

DTA Monthly Update



Delta Teachers'
ASSOCIATION

Presidents' Message

PRESIDENT - ALISON KERR

The rains are upon us, and December is already around the corner. Feedback from members is that the accelerated pace of workload is starting earlier as the years go by. If we relate that to our work in the office, we would definitely agree. Despite this sentiment, teacher absences have been significantly lower so far this year, creating issues for our TTOC colleagues who really aren't getting enough work. There have been some shortage days, but very few.

This is also the time of year when the cracks begin to show, and members reach out to the DTA for support. Administrators also reach out to us to connect around members who are struggling. This could be for medical reasons or issues that require a fireside chat or a letter. Staff reps have been trained to handle those low-level conversations, but some issues have come up this week, and we probably need a review here. It's also good for all teachers and administrators to know these processes.

In this update you can expect:

President's Message

Staff Reps and Administrator in Meetings

Fireside Chat

Letter of Expectation

Letter of Investigation

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BCTF Health & Wellness

Training/Workshops

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Abbotsford Canucks

Staff Reps and Administrator in Meetings

Although staff reps don't need to know the details of the incident, they do need to know the purpose of the meeting, mainly to prepare the member around the potential seriousness of it. Please ask if that information is not offered. The member has a choice of who to bring if there is more than one rep. Here are the levels:

Fireside Chat

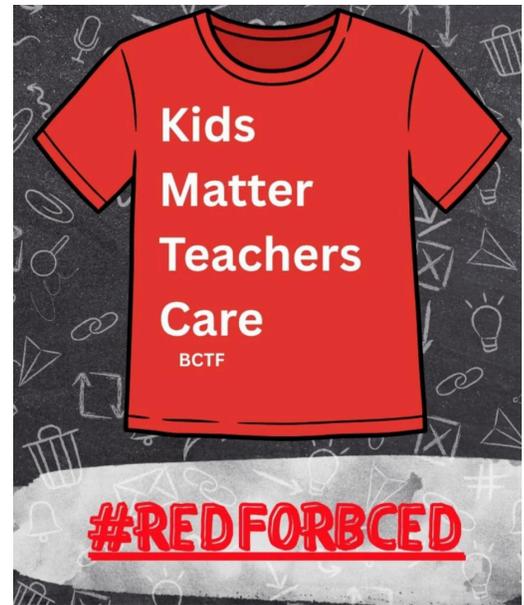
Letter of Expectation

Letter of Investigation



Fireside chat: This is a low-level meeting where the admin wants to bring something to the attention of the member and have a conversation about it.

Process: Admin informs the staff rep that the fireside chat needs to happen, and they coordinate possible availability. The admin should be the one to let the member know the meeting needs to happen. The staff rep tells the member the meeting is a fireside chat and what that will look like. They give advice around accepting the admin advice, as the meeting is not disciplinary, and to not interrupt the administrator before they are done. A follow up email is then sent to the member and the rep. **The staff rep sends the notes to the DTA office**



Letter of Expectation: This is a more formal warning to the member to follow district expectations around a policy or behaviour. Again, the admin should inform the staff rep that this is the type of meeting. However, if the member completely denies the incident, the admin may have to deliver a **Letter of Investigation** instead. The rep should prepare the member and indicate that if the basics are true, they should go along with it, because an investigation is a much lengthier and more stressful process. It may also uncover details that may result in a higher level of discipline as an outcome.

Process: Admin informs the rep and the member that a meeting is necessary and that it may be an LOE. In the meeting, the admin will relay the information they have as to why this is happening. Depending on the reaction of the member, copies of the LOE are given to the member and one is also given to the staff rep. The administrator reads out the LOE and the meeting is over. **The staff rep sends the LOE and the notes to the DTA.**

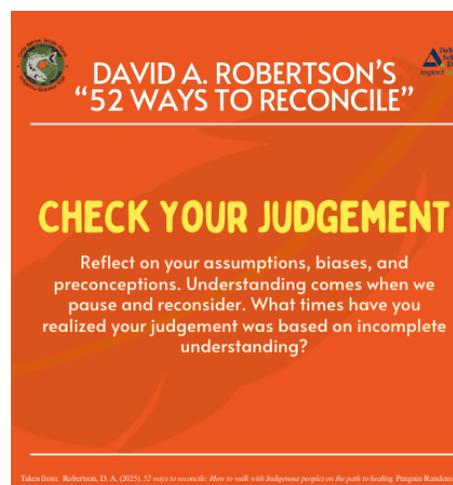
If the member denies the allegations completely, the LOE may not be given and instead an LOI is read out and copies are given to the member and the staff rep. This will not happen unless the administrator has consulted with HR ahead of time. **The staff rep forwards the notes and the LOI to the DTA.**

Letter of Investigation: Administrators do not decide if an investigation is happening and do not write LOIs. HR and the DTA handle investigations, but sometimes admin and staff reps are used for the initial handing out of the LOI, as it is a very short meeting.

Process: The admin tells the member and the staff rep that the meeting needs to happen and lets the staff rep know it will be an LOI meeting. The administrator hands copies of the letter to the member and the staff rep. The admin reads out the contents of the letter and lets the member know they should call the DTA. The member should not be talking at all in this meeting, and the admin is not engaging in any conversation about the allegations. The meeting is over, and the staff rep reinforces that the member should call us, as we are already aware of the situation. The staff rep forwards the LOI and any notes (there may not be any) to us.

The DTA has changed its stance in recent years about the amount of pre-investigation an admin can do to see if a situation is real or not, especially around students telling on teachers. We would rather that they talk to students (not just the ones making accusations) and think about the trustworthiness of that student and the previous actions and reputation of the teacher before deciding to call HR around a letter or an investigation. Investigations are running high already this year, and if some simple inquiries could shut it down, we'd like to see them go this route.

As it is a stressful time of year, remember there are services to help you get by. **Telus Health** offers many types of services, including counselling, but can also help you organize your life and get you free lawyer advice. TTOCs can also access this service. Here's the link to our page on the website: https://deltateachers.org/wp-content/uploads/2024/11/TH-EAP-Poster-SharedLogin-US_CAN-V2-2023.07.26-scaled-1.jpg



The BCTF Health and Wellness is also a valuable service for members. After signing up, you are provided with a consultant who can direct you to the services you need that can be paid for with Blue Cross benefits. They can also help co-pay when your limits run out. Do you need free ergonomic equipment for work? They also help with that. Their help is also crucial for anyone on a gradual return to work after a medical absence. They can go with you to doctor appointments and coordinate your return-to-work plan with them and the employer. You can learn more and self-refer here: Or call us and we can set you up over the phone in about 10 minutes. Unfortunately, this service is only available to contract teachers.



Come for the Training, Stay for the Social

Reminder that Staff Representative Training will be January 15 at DMEC on **Grievance–Problem Solving at the School Level** in the morning, and **Violence in the Workplace** the afternoon. This is new training, and all staff reps are invited to attend. You are then invited to The Landing Pub for snacks on the DTA and to join your colleagues in a beverage. All staff reps welcome regardless if you attended training or not.



Abbotsford Canucks

Delta teachers, let's come together for a fun-filled hockey night at the Abbotsford Canucks' **Teacher Appreciation Night** on Saturday, January 10, 2026.

Keep an eye out for information in the upcoming Weekly Updates!

Classroom Management for TTOCs Workshop

Classroom management is becoming more and more challenging in general for teachers. TTOCs are particularly vulnerable due to their inexperience and lack of a relationship with the students in the room they're entering. We are also seeing a rise of teachers from other countries, who may be having difficulties navigating the culture of the public education system in BC. We are allotted a finite number of paid trainings a year by the BCTF, and we are unfortunately at our limit. Although we can't offer to pay TTOCs for this training, we are hosting **Classroom Management for TTOCs** on the Professional Development Day on **January 23rd** for all TTOCs to attend. In this way you at least won't miss a paid day of work. Watch for posters in schools before winter break and an email will be sent out to all staff. This workshop is specifically designed for TTOCs, and DOCs are also welcome. Stay tuned for more details.

Calendar of Events



December

- Dec 2 - SJ Committee Mtg - DTA
- Dec 9 - EC Mtg - DTA
- Dec 16 - PD Committee Mtg - DTA
- Dec 22 - Jan 5 - Winter Break