



President's Message

Dear colleagues,

Happy May! We have two months to go, and although we can now almost taste summer vacation, I know that this last stretch can be stressful.

Planning for September is well underway at most schools and HR has been working through transfer requests. Although there have been some bumps along the way, most teachers who requested transfers are happy with their move. I will continue to work with HR to tweak how transfers are managed in the future to hopefully avoid some of the pitfalls we experienced this time.

As per the Collective Agreement, Article E.23. 2 & 3, each school must have a staff meeting on or before May 30th to discuss the proposed timetable and staff assignments for the next school year and all continuing teachers should have their assignments confirmed by their admin on or before June 15th.

If you have a temporary assignment, you will want to watch for postings for fall positions. I don't know exactly when these will be available for viewing on Make A Future, but HR indicated that

they were on track to hopefully have them out before May 15th.

If you are a temporary teacher or TTOC, please remember that you must apply for positions (May and/or October) to be placed on the eligibility list for postings that might become available during the school year. And TTOCs, you will still be required to apply to be on TTOC list for the upcoming year.

I would also like to remind everyone that if you haven't already done so, everyone over the age of 18 is now able to register for their vaccine. Like everyone else, I am eagerly awaiting the day when we will all be able to meet in person again.

Please continue to call with any issues you may have.

~Carla Wilson

NDTA General Meeting - 4 pm May 30, 2021 - Virtual - Online

This meeting will include:

- election of our EC members (positions include: vice-president; treasurer; secretary; local representative; bargaining chair; health & safety chair; prod chair; Aboriginal education chair; French education chair; political action chair; social justice chair; education committee rep; tech committee rep)
- update from president
- presentation from treasurer

Yoga Outreach

Please join us for yoga on Tuesday (via Zoom) from 5-6 pm and on Saturdays, 11:30 - 12:30 on the LVR upper field.

The link is:

<https://sd8.zoom.us/j/63126190891>





Pro-d Clarification

As schools will soon be voting on whether to front end load their school based days for next year, it is a good time to review our agreement with the school district. In 2012, the district and the local came to an agreement around expectations regarding pro-d. They are as follows:

- All educators are expected to submit an annual growth plan. The development of the plan, including determining the focus of growth, lies solely with the educator. The supervisor's role (your admin) is to offer support, not to direct the plan.
- Teacher growth plans are to be submitted to your school based pro-d rep prior to the October PSA day. The school pro-d rep will retain copies of these plans. Administrators are also required to develop a growth plan and they are to submit a copy of their plan to the Superintendent and the Director of Innovative Learning Services at the same time.
- Professional Development Days are for professional development, not for regular work of educators (regular work would include things such as marking, planning, photocopying, etc.).
- The two district days and the PSA day are ALL self-directed. The district pro-d committee plans activities for the district days, teachers are encouraged to attend, but ultimately teachers have the choice of what they will do for their professional development. Examples of activities that teachers do other than district planned workshops may be to meet as a department to work on a department goal, attend a workshop in another school district or in the community, take an online workshop, do professional reading on a topic of your choice, etc. Sometimes teachers will attend district workshops for half the day and work on something else for the other half day. The choice is yours. You are, however, asked to inform your admin of your plan for the day including if you are taking an in-lieu day (explained further down).
- School based days are determined by the staff. The staff is teachers and administration currently employed at the site. School based days may occur in the summer if 2/3 of the teaching and admin staff vote in favour of doing them at this time. A vote should be taken before the first Friday in June to decide whether the staff wish to take part in summer pro-d. All members of staff, including those who do not plan to return to the school in September, are eligible to vote. It is the site based pro-d rep who organizes this vote.

- If you participate in summer pro-d, you may then take the school-based days in lieu. You do not need to put anything into SFE. These are not working days. You simply need to let your administrator know that you attended summer pro-d and are taking a day in lieu. Attendance by teachers at summer pro-d is voluntary. Even if the majority of your staff voted for summer pro-d, you are not obligated to attend. If your school votes to have summer pro-d and you choose not to attend, you must report to a site to work on professional development on the day(s) in lieu.

- You may take an additional day in-lieu for any self-directed summer pro-d (this means one in lieu day regardless of the length of the summer pro-d. This additional day may be taken on the October PSA day or one of the district days (not the school based days).

- Attendance at pro-d is related to the FTE of your position. For example, if you have a 0.5 FTE, you only need to attend 0.5 of the pro-d days (this does not, however, include the planning day in May. Everyone is expected to attend their planning day). If you work part-time, there is nothing that stops you from participating in more pro-d than your FTE ratio if you wish to do so.

Your site based pro-d rep as well as the NDTA pro-d chair, Tamara Martin will happily answer any questions you might have.

After the Vaccine

BC is now encouraging everyone over the age of 18 to register for the COVID-19 vaccine. If you haven't yet registered, you can find information on how to do so [HERE](#). Although the vaccine will ultimately help us all feel safer, we must remember that immunity is not immediate. There have been reports from lower mainland teachers who were vaccinated and subsequently got Covid. To keep safe, it is important to follow the Covid after-care information below:

It takes about two weeks after the first dose to build anti-bodies to the virus. If you are exposed to someone with COVID-19 before or during this time, you may not yet be fully protected, so you may still get sick. The vaccine, however, will NOT cause or give you COVID-19.

Symptoms such as a sore throat, runny nose, cough or other problems breathing are **NOT** side effects of the vaccine. If you experience **ANY** symptoms of COVID-19, use the BC COVID-19 Self-Assessment tool at: <https://bc.thrive.health/covid19/en>

After you have been vaccinated, you should continue to follow Public Health Guidelines: Maintain physical distance of 2 metres (6 feet); Clean your hands regularly; Wear a mask; Follow Public Health precautions and restrictions.

Helpful links:
<http://covid-19.bccdc.ca/>
[Covid-19 Vaccine After Care](#)
[Life After the Vaccine - What can I do?](#)

Paid Sick Leave

As teachers, we are fortunate to have paid sick leave, a benefit that was gained through many rounds of bargaining. Although our sick leave may have limits, which has become more obvious during the pandemic, at least we have it. It's shocking, however, to realize that 53% of BC workers do not have paid sick leave at their jobs and 80% of workers earning less than \$30,000 don't. Most of these workers are women and people of colour. The pandemic has highlighted how we are all impacted by this. When people who work in service industries can't afford to stay home when they're sick, the spread of infectious illnesses cannot be stopped.

To highlight this issue, the BC Federation has launched a campaign to urge the government to ensure that all workers have paid sick leave. Please consider supporting this with your signature. Find out more here: https://www.futureforall.ca/sick_leave.

What we demand for ourselves we also demand for others!

Key Dates

Date Time	Event
May 7	Staff Rep Training
May 11	Board Meeting
May 24	Victoria Day
May 30	School planning Day
May 30	NDTA General Meeting (Elections for EC positions)
Tuesdays/Saturdays	NDTA Hosted Yoga