

# DTA Monthly Update

January 2026



**Delta Teachers'**  
ASSOCIATION

## Presidents' Message – Alison Kerr

**!!THANK YOU THANK YOU THANK YOU THANK YOU THANK YOU!!**

So grateful to the dedicated DTA members and CUPE staff that braved the rainy weather and came out for the rally in front of MLA Ravi Kahlon's office on Wednesday. Keeping up the pressure now will result in not having to take more extreme measures later. The only reason BCPSEA and BCTF are back at the table with new money is the visibility of teachers and their CUPE colleagues ramping up the public. Over 11,000 letters were sent directly to the premier and the finance minister. Regular walk-ins and wearing red along with conversations with parents are key actions to maintain. We received many honks and waves from the public on a busy rush hour intersection. Both the North Delta Reporter and the Optimist were there for photos and commentary from both DTA and CUPE.

### Delta Optimist:

<https://www.delta-optimist.com/local-news/a-warning-classroom-violence-at-an-all-time-high-due-to-current-funding-11805372>

### North Delta Reporter:

<https://northdeltareporter.com/2026/01/30/delta-teachers-rally-for-more-classroom-supports-specialized-educators/>

### In this update you can expect:

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## Full Slate of Candidates for the BCTF AGM!

It was a full house meeting on Tuesday, with a combined Staff Rep meeting and a General Meeting for all members. Robin Toczak, First VP and co-lead negotiator for the BCTF, and Sarah York, member of the bargaining team, gave members a thorough and informative bargaining update now that more money has been brought to the table. We then elected a full slate of members and 2 alternates for the BCTF AGM over Spring Break. Thank you to all those who put their name forward and are willing to give up some vacation time to attend and help direct the work of the AGM.

The following members will be representing Delta at the BCTF AGM, March 14 - 17, 2026

Alison Kerr	Lauren Sortome
Anthony Minichilli	Lea Caveberry
Bindu Rishi	Louise O'Brien
Breanne Rogers	Mahima Lamba
Cherie Nagra	Marley Macvey
Christie Dubourt	Matt Huang
Jasmine Johal	Niki Parassidis
Jessica Van Ryk	Toby Mundy
Kathy Macfarlane	

Alternates: Pam Bahia & Wendy Yamazaki

The following members were lucky winners of either a \$25 or \$100 Save-On-Foods gift card, or a DTA T-shirt:



Page Collings	Matt Huang
Lauren Sortome	Jake McKaig
Jessica LeBrun	Jaqueline Yip
Devon Tracey	Aman Sidhu
Todd Allan	Joie Zahn
Kate Prefontaine	Jessica Van Ryk

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## Right to Representation - What you and your Administrators Should Know

Lots of conversations in the last week or so with both members and administrators around how to structure difficult conversations that includes staff reps. Both members and employers learned the hard way that when meetings aren't documented, people's perceptions cloud the reality of what happened in the meeting. Some advice moving forward for members for colleague-on-colleague issues:

- When having colleague-on-colleague issues, always start with a meeting between the two of you and include a staff rep. The only time you wouldn't do this is if you feel it will be a hostile or harassing conversation, or you feel that students are in danger.
- If the second point applies and you do go to admin, never agree to a meeting where both colleagues are present with admin on a *first* conversation about it. You have no idea how the other person feels, and when emotions are high, things can go sideways fast.
  - Agree to individual meetings with admin first, WITH a staff rep, in order to document what you said and the admin comments or advice. This keeps everyone safe and lets us oversee the interaction.

- Also, if the other colleague is a CUPE member, do not enter into any conversation without a staff rep being present and suggest a CUPE rep.
- After initial solo conversations with admin, you could then agree to a meeting with your colleague and admin if you feel the admin is skilled enough to navigate this, and you go in with the mindset that you are there to solve the problem and move forward. Again, WITH a staff rep.
  - You must be calm and professional in that meeting. No charged, escalating language, accept responsibility for your part in it and make attempts to resolve it and move on.
- Another way to go about this is BCTF Peer Mediation. It is an excellent service where trained mediators help both parties get to a workable place. Both parties must agree to the process.

### **Other general points:**

- Be very direct about your need for representation. Don't ask if you need one. Just bring one.
- We always appreciate it when the admin has already arranged for a rep to be present. This allows us to confirm what they said or didn't say when a member questions tone or comments made.
- Usually someone was breaking some rules or not following a known practice. Usually something has happened on both sides. It's important that it is acknowledged by the admin and explained to the parties. To just tell them to "be professional" or "apologize and move on" rarely works. Particularly if the bad behaviour is not acknowledged or continues.
- If you disclose harassing behaviour from a colleague but ask admin not to do anything about it, they have no choice but to act on it. It is their responsibility to create a safe environment at work.
  - The DTA is not bound by those rules so calling us first for advice might feel safer. But in the end, we may also try to convince you to take it to admin if we feel you are being harassed. Alternatively, we will also tell you straight up that your behaviour might be considered harassment. Not because we take sides, but because we want to protect you from disciplinary action by the employer if they find out.
- If your admin feels your mental health is suffering and it's impacting your work, it's their responsibility to bring this to your attention. A rep should absolutely be present even though this conversation comes from a place of care and concern, rather than a disciplinary process. They may also contact us for advice on how to approach it and also so we're aware and can offer services available to you.

## Professional Development Days and Prep Time in Elementary

In case you're unaware, elementary teachers regularly lose their prep time when there's a holiday Monday or Friday, emergency drills, or they go on field trips that day etc. This time is almost never returned (seems admin dependent). We have tried to grieve, unsuccessfully, the return of this time.

However, on a professional day, if you are participating at school, you do take your prep at the allotted time, or, as there are no students present, you can move it to a time that works during the day. This is a long-standing agreement between the District and DTA. Please exercise your right to this time.

This doesn't apply to secondary schools because when they have something that interrupts their weekly schedule like a holiday Monday or a Professional Development Day, the day is simply moved forward. For example, if your prep is Day 1, and it's Friday but it's a professional development day, Day 1 will be moved to Monday and you will still get your prep.

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## DTA Released Officers Out of Office Next Week

Kathy, Cherie and I are not available by phone all next week due to Union training in Harrison. Often politicians attend this weeks long event and different unions from all over the province are present. We are aware that CUPE President Daun Frederickson was grilling David Eby this week during her training week, as she is on her CUPE provincial bargaining team. Bravo!

We will be checking emails at times, and the office is still open. If you feel you have an emergency, Brianna and Jane can pass on the message. We will be back Monday, February 9<sup>th</sup>. Wearing red of course! Have a walk-in!

## FEBRUARY Calendar of Events

- Feb 10 - EC Mtg - DTA
- Feb 12 - BCTF AGM 1<sup>st</sup> Delegates Mtg - DTA
- Feb 13 - PA Committee Mtg - DTA
- Feb 16 - Family Day
- Feb 17 - SJ Committee Mtg -DTA
- Feb 17 - 18 - BCTF Local Presidents' Mtg
- Feb 18 - PD Committee Mtg - DTA
- Feb 19 - 20 - BCTF Women's Institute
- Feb 19 - TTOC Committee Mtg - DTA
- Feb 23 - SRA - SE
- Feb 24 - Ab Ed Committee Mtg - DTA
- Feb 25 - FFWL Committee Mtg - DTA



### *In Memorium*

**Karen Bowing** - Passed away on December 25, 2025. Teaching was her passion.