

January 2022



President's Greeting

Happy 2022! We are entering another "new reality" as we had a delayed welcome back to schools for students following the winter break. Teachers and other school staff have endured many challenges in the last two years with perseverance and compassion. I see you all, and the amazing job you are doing in difficult times, that too often put your physical, mental, and emotional health at risk. Please know that the CRDTA is here to support you. Call, email, talk to a staff rep, if you have any concerns, we will help in any way we can. **Please make a note that my SD72 email address is not in service at this time. Please email me at lp72@bctf.ca.**

December Newsletter Draw Winners

Congratulations to **Bill Deagle** and **Kirsten Andrews!** A prize supporting local business, **Beach Fire Brewing Company** will be delivered soon!!

Next draw will be February 4th. To enter your name into the next draw please answer this question: ***Who is the chairperson of the School Staff Committee?***

COVID Positive Information

The current guidelines for returning to work after a **Positive** COVID test are (**all 4 items must be met to return to work**):

1. If fully vaccinated (2 shots) self-isolate for 5 days, if partially or not vaccinated, self-isolate for 10 days; the clock starts from onset of symptoms or date of test if asymptomatic.
2. No fever for 24 hours, without the use of medication to reduce fever.
3. Symptoms have improved; if they have stayed same or worsened, isolate for a further 5 days
4. Individual is able to wear a mask in the workplace for at least a further 5 days following their return.

Know Your Rights

ARTICLE A.23 SCHOOL STAFF COMMITTEES

1. a. Each school shall have a recognized Staff Committee in place by the end of the first full week of school in each school year.
- b. Each school shall have a Staff Committee consisting of the school's Principal/Vice-Principal and at least

two teachers elected by the teaching staff of the school.

- c. It is recognized that at small schools all teachers and the Principal/Vice-Principal may constitute the Staff Committee.
- d. Staff Committees shall meet at least once each month to discuss issues relevant to the teaching staff of the school. Any member of the school's staff may bring forward at any time an issue for discussion by the Staff Committee.
2. The Staff Committee may discuss and make recommendations to the school staff and/or Principal/Vice-Principal in areas that are relevant to the teaching staff. It is recognized that the role of the Staff Committee is that of an advisory nature and shall not impact in any way upon the duties of the Principal/Vice-Principal as provided for in the School Act and Regulations and as assigned by the Board. Except for aspects of personnel or other matters of a confidential nature, the school administration shall provide a rationale to the Staff Committee when a decision is made not to implement recommendations.
3. The Chairperson of the Staff Committee shall be on a rotational basis between the Association representatives on the Committee and the Principal/Vice-Principal representatives on the Committee.
4. a. Dates of regularly scheduled Staff Committee meetings shall be established at the first Staff Committee meeting of the year. Additional meetings shall take place as required.
- b. Preliminary agendas of all regularly scheduled Staff Committee meetings shall be published and distributed to all teaching staff by the Chairperson at least two days prior to the meeting dates.
5. Minutes of Staff Committee meetings shall be recorded and made available to all teaching staff and the Principal/Vice-Principal. Copies shall be filed in the general office of the school and a copy sent to the Association by the teacher representatives on the Committee.



- ❖ January 19 Staff Rep Mtg.
- ❖ February 7 EC Mtg.
- ❖ February 16 General Mtg.
- ❖ February 18 Non-Instructional Day
- ❖ February 21 Family Day

Bargaining Update #1

The CRDTA and the Employer met to initiate the Local Bargaining Process on Thursday/Friday, January 13/14, 2022. Due to the COVID restrictions, bargaining is happening virtually via TEAMS and ZOOM, at this time. Despite some challenges both sides faced with technology, we are working the "bugs" out and the discussions were positive and productive. At the end of the two days, the Bargaining Protocols were signed off, the CRDTA delivered our Estoppel letters, and we finalized a plan for the format of how bargaining is going to progress in the coming weeks. Our next Bargaining dates are Thursday/Friday, January 20/21, 2022 and the main purpose for those days is for both teams to put forward topics they wish to discuss, clarify or improve in this round of Local Bargaining. These discussions will help, both the Employer and the Association, to better understand the clauses of the Collective Agreement that are problematic for each side, and to determine if we have some areas of common interest, prior to bringing formal proposals to the table to exchange. Both Negotiating Teams are excited to be Bargaining and are looking forward to the discussions.

Negotiating Teams:

Appointed by the Board	Elected by the Association
Carrie McVeigh, Spokesperson	Debra Coombes, Spokesperson
Laird Ruehlen	Robynne Fraser
Jeremy Morrow	Lori Derouin
Kat Eddy, Trustee	Marlo Romagnoli
Nadine Duret-Sauer	Andrea Humphreys

Did You Know History of the BCTF continued...

Immediately following the incorporation of the BCTF on July 12, 1919, the BCTF launched The Educator in 1919, which two years later became The Teacher. It is the BCTF vehicle for communicating with members and 102 years later, The Teacher, is still the vehicle the BCTF uses for communicating with its members. The first teacher strike in Canada occurred in Victoria, in 1919, over salaries. As a result, the BCTF convinced the new department of education to establish arbitration as an acceptable process for salary matters. New Westminster teachers went on strike in 1921 after their board refused to implement a salary award granted through arbitration. The BCTF initiated work with government on teacher

pension and tenure issues. BCTF prompting led to the creation of the first major examination of education in the province, the Puttman-Weir report of 1925, notably resulting in the creation of junior high schools. In 1926, the BCTF offices were moved to the Credit Foncier building in Vancouver at Hastings and Howe.



- From time to time, teachers are requested to provide information and/or subpoenaed to be a witness, in court, in connection with their teaching duties. For example, during a custody case between the parents of a student in their room. If you are asked to provide information, or to testify, please contact the CRDTA Office for advice, prior to providing anything to parents or their representatives.
- We have a private member Facebook page. Even though it is a private page, private and confidential information will not be posted here due to the ability of screenshots. However, it will direct you where to get the most current information. There are 2 ways to join:
 - Get a colleague who is already on the FB page to invite you
 - Contact the CRDTA Office and provide the name you use on Facebook and you will be invited to the page.

CRDTA Committee Chairs

ProD: Erin Pickering **Social Justice:** Kirsten Andrews
AbEd: Gillian Kirke **TTOC:** Ryan Humphreys
Working & Learning: Teresa Foy
H&S: Andrea Humphreys

CRDTA Contact Info.

Debra Coombes, President
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Hours: Mon. – Fri. 8:00-3:00

Please contact us if you have questions or concerns regarding your rights.