



## **PRESIDENT'S MESSAGE - Alison Kerr**

As the school year comes to a close, I hope that everyone found some time to enjoy some last moments with students and staff before hopefully getting some well-deserved down time with family and friends. Our Office enjoyed attending both the District Retirement event and, of course, hosting our own retirement dinner for teachers at Pat Quinn's. Kathy and I, along with some members of our EC, attended graduation ceremonies to present the DTA school site scholarships of \$1,200 to students who were chosen by the staff for their high academics and an interest in teaching. The DTA scholarship for the child of a Delta teacher will be given out in September once we see the official transcripts. If you haven't yet applied on behalf of your child, the deadline is June 30th.

I will now be referring to this last month as **Junapalooza** (stolen from management) as issues continue to ramp up for both collegial and employer related events. Already, teachers are thinking ahead to potential start up concerns, though some of them may not be addressed fully until late August.

Post and fill continues briefly in July and then starts up again in late August. If you were in receipt of layoff, you can use your recall rights to get first dibs on jobs that pop up.

The DTA office officially closes at the end of the day today. Nobody will be in the office to answer phone calls; however I will still be available by email until July 11<sup>th</sup> and will return again on August 18<sup>th</sup>. I will be attending BCTF Summer Conference between the 18<sup>th</sup> and 22<sup>nd</sup> at UBC, but will be looking at emails during that time. If you have an urgent matter outside of my availability you can reach out to the BCTF, though Kathy has also generously offered up her cell for local emergency contact, as I will be in France from July 13<sup>th</sup> to Aug 14<sup>th</sup>. This is a decision I'm now questioning in a year where our contract ends and the future is uncertain....

I wish a restful break to all DTA members, our CUPE colleagues, Administrators and District Senior Staff.

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## Delta Teachers' Retirement Celebration



**Back Row:** Dave Campbell, Karena Ehrenholz, Catherine Hay, Patricia Formosa, Sharon Lim, Melanie Spiller, Erin Rohwer, Iain Adamson, Chris Dobrovolny, Karen Gadowsky, Lucy Cooper, Bob Nenninger, Susanne McDonald, Wayne King, Trish McCullough, Kristi Schofield, Daniela Karpun

**Front Row:** Karen McDonald, Kay Bains, Larisa Peresada, Laurine Dane, Susan Yao, Jeanie McKay, Fiona Higgs, Yvette Kruckenberg

We are glad to see the steady increase in retirees coming out to the DTA Retired Teachers social and dinner. Other teachers joined in on the social at Tsawwassen Springs from 4-6pm, as retirees were recognized with their memories and plans for the future, along with a parting gift of a charcuterie board with the DTA logo. Retirees and their guests then attended a delicious dinner and dessert in the banquet room. Other invited guests included Joe Muego, Trustee Chair, Doug Sheppard, Superintendent, District HR staff Darren Duff, Shannon Hunt and Nicole Braid, CUPE President Daun Frederickson, Annie Coblin, President of the Delta Retired Teachers' Association, and finally many members of our own DTA Executive Committee. It was a fun relaxing evening with a touch of class.

This event cannot take place without the hard work of Brianna and Jane, our office staff, who organize absolutely all of it and create a seamless evening for everyone. Please check out the fabulous slideshow put together by Jane! Congratulations to all retirees and best wishes!



**Delta Teachers'**  
ASSOCIATION

## DTA 2025 Retirement Celebration



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### **Lack of Student Support for September**

We are already getting emails from concerned staff, and communicating with CUPE, over the lack of supports for students at the start of September. Particularly in the early primary grades where needs are the highest. New K students with significant challenges are coming in, with no guarantees around supports. Other than having your admin or the DTA communicate with Inclusive Learning directly, don't forget that the contractual way to get support is through a request for support from the district using D.2.8 language from our collective agreement.

***D.2.8 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.*****

How do you get this done? Your SBT fills out the form found in DeltaLearns under Inclusive learning and fires it off. The DTA will receive notification that you or your LST has submitted a request. Where this fails, is when the team or the teacher doesn't call us when the request is altered or not filled. Please do this. Here's the link to request supports: [School Based Team Form | Inclusive Learning](#)

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### **Still no Solution on Informing Parents about School Psychologists at SBT**

We continue to disagree that teachers need to be the ones to inform parents about a school psychologist attending school-based team. We understand it needs to be done, we

just don't agree it's teacher work. There are many reasons why a student is brought to team, including when a teacher is looking for support and doesn't know what to do. This is a vulnerable place to be. There is no requirement in the Collective Agreement to inform a parent when you bring a student to Team.

***D.2.4** 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.*

We agree that teachers should be in communication with parents about issues with their child, and bringing their child to team should be a positive idea to parents. But it isn't required, and may pose as a barrier to a teacher wanting to bring a student to Team, because they may have to then explain what SBT is, why a counsellor and a psychologist will be there, etc. If the parents are not reasonable, this may be a deterrent to the teacher.

Since it is not a letter of permission, only informational, we expect the District to find another way to inform parents that a school psychologist will be there.

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## **Literacy Days In-Service for Elementary Teachers Cancelled**

Many teachers brought their concerns to us regarding the mandatory literacy in-service training days for elementary teachers. Most concerns were about being forced to work outside of the school calendar, and about getting paid TTOC wages for the day, rather than at salary.

With regards to working outside the school calendar, the employer can require mandatory training as we saw when we got new computers, or needed to learn the new reporting system. Unlike those past events, the district was going to pay teachers for this training, which is a positive. We had reached a place where the District would offer extra TTOC released days during the school year, so that more teachers could be released for the training at their own salary rate. But they would not budge on the pay for after school or summer sessions.

We just heard though, that the whole thing is cancelled because the Ministry just came out with some vague information around wanting to standardize the testing for student benchmarks. Although frustrating, it's a good call to not spend the money training people on a Delta method that would later be changed by government initiatives. Anyone who's experienced multiple changes to the reporting order know that this is standard operating procedure from the Ministry of Education. Not sure if they will let the District keep the grant until they make up their mind. Stay tuned I guess.

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## **And the Winner is.....**

Last week, we asked our final Collective Agreement question of the year. We can tell it is a busy time of year because only 6 members responded to the following question:

You just started a new assignment in a school in Delta, and your new administrator sends an email advising you that you are up for a formal evaluation. They state in their email that you will begin in 2 weeks, and that there will be 5 observations that will take place over a 3-week period.

During the post-conference of a lesson the administrator tells you that there are concerns regarding your class management which they have noticed when walking by your room. Through the process you display an improvement and so after the process, you get a satisfactory report. It states in the report that there were significant class management concerns that have been rectified and are no longer an issue. When you suggest that this should not be in the report, the administrator responds with “I want it there, so if you prefer, I can just say that it is still a problem, but I won’t remove it”.

The answer is:

Which four collective agreement clauses have been broken by this principal?

### **E.32 Evaluation process**

#### **E.32.1.b - The teacher and the evaluator shall agree on the time span of the process and on a time table for observations and conferences.**

*In this case, the principal decided on the time span and process with no input from the teacher. There was no opportunity for the teacher to suggest that 5 observations could be excessive, and to suggest what times work best for them.*

#### **E.32.1.c – In the case of a teacher new to Delta, the process of evaluation shall not, without the agreement of the Union, begin earlier than eight (8) weeks after the assignment commences.**

*This teacher is new to the district, and is being told that they will be having an evaluation in two weeks. This is too soon, and doesn’t allow the teacher to establish themselves and become comfortable in a new district. Also, this doesn’t give the teacher any opportunity to demonstrate many of the topics that they will be evaluated on, such as how they contribute to the school and district.*

#### **E.32.2.c – Any weaknesses which are overcome prior to the writing of the final report shall not be reflected there in.**

*The principal wants to include in the report that there was a problem with class management that has been overcome. Since it's no longer a problem, it shall not be in the report. They are also not allowed to include in an evaluation any issues that were not part of a formal observation. The threat of still calling it a problem should be reported to the DTA immediately.*

**E.32.3.c – The parties should make every effort to establish agreement on the accuracy of the draft and attempt to reconcile any differences of opinion.**

*The principal is not giving any opportunity for the teacher to reconcile the difference in opinion on the report, and is actually threatening to change that section of the report to be less satisfactory. This is highly problematic.*

If you are being evaluated next year, read the CA and if you have concerns, make sure you contact the DTA!

Thank you to the 6 members who answered this month's question, and congratulations, again, to **Jenn Hastings** who was the only member that correctly mentioned all four clauses.

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### **Moving this Summer?**

Please email [Brianna](#) or visit the [DTA website](#) to update your new address. Don't forget to also contact Human Resource at the School Board Office (604-946-4101) and the [BCTF Member Records Department](#) (604-871-2192)

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### **Office Closures**

**Last day the DTA office is open is June 27th and will reopen September 2nd.**

**Have a wonderful summer break!!**

