actually designed our job action to have minimal impact on students and maximum impact on boards and the government and the employer, which we thought made sense, but in fact, because of Bill 22, you know, we have been forced to kind of alter our strategy.

Langdon: What does that action plan look like? I mean, certainly, we're hearing from kids around the province and parents talking about theatre presentations that are no longer a go. Now, they may be viewed as co-curricular or extracurricular. I mean, do teachers have that as an avenue? I'll ask you bluntly. Do teachers have the right to try and put a halt to volunteer work, something that isn't a part of the job description?

Ehrcke: Yes, we do. In fact, in Victoria it's right in our collective agreement that extracurricular activities are voluntary, that lunchtime and after-school supervision is voluntary. So we do have that right. I think even George Abbott has been quoted as acknowledging that teachers are not required to do voluntary activities, and so Bill 22 doesn't affect that.

There will be cancellations. Teachers are right now.... The vote was last week, and obviously we've been a little bit consumed with the issue around report cards, so early this week we'll be getting information out to teachers to clarify what is voluntary and what isn't, and I think parents will start to see events being cancelled, particularly anything that occurs lunchtime, after school, and so forth. I think that will start to happen.

You know, I hope parents will get involved and engaged with teachers to talk about why we're doing this, because as a very eloquent North Vancouver teacher said on the radio last week, the bigger picture is what classrooms will look like next year when we have classes over 30, when we have inadequate support for students with special needs, when we don't even have the consultation processes that we used to and with another \$100m lost in funding. I think we're looking at the bigger picture in terms of what's the impact of Bill 22 on classroom conditions, and that's why we're doing this.

Langdon: I have to ask you. You're going to have to explain to me how shuttering drama presentations leads to a change in composition. I don't see the correlation.

Ehrcke: We are withdrawing our voluntary activities as a form of job action, in essence. You know, it's the only opportunity that we have left legally under Bill 22. Teachers are not prepared to continue to have a school system that is so reliant on teacher volunteer work and teachers putting in the extras where the government is unwilling to properly fund the system to ensure that classroom conditions are adequate, to ensure that students with special needs are receiving the assistance that they require.

This is an action plan designed to put pressure to the government. I mean, will that pressure come via parents? Probably in some cases yes. But as I said, I mean, this is not what we wanted to do in terms of job action, but this was the only place left to us under Bill 22.

Langdon: And so how do you envision this playing out over the final eight to nine weeks of the school year?

Ehrcke: Well, I hope very much that the public and parents generally understand that teachers are going to continue until we see a change in terms of what classroom conditions look like. Teachers have really felt that this was the last straw.

Back in 2002 our right to negotiate class size was unilaterally taken away. That was deemed unconstitutional by a court last year, and yet what this government has done is they repealed and then re-enacted those same laws. They have dealt with this bargaining dispute in a completely biased and unfair manner. They had the opportunity to put in a truly neutral mediator. We requested that mediator through the Labour Relations Board. They refused.

So I think when parents and the public get to the ballot box come May 2013 they'll be looking at a government that just has not actually been proper stewards of our public education system and has not engaged thoughtfully or fairly or listened to the educators who are the primary service providers in our schools, and there's been a real negative impact in terms of the quality of education that we've been able to provide, combined with a decade of cuts. They've taken \$300m a year as a result of first Bill 28 and now Bill 22, and on top of that are imposing net-zero budgets to the education sector, which has the impact of cuts and service cuts.

So I think this government will be held to account when voters are out in 2013, and as always, there's an opportunity for them to change their minds and to do the right thing and to actually put in a fair process that can resolve the issues and ensure that we do have

adequate funding for our schools.

Langdon: Just about the net zero, how is that...? I may have asked you this before. How is it that so many other collective agreements have been signed under the same mandate?

Ehrcke: Some have, but not all. In fact, I think there are a number of unions that are taking strike votes right now that didn't reach collective agreements. I'm thinking of.... I believe they're education assistants out at UBC, and ICBC has not signed under a net-zero. It's actually been mixed.

We were not quite in line with the other unions. Our agreement was a five-year agreement that went to 2011, not to 2010.

But the thing I also like to point out is that teachers took zeros four times in the last 15 years, and one of those times where there was.... In 1998 and 1999 we took zeros in order to redirect that money into class size and composition, and that money was then just unilaterally and legislatively taken out in 2002. So we actually have had four years of zeros, and you know, we looked at our salaries relative to teachers across Canada. We have fallen from third place down to sixth place provincially or ninth place if you include the territories. So when we put our salary case forward, we looked at the cross-Canada comparisons, the acknowledgement that in 15 years we took four years of zeros. And I would point out the highest increase that we ever had in those 15 years was 2-1/2%, so it's not like as if we had big, major increases any years.

And so we had fallen behind in that period of time. You know, I can't comment specifically on why other unions accepted the zero or what they did, but we looked at our situation in terms of teacher salaries across the province and that fact that we had in fact taken four years of zeros.

Langdon: But also, the last collective agreement not only featured wage increases but also featured a signing bonus as well, did it not?

Ehrcke: It did, but that's a one-time payment. It has no impact for future agreements or future years. And that bonus actually was given to every public sector worker so not just us.

Langdon: Yeah, but also including the teachers.

Ehrcke: Yep, yep. That's true.

Langdon: What happens, then? What is the next step? I mean, you preface 2013, Tara. I wonder. You ask to hopefully enact pressure on this. I think a lot of people are concerned. And, true, I think I am hearing a lot of people out there at large of all age groups supporting the teachers and what they're doing. I'm also hearing around the same amount of criticism. The same goes for the government. Is there a winning formula in this situation? To me it strikes that both government and the teachers lose in this, and in fact, the biggest losers are going to end up being the students.

Ehrcke: Well, I mean, I have to disagree with you. The biggest losers will be all of us if we don't actually change the policy direction of government. Schools are being consistently underfunded year after year after year. Conditions are getting consistently worse year after year after year. You know, in that scenario, the biggest losers are all those citizens out there who cannot afford a private school, who rely on the public system to provide a good-quality education to their children. Those are the people who are going to lose out.

I mean, yes, it's important to us in terms of our rights and so on, but ultimately, if we follow the direction that this government has gone, you know, all of the citizens of BC who rely on these services, just as in any other public service.... I mean, if you consistently cut funding to the health care sector, the quality of service will decrease. We have seen that quality of service decrease in our schools.

I'll just point out a couple of statistics. For students with special needs in British Columbia the graduation rate is 50%. I think that's an appalling statistic. I think we can do so much better, but we can't do better unless we have adequate funds in order to supply those services.

Langdon: And that's been a longstanding concern, and that has been shared for beyond ten years.

Ehrcke: Yeah, but in the past ten years, for example, we have lost 700 special education teachers, and those teaching positions were guaranteed in our contract prior to 2002. That's the kind of connection that I'm talking about. We had those services guaranteed. It was contractually there. The government came unilaterally, took away both the contractual guarantees and the funding. What's the result? If you're a student at Cedar Hill Middle School and you require special assistance, you get 18 minutes per week of individual attention with a learning support teacher.

You know, that's where the fallout comes directly not just to teachers but to kids, and then the result on us as a society is that we actually have kids who fall through the cracks and don't graduate and don't get the education that they're entitled to.

I just wanted to comment also, because you said, you know, in terms of the ballot box and so on.... You know, I think it's very interesting that a lot of the support that the Liberals have lost is from women, and we know that women in particular are focused on education as an issue. I think that this government is doing themselves damage by not paying attention to the fact that people do want high-quality schooling. They do want an opportunity for every child in this province to be able to graduate and to get a high-quality education from K-to-12. I think that the lack of the support from women voters is actually an expression of frustration around those types of issues.

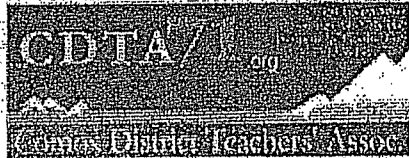
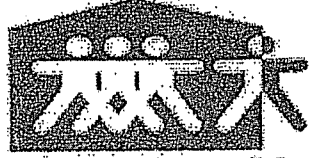
Langdon: A final question. What do you tell parents and kids out there that are listening today or that will hear this on the news later on? What's going to happen vis-a-vis report cards? The progress cards will go out?

Ehrcke: Yes. Yeah, they'll see a report next week, I anticipate, and then another full report about six to seven weeks after that.

Langdon: Tara, thanks very much for coming on the air and explaining what's happening. I appreciate the update. All the best.

Ehrcke: Thanks for having me.

From: Comox District Teachers' Assoc. <office71@cdta71.org>
To: Undisclosed-Recipient;
Subject: to Staff 41,80,81: CDTA AGM Vote and clarification on extra-curriculars YES and NO . .
Date: Thu, Apr 26, 2012 11:21 am

 Sent via email April 26, 2012 To All CDTA Members	 Clarification on Job Action EXTRA CURRICULARS	President, Steve Stanley lp71@cdta71.org Vice-President, Barg. Chair, Barb Connors barg71@cdta71.org Executive Secretary, Shirley Miller office71@cdta71.org
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Urgent to ALL MEMBERS from Steve Stanley, President, CDTA71

Colleagues,

Even after the provincial vote last week on the issue of extra-curricular and voluntary activities, there still seems to be some concerns around the issue and I will attempt to clarify these. Last night at the CDTA Annual General Meeting a motion was passed to fully support the job action plan vote so we want to encourage you to do so by following the guidelines below. Please note that we can all take courage from the solidarity we are showing and know that this was not a decision taken lightly by anyone. Taking these measures is the only step left to us without incurring penalties under Bill 22, but it is always difficult to make sacrifices especially when we truly believe in the importance of the activities we are now stopping. The BCTF recognizes that there was some lack of clarity in the guidelines for Phase 1 so now they have simplified things to the following:

If an activity occurs before or after the instructional time bell and is organized by members, it is voluntary or extra-curricular and should NOT be done. This means that teachers working with students outside of instructional hours should stop.

This does not mean that everything teachers do has to stop or that extra-curricular activities have to stop. They can be organized by administrators, parents and community volunteers and teachers can be involved but only during instructional hours.

In addition, we can still do the following:

- ✓ Teach, plan lessons, mark, evaluate, □ etc.
- ✓ Attend PAC meetings
- ✓ Take on the role of TIC (but only during work time)
- ✓ Organize Grad (only if release time provided or it is part of paid work)
- ✓ Go on field trips (but only during work hours)
- ✓ Charity work/fund-raising (only during work time)
- ✓ Track and Field events (only during work time)

Teachers should not be doing the following:

- Coaching sports
- Going on camping/field trips outside of work time
- Helping students before/after school or at lunch
- Letting students into classrooms before the bell
- Doing clubs or other lunch hour activities
- Attending Grad (unless it occurs during work time)

- Attending Grad dinners or evening events with students
- Attending the District □ Celebration of Volunteers □
- Attending the District □ Showcase □ for professional partnerships
- Holding Year end concerts or drama performances that occur outside of work time
- Organizing or attending other year end banquets such as for athletics (unless release time provided and they occur during work time)

I hope this message helps to provide some □ black and white □ directions for teachers. We find strength in our unity and our courage to take a stand on the important issues that are impacting us right now and will have a seriously negative impact on students next year and the years ahead (not to mention the decade of cuts we have already suffered through). This issue is also about respecting the democratic processes of our union. Even if you may not agree personally with the results of the vote, it is incumbent of everyone living in a democracy to abide by the decisions of the majority. Many governments get elected with far less than 73% of the vote as we had on this issue, yet they get the power to make decisions. Please consider strongly how your individual actions may add to the strength and determination of the membership or detract from it. Our long term goal is to defend public education and to ensure adequate funding for the system so that all students have the best chance possible for success; we can never lose sight of that goal.

from Shirley Miller, CDTA Executive Secretary, office71@cdta71.org
 491 Fourth St., Courtenay, BC V9N 1G9 250 338-1461 Ext 3, Fax: 250 338-1657 web: cdta71.org

Attachment "H"

MEMO TO: Staff Reps
COPIES TO: STA Executive Committee
FROM: Denise Moffatt, President
Date: April 25, 2012

Bill 22 Action Plan

Many teachers are starting to feel the future implications of Bill 22.

Members voted to approve the BCTF Action Plan last week. The plan received 73% support from members across the province.

After the vote, the BCTF executive committee reviewed the plan. The BCTF AGM empowered the BCTF executive to make alterations to the plan in response to progress and other factors.

Given the result of the LRB order issued last Friday, the BCTF executive made two changes to the plan. One to reflect the LRB order on report cards. The second in relation to item c, again in response to arguments made at the LRB.

The revised plan follows:

- a. teach.
 - b. not participate in any BC Ministry of Education initiatives.
 - c. *minimally participate in meetings with AOs.*
 - d. refrain from all extra-curricular/voluntary activities.
 - e. launch a public campaign (including advertising, public meetings, and print materials) to educate about the impact of Bill 22, and mobilize opposition to it around the province.
 - f. hold a province-wide vote of members to support a full withdrawal of services commencing on a date as determined by the Executive Committee.
-

g. undertake other actions decided by the membership in each local, such as holding weekly union meetings or not participating in district committees.

h. work local-by-local, and as a collective, to motivate the membership to prepare for the May 2013 provincial election to bring in a new government that will repeal Bill 22.

Teachers have also asked for more detailed advice about how the action plan applies to them. Here is some further advice on areas b, c, and d to assist teachers in implementing the plan.

b. Teacher will not participate in any BC Ministry of Education initiatives.

The ministry initiatives referred to in the action plan would definitely include anything to do with the BC Ed Plan, new curriculum revisions, or new policy development; i.e., no participation in the following:

- the Curriculum and Assessment Framework Committee that is currently setting direction for the BC Ed Plan
- the seven curriculum and assessment teams that are currently setting overall direction for curriculum by subject area as part of the BC Ed Plan work
- any curriculum committees resulting from the normal curriculum revision schedule or the BC Ed Plan (the latter will likely involve the revision of all grade 10-12 curricula)
- any policy advisory committees arising from the BC Ed Plan (e.g., assessment, special education, etc.)
- writing and marking teams for provincial exams and FSA, or the planned replacements/modifications of those
- **Ready, Set, Learn** is considered a ministry initiative

c. Teachers will attend administrative meetings but participate minimally.

SBT

The STA has filed a grievance on management's requirement for teachers to attend school based team meetings outside the school day. Attend the meeting as scheduled under "work now, grieve later." Keep track of the time, attendees and duration of the meeting and send info to Sue Heuman at the STA.

Staff Meetings

Attend as per the collective agreement and minimally participate.

Counsellor/Admin Meetings during the instructional day

Attend. Participate as required to provide service to students and to complete your duties.

IEP meetings

Try to schedule during the school day if possible. If parents are unavailable during the school day, you may schedule the meeting after school. Attend and participate as required to provide service to the student.

Staff committee

Attend staff committee meetings and fulfill the duties as required by the collective agreement.

Parent Teacher Night

We are receiving reports that at several schools, principals are directing teachers to attend parent teacher interviews outside the school day in the afternoon or in the evening.

Teachers should make efforts to get agreement with their administrator that parent teacher interviews not take place outside of the school day. If you are unable to get this agreement and your administrator directs you to attend the parent teacher interviews outside the school day, then you must "work now and grieve later." Attend the interview. Keep track of the date of the directive, the date, time and duration of the interviews and send the information to the STA office. We are filing a grievance on this matter.

Voluntary meetings

Do not attend meetings with AOs that are voluntary such as "pie and ice cream in the library" or "looking for volunteers to organize an event" or "Harry Wong video lunches."

Other meetings outside the school day

Ask if the meeting is voluntary or mandatory. If the AO says it is mandatory, attend the meeting. Keep track of the purpose, time, duration and attendees. Contact the STA with the information.

d. Extra-curricular/voluntary activities are those activities that occur and/or are organized by members outside of instructional hours.

The AGM Action Plan, for the period April-June 2012, calls on members to "refrain from all extra-curricular/voluntary activities."

During this period extra-curricular/voluntary activities can continue, but teachers will not be involved. Administrators, parents and community volunteers can provide the necessary planning, sponsorship, paperwork and supervision required for the activities to continue. The message is that teachers are not preventing these activities from taking place; we are withdrawing our participation as they are voluntary/extra-curricular activities.

Generally speaking, any activity that involves teachers working with students outside of instructional hours is an extracurricular/voluntary activity.

Trips and camps

Activities such as these which occur or are organized outside of instructional time are extra-curricular/voluntary.

Clubs, sports, performance events

Any of these activities that are organized or that take place outside of instructional hours are extra-curricular/voluntary.

Graduation ceremonies and dinner dance

Graduation ceremonies that are organized or that occur outside of instructional hours are extra-curricular/voluntary. Members will not organize or supervise such activities outside of instructional hours.

Members may attend the commencement or dinner dance but must not take on supervision duties or any other voluntary duties.

Fine Arts – X blocks

Curricular performances may only occur during the instructional time allocated to the X-block.

Tutorials

Tutorials are voluntary and are a no go during the Bill 22 action plan.

Code of Ethics:

Any successful action requires buy in from members. The membership voted and 73% of teachers agreed to move ahead with the Bill 22 action plan. It is now time for us to collectively implement this strategy.

Members should be aware that we have a code of ethics that governs collective strategies. The code of ethics number 8 says:

“The teacher acts in a manner not prejudicial to job actions or other collective strategies of her or his professional union.”

Therefore, we are reminding teachers of their obligation to follow the code of ethics.

If a teacher has questions or a concern about the actions of a colleague with respect to the code of ethics, more information is available at this link

<http://bctf.ca/uploadedFiles/public/AboutUs/ServicesHandbook/10JudicialCouncil.pdf> or you can contact Patti Turner, at the BCTF building at 604-871-2283. Alleged violations of the code of ethics are evaluated by the BCTF Judicial Council, not by the local union office.

Communications with Parents

We have attached 3 letters, one general letter from BCTF President, Susan Lambert, one from the Drama Teachers PSA and another from the Music Teachers PSA that are directed to parents and may assist you in having conversations with parents around our action plan, specifically with respect to the withdrawal of extracurricular and voluntary activity. These letters may be handed directly to parents or distributed at a PAC meeting.

If a teacher would like to send the letter home with students, please contact our office for advice.

Dear colleagues,

The BTA EC is sending you this email to clarify what the BTA/BCTF's expectations are under our ban on extra curricular and voluntary activities, as decided by the entire membership in our recent member vote.

Our actions need be guided by the following advice:

Extra-curricular/voluntary activities are those activities that occur and/or are organized by members outside of instructional hours.

The AGM Action Plan, for the period April-June 2012, calls on members to "refrain from all extra-curricular/voluntary activities".

During this period extra-curricular/voluntary activities can continue, but teachers will not be involved. Administrators, parents and community volunteers can provide the necessary planning, sponsorship, paperwork and supervision required for the activities to continue. The message is that teachers are not preventing these activities from taking place; we are withdrawing our participation as they are voluntary/extra-curricular activities.

Generally speaking, any activity that involves teachers working with students outside of instructional hours is an extracurricular/voluntary activity. These include:

Trips and camps

Activities such as these which occur or are organized outside of instructional time are extra-curricular/voluntary.

Clubs, sports, performance events

Any of these activities that are organized or that take place outside of instructional hours are extra-curricular/voluntary.

Graduation ceremonies

Graduation ceremonies that are organized or that occur outside of instructional hours are extra-curricular/voluntary. Members will not organize or supervise such activities outside of instructional hours.

Based on these guidelines, previous dispensations granted by the BTA EC have now been rescinded. No new dispensations will be considered.

We understand the difficulties that this ban will present to you and or your students. We would like to emphasize that the events and activities are able to take place, but not with teacher participation. The BCTF and BTA wish to remind all members of BCTF Members' Guide policy 44.2, which allows for sanctions against members who act in opposition to collective action, such as our recent members' vote decided in favour of. You will find the appropriate policy at this link.

<http://www.bctf.ca/MembersGuide/>

Please feel free to contact us as required. The BTA hopes that all members will understand that this collective action was not taken lightly and that much is at risk: chronic underfunding, overcrowded classes, the neglect of special needs students, the loss of seniority and job security will be our legacy if we do not stand together in opposition to Bill 22 and its attacks on the rights of teachers and the learning conditions of our students.

In Solidarity,

The Burnaby Teachers' Association Executive Committee

From:

Date: 7 May, 2012 8:17:22 AM PDT

Subject: GVTA Notice | extracurricular/voluntary activities, annual general meeting

Extra-curricular/voluntary activities

The BCTF/GVTA position is that *extra-curricular/voluntary activities are those activities that occur and/or are organized by members outside of instructional hours.*

Teachers reluctantly voted to stop participating in these activities because we believe that we have no other way to demonstrate our outrage at Bill 22. Did all teachers vote for this? No, but the majority of teachers did. In 2004 a Sooke teacher who had crossed a picket line attempted to sue the STA at the BC Human Rights Tribunal. The case gained provincial media attention – and was rejected outright. Below are some excerpts:

Membership in a trade union involves, at its core, a number of trade-offs. In return for gaining the financial and other advantages of collective bargaining, members agree to be bound by the collective decision-making of the union.

The member is, in turn, given the right to participate in the democratic decision-making of the union about the goals and objectives and workplace strategies which it will adopt. Members of a trade union are typically expected to honour the collective actions of their trade union, and unions are entitled, in accordance with their internal constitutions, to take actions to require them to do so.

Please also be aware that the BCTF Code of Ethics states:

6. The teacher acknowledges the authority and responsibilities of the BCTF and its locals and fulfills obligations arising from membership in her or his professional union.

8. The teacher acts in a manner not prejudicial to job actions or other collective strategies of her or his professional union.

Considering the above statements, the GVTA is asking the membership to adhere to the current collective strategy of no extra-curricular/voluntary activities. This includes coaching/sponsoring athletics, organizing/supervising evening concerts and events, tutoring students outside of instructional time and organizing/supervising field trips outside of instructional time.

If you have any further questions please contact Jason Gammon, job action co-chair (jason@gvta.net or 250-595-0181).

GVTA 2012 Annual General Meeting

Tuesday, May 15 – 4:00 - 6:00 p.m.

S. J. Willis Auditorium – 923 Topaz Avenue

Please see the attached agenda.

Draft minutes from previous General Meetings to be approved are available on the [GVTA web site](#).

Candidate statements for elections at the AGM are also available on the [GVTA web site](#).

From: Debbie Morran - Local 69 President [mailto:lp69@bctf.ca]

Sent: Tue 4/24/2012 3:26 PM

To: Paul Anders; Steve Gilmour; Jolin Olson; Linda Greig; Tim Daniel; Dennis Klassen; Paul Lukianchuk; Petra Knight; Bruce Martin; Carol Barson; Crystal Burgess; Colette Vaisius; Debbie Comer; Joanne McNulty; Kathryn Standing; Leslie Gilmour; Leslie McCallum; Luc Ouellet; Lisa Stepp; Sheila Ray; Terry Graff

Cc: Marian Taudin-Chabot; Kaz Tomiyama; Jon Preston; Lesley Rowan; Norberta Heinrichs - Local 69 VP; Amber Tanner; Denise Spencer-Dahl; jill.gaffer@gmail.com; Karen Strong; Luc Ouellet; Patrick Litton; Victoria Elliott

Subject: Letter to Members

Good afternoon, staff reps. Please forward this message to teachers at your school.

Colleagues, as we enter into a phase of teaching that includes no voluntary or extra-curricular activities in our schools, we need to clarify what is meant by these terms.

Voluntary and extra-curricular activities include field trips that extend beyond the instructional day, any school clubs or sports teams that practice/play outside of the instructional day, and any school-based events or ceremonies that we plan or supervise outside of the instructional day. These activities may continue with volunteers that do not include teachers. By withdrawing our participation in these activities, we demonstrate our opposition to Bill 22 in a way that is completely legal and very public.

Please see the attached letter for clarification of your individual responsibility in terms of our collective action.

Please let us know if you have any questions or concerns...

deb

Debbie Morran

MATA President

email: lp69@bctf.ca

MATA office: 250 248-3496

Cell: 250 228-0845

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the contents of this transmission is prohibited. If you are not the intended recipient of this transmission, please notify the sender by return email and destroy any record of the message.

To All Teachers:

To say that this is a busy and stressful time is an absolute understatement. It is especially during this time that we need clarity and transparency in what we do. The LRB ruled on report cards and the feedback to date has highlighted the professionalism of teachers to get the job done! On April 27th, an abridged report will be completed for every student which will be sent home the following week.

As for the Bill 22 action plan, the vote was completed, a strong mandate was confirmed, and there will be no extra-curricular or voluntary activities. These are defined as those activities that occur and are organized by members outside of instructional hours.

This is the key piece, we voted as a collective and now we must act as a collective. If members choose to make decisions as an individual, they are forgetting that along with the rights that we all enjoy as a union also come the responsibilities of being a member. This action plan is designed to combat Bill 22 within the very narrow parameters in which we can take up this fight – legally. We heard teachers when they vehemently said that they had no appetite for an illegal battle. As a local and as a province, opportunity for discussion and debate was provided, which culminated in a strong endorsement of the plan.

Simply put, it is our obligation to follow that action plan. If as individuals, we choose not to follow it, or if we make any conditions or allowances, we are evaluating comparatively what individual teachers do. No one's contribution is more important than that of the teacher next door to them... Every member contributes and is integral to our system. Do we not instill that value in the classroom?

If any individual does choose to ignore our collective action, they would be in violation, primarily, of our professional Code of Ethics. Number eight states that "the teacher acts in a manner not prejudicial to job actions or other collective strategies of her or his professional union". It will be the responsibility of the MATA Executive to address any allegations of these violations, according to the procedures laid out in 44.16 of the BCTF Members' Guide. The MATA Executive will also rule on any other issues that should arise during the implementation of the plan in our district.

To this point, we welcome all questions for clarification to uphold our action plan. There is no doubt that the disappointment for teachers, students and parents is real, but that impact will not be as far-reaching as the impact of Bill 22 on the future of public education.