

DTA Monthly Update

September 2025



Delta Teachers'
ASSOCIATION

Presidents' Message

PRESIDENT - ALISON KERR

Welcome Back Everyone!

Hoping that everyone has settled in with their new students, new roles or new environments after a restful summer break. I have been back in the office since August 15 and there's been no shortage of items to attend to. This has been compounded by a lot of turnover on the Employer side, leading to some issues around a lack of historical knowledge and practice. The people coming into these roles have been thoughtfully chosen and are quality people, but there are definitely going to be some growing pains in some areas. Four new grievances in the first month is not where we want to be.

We are happy to welcome Cherie Nagra into the position of 2nd Vice President. She is released at 50%, along with working in a new role at DMEC. To know more about Cherie, check out the August 29th DTA Weekly.

We'd also like to thank Sandra Cadez for her work in the role last year. She continues in the role as the DTA representative for Health and Safety on our Executive Committee.

All of our Executive positions are currently filled, and we are proud of the diversity of members on board. We know that achieving equity and diversity in priority roles requires meaningful intention from other (often white) leaders. Although always in a state of learning and growing, I'm glad we are building the relationships and encouraging quality members from a variety of groups to get involved with the DTA.

We look forward to the same work being done by leadership at the Delta School District. If you ever get to attend a Principals meeting, you may notice it looks very different from the general workforce. The Justice and Equity District Committee is looking for more DTA members to join to support this work. Please consider applying!

In this update you can expect:

Triad Training

Union Training

Notification of a Meeting with the Employer

Your Role in Meeting with an Employers on behalf of a Member

TTOC Jobs getting Cancelled

BCTF Code of Ethics

Clause 5 Versus Harrassment

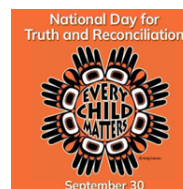
File those D.2s

Scholarships

In Memoriam / Calendar of Events

Truth and Reconciliation

We were grateful to listen and learn on Monday from a variety of speakers at the Truth and Reconciliation Ceremony at NDSS. It commemorated the residential school system's tragic legacy and ongoing impacts on Indigenous peoples and promoted reconciliation and healing. We also joined colleagues and students for a walk in the fresh air.



Triad Training

The District, CUPE and the DTA continue to commit to joint training for school representatives from each of those groups to build upon past trainings.

Why Triad?

- To better understand our roles and responsibilities
- Consider ways we can strengthen our relationships and build trust
- Have a positive impact on school culture
- Improve communication
- Enhance existing structures through a strong "Triad Team" (staff meetings, staff committee, CUPE)

Look for dates coming out soon!

New Teacher Union Training & Staff Rep Union Training

With new CA language around Orientation, HR and the DTA is providing online information sessions about how to navigate the various Delta systems and provide useful information about the district to new employees. The DTA portion of that session includes talking about teacher rights and responsibilities.

In addition to that joint session, the DTA held more in-depth Union Training this month for new teachers and TTOCs (paid for the day) and just held our Rookie Staff Rep Training on Thursday. Both were well attended and it's great to see new faces getting involved with their Union.

Part of yesterday's Staff Rep training included a summary on getting ready for an Employer meeting. We thought it might be useful to all to reprint it here:

Notification of a Meeting with the Employer

There is more than one way for you to find out about a meeting where you will be representing a member:

- The principal tells you that they want to meet with a member and gives you a rough idea why (LOI, LOE, fireside chat).
 - They should not be giving you the whole story, because it's the employer's job to tell the member the issue, not yours. If they start to tell you, cut them off.
 - They could say: it's an LOE about them being late, or there was a parent/student complaint (but don't give you details about the complaint)
 - The member approaches you and wants to meet with admin and needs you to document the conversation.
 - Ask a lot of questions here to see if what they want to talk about and make sure it's safe for them and isn't unreasonable. Remind them not to be insubordinate.
 - It's their meeting. You aren't talking on their behalf, but you can interject when necessary.
 - The member approaches you and has been told they have to have a meeting with you present but doesn't know why.
 - Find out from admin what it's roughly about. Don't suggest the member find out, because once they do they are likely to engage in talking about it with admin without you present, which is dangerous for them.
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Your Role in Meeting with an Employer on Behalf of a Member

- Remind the member:
 - To use a professional tone.
 - Be honest.
 - They can have a break when needed.
 - When you ask them to stop talking, they should listen.
 - Don't offer up information the admin isn't asking for.
 - To check with you if they're not certain how to answer.
 - Let admin tell them about their concerns without interrupting.
 - You could always caucus when admin is done and then reply.
 - In a fireside chat, admit that you made a mistake and show remorse, if that is the case.
- Make note of who is in the meeting, the date, and roughly what it's about.
- Once in the meeting, make sure the administrator clarifies the purpose of the meeting.
- Take good notes. Like a script, word for word.
 - Tell people to pause/stop talking if you can't keep up.
 - Please do not submit summaries of the conversation.
- If in a fireside chat or LOE situation, unless the member decides all of it is untrue, have them correct what's off about the narrative and accept what admin is saying, otherwise it could turn into an investigation.
- If the member wholly disagrees with the admin version of events, end the meeting as it may turn into an investigation.
- If the member is being served with a Letter of Investigation, they shouldn't respond at all.
- Send your notes, and any paperwork given (LOE, LOI), to us. Scan and send, you don't have to rewrite notes or type them up.
 - Please send them that day or the next day at the latest.

TTOC Jobs Getting Cancelled

It's still early days and we know that TTOCs aren't getting a lot of work. Their frustration has been compounded lately by instances where they grab a job, only to have that job cancelled on them. Although there are many possible reasons why this may happen, there are usually two main reasons:

- The district has more DOCs than they've ever had. They are in a contract and must work every day. If they don't pick up a job, HR will find them one, and that may mean taking another TTOC out of a job. They don't take them out of a second job if they grab another one that day or the next.
 - Classroom teachers are cancelling the job for a variety of reasons. If that is happening to you a lot, it may be that teachers have concerns about you, and don't want you to be in their classroom. Hopefully, classroom teachers are following clause 5 and bringing the issues to your attention. That way, you can improve your practice.
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Have you Read the BCTF Code of Ethics Lately

Whether you are an experienced, 25-year teacher or someone brand new to the profession, it is important to remember that we are governed by our Code of Ethics. This document lays out rules of conduct to help us in our conduct with students, colleagues, and our union.

- Ethics 1 through 4 deal with how we interact with students.
- Ethics 4 and 5 help us in our work with colleagues.
- Ethics 6 to 10 focus on our role within the union.



The Code of Ethics states general rules for all members of the BC Teachers' Federation (BCTF) for maintaining high standards of professional service and conduct toward students, colleagues, and the professional union. Members are advised to contact local union officers or appropriate BCTF staff for advice on how to proceed with issues related to the BCTF Code of Ethics.

1. The member speaks and acts toward students with respect and dignity, and deals judiciously with them, always mindful of their individual rights and sensibilities.
2. The member respects the confidential nature of information concerning students and may give it only to authorized persons or agencies directly concerned with their welfare. *The member follows legal requirements in reporting child protection issues.*
3. A privileged relationship exists between members and students. The member refrains from exploiting that relationship for material, ideological, or other advantage.
4. The member is willing to review with colleagues, students, and their parents/guardians the practices employed in discharging the member's professional duties.
5. The member directs any criticism of the teaching performance and related work of a colleague to that colleague in private. If the member believes that the issue(s) has not been addressed, they may, after privately informing the colleague in writing of their intent to do so, direct the criticism in confidence to appropriate individuals who can offer advice and assistance.*
It shall not be considered a breach of the Code of Ethics for a member to follow the legal requirements for reporting child protection issues.
6. The member acknowledges the authority and responsibilities of the BCTF and its locals and fulfills obligations arising from membership in their professional union.
7. The member adheres to the provisions of the collective agreement.
8. The member acts in a manner not prejudicial to job actions or other collective strategies of their professional union.
9. The member, as an individual or as a member of a group of members, does not make unauthorized representations to outside bodies in the name of the Federation or its locals.
10. In the course of union business and meetings, the member must not discriminate against any other member because of race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, or age of that person or member, or because that person or member has been convicted of a criminal or summary conviction offence that is unrelated to the membership or intended membership, or any other protected grounds under the BC Human Rights Code.

—2023 AGM



***31.B.12—**Advice on how to proceed with a concern respecting a colleague's teaching and related work may be sought from Federation staff and/or local officers in good faith. Such discussion will not constitute a breach of clause 5. "Appropriate individuals" in Clause 5 of the Code of Ethics shall mean those persons who are able to offer advice and assistance on questions of teaching performance and related work. The first emphasis should at all times be on exploring means of assisting, educating, and maintaining professional relationships.

May 2023

Teachers often talk about Clause 5, which focuses on the idea that if we have concerns or criticism about the work performance of another teacher, it needs to be directed to that colleague, in private. This means that we don't talk to our other teacher friends about it, or that we go to the employer to share our concerns. It means we talk to that teacher first. If you need help figuring out how to have that conversation, you can contact us at the office. Your situation will remain confidential, and we can provide you with advice on how to proceed.

Please remember, the Code of Ethics applies even when you are talking to your child's teacher, no matter where they teach. Teachers in BC are held to a higher standard and are always teachers first. We cannot put our "parent hat" on and ignore the Code of Ethics. The "teacher hat" is always on top!

Clause 5 Versus Harassment

Remember too that a colleague having a concern with your teaching practice is different from a colleague interacting with you in a derogatory manner which may include but is not limited to: angry outbursts, aggressive behaviour, swearing, sexism, racism, homophobia (there are a lot more isms but you get it), talking negatively about you to others, threats etc. That kind of unprofessional behaviour cannot be tolerated by the Employer, and they have a responsibility to keep you safe at work. Anyone being treated by a colleague in this way can go directly to admin. If you aren't sure, call us and we'll tell you about the process. Obviously, this goes for parents, students, and CUPE members treating you this way too. Unfortunately, when it's a DTA member or DTA member, sometimes an administrator will tell you those complaints are Clause 5 code of ethics issues, when they definitely are not.

File those D.2s!!! Get the Support you Deserve

1. For the purposes of Article D.2 (Class Composition and Inclusion), the school-based team shall function as a teacher support team and include:
 - a. potential receiving teacher(s);
 - b. an administrative officer;
 - c. a classroom teacher;
 - d. a Learning Assistance Teacher;
 - e. school or district professional personnel;
 - f. other appropriate personnel.

Where applicable, the parent(s) and/or student may augment the school-based team.

2. The Board and Union recognize that students, other than those identified for purposes of Function 1 funding, may significantly affect classroom management, routines and instructions.

3. The Board shall provide opportunities for teacher input into class organization at both elementary and secondary level.

4. Where the teacher determines that there are students in their class who significantly affect classroom management, routines, or instruction, they shall have the right to refer such students to the school-based team for consideration and appropriate action.

5. Within five (5) teaching days of the referral, the school-based team, together with the classroom teacher, shall meet to consider the referral.

6. The school-based team shall within a further five (5) days make recommendations it considers appropriate in the circumstances. Such recommendations may include but shall not be limited to:

- further assessment
- instructional modifications
- a referral for alternate placement
- release time for the enrolling teacher and other school-based personnel as may be required to facilitate ongoing assessment and consultation
- teacher assistant time
- other assistance as agreed to by the enrolling teacher.

7. The recommendations of the school-based team that can be implemented with existing school resources, shall be implemented as quickly as possible.

8. If the school-based plan cannot be implemented within fifteen (15) days of referral, the teacher, in conjunction with the school-based team, may request additional resources from the Director of Special Programs and the Zonal Assistant Superintendent. That resource request shall be met as soon as possible.

The bolded parts are key. **Number 4** says anyone needing help with a student can bring that student to team. No designation or testing or other hoop jumping required. Should you call parents, consult with LST or a case manager first? It's good practice, yes. But no one can prevent you from bringing a student to team. Period.

Number 8 is where you act if nothing can be done at the school level. Want an EA or extra FTE for a specialist teacher? Filing what teachers have often called a D.2, is the answer. A member of your SBT or a classroom teacher (we suggest doing it jointly) fills out this form found on Delta Learns in the Inclusion section.

Here's how to access it:

1. Go to **Information for Schools and Staff** (sky-blue box).
2. Click on **Consent Forms, Referrals and Support Requests** (navy box).
3. Scroll down to **School Based Team – Formal Request for Additional Supports and Services**.
4. Click on the link to access the form.

Or save this link somewhere for easy access: <https://deltalearns.ca/inclusivelearning/sbtform/>

Fill this form out and hit Submit. The DTA gets notified when you send one in. Where this process falls apart is when you don't get what you asked for, YOU NEED TO INFORM THE DTA. Otherwise, we don't know, and we can't file a grievance on what we don't know. You may not get exactly what you asked for, but you have to get something. Let us support you.

DTA Scholarship

Congratulations to **Cole Checkwitch** on being awarded the DTA Scholarship!

This achievement reflects Cole's dedication, hard work, and commitment to academic excellence. We wish Cole every success in future studies and endeavors.



Secondary School Scholarships (June 2025)

SUHAN MEHANDIRATTA
LILAH BURT-COLGAN
KIERA HODGINS
ISAIAS AQUINO
REBECCA STEWART
ANAYHA LOODU
MARY NEUFELD

BURNSVIEW
DSS
DELVIEW
NDSS
SANDS
SEAQUAM
SDSS

Free Tickets – Killer Verse 2025

presented by the Delta Literary Arts Society

We have 2 tickets available for an exciting community event!

 **What:** A one-night-only performance where local actors bring original, vintage-themed short horror stories to life on stage.

 **Who:** Produced by the Delta Literary Arts Society.

 **When:** Saturday, October 18, 2025 – 7 – 9:30 pm

 **Where:** North Delta Centre for the Arts, 11425 84 Avenue, Delta, BC

This year's theme is Vintage Horror—a throwback to chilling, old-fashioned tales designed to send shivers down your spine.

If you are interested, contact [Jane Randazzo](#) at the DTA Office

Dates to Remember

October

Oct 5 – World Teachers' Day
Oct 7 – PD Committee Mtg
Oct 9 – PD Chair Training
Oct 13 – Thanksgiving Holiday
Oct 14 – Executive Meeting
Oct 15 – Ab Ed Meeting
Oct 24 – Provincial PSA Day
Oct 27 – Staff Rep Assembly Mtg
Oct 30 – Staff Rep Training

November

Nov 6 – Maternity, Parental & Adoption Leave Workshop



In Memorium

We are saddened to share the names below of those who have passed away.

Jill Tasman passed away on May 1, 2025. Jill was a Grade 5 teacher at Hawthorne in the late 70s to early 2000s.

Hazel Wallingford passed away on August 5, 2025. Hazel worked in the district from May 2007 until her retirement in August 2024. Over the course of her career, she taught at several elementary schools, including Sunshine Hills, Jarvis, Neilson Grove, Cougar Canyon and McCloskey.