

DTA Monthly Update



Delta Teachers'
ASSOCIATION

Presidents' Message - Alison Kerr

I am very pleased to continue representing the membership as President, with Kathy Macfarlane returning as 1st Vice President, and welcoming back Sandra Cadez as 2nd Vice President. We are busier than ever, and engagement is up. Our Executive unanimously voted to make the 2nd VP position a full-time one (up from 50%) at our April meeting, and we are moving forward with that for next year. We also move forward with a full executive next year and our DTA committees continue to be active. Most of these members are volunteering their precious time to make teachers lives easier and supporting the work of the union. Thank you for all your support. Staff Reps at school sites will be decided again in September to accommodate any changes in staffing. A reminder that for every 15 members attached to the site, you can have one representative. Having more than one creates less work for all.

May and June is a complicated time of year. Lots of fun activities with students but the burnout is real. Take care of yourself and take days as needed.

Remedy Agreement: Update

Yes, everyone's favourite topic is back at the table. HR was frustrated with the amounts of remedy money not being spent, particularly at secondary. We are frustrated with the many constraints imposed by HR on how they can spend it on staffing. The agreement will largely remain the same, but HR wanted a timeline for spending (it's looking like after spring break of the following year) and we have proposed prep blocks (denied) and days in lieu (they're thinking about it).

There is also a request to front end load the money by April at secondary, as that is when creating timetables starts. New language includes parameters around if you use the money to lower class size, the district is required maintain that level with a flex of 2.

A line about donation to teachers who don't receive remedy or to elementary sites has also been added.

The rules around PD and resources remain roughly the same, with a potential of an extra day added to PD, and more transparency at staff meetings about the kinds of resources being purchased at the site.

We are hoping to get this signed off and in play for next year. A second smaller agreement will be crafted for a spending timeline for current leftover remedy.

In this update you can expect:

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EA Shortages: More than Ever

We are hearing from multiple schools that their special program has been short on EAs for over 75% of the year. Many of these specialized programs require 1-1 support for students. When this crucial support can't be fulfilled due to EA injury, illness and exhaustion, it ends up falling on the classroom teacher to provide this support on top of their regular work. Focusing on one student while trying to manage and create academic opportunities for a whole class is impossible. Elementary teachers are suffering from the same issues, particularly in primary classes. Intermediate teachers often deal with challenging students all year with no support, only to have that child go into a program immediately in secondary.

The repeated failures of the inclusion model due to underfunding and lack of supports is burning out both teacher members and CUPE workers. It also fails the most vulnerable students in the system.

Now more than ever it's important to file on CLEVR not just the student incidents, but the employee incidents too. That way an investigation has to take place, and if you need to file a WorkSafe claim, due to physical OR mental health injuries, your sick days will be paid for by WorkSafe if the claim is accepted. This requires diligent documentation.

Mice Mice Mice Mice

Everyone continues to be frustrated with the rodent issues at their site. Mark Bain is the guy for your admin to call, but where there's food, there's mice. Seal it up as best you can. It's also not your job to clean up the droppings. One site did call WorkSafe finally, who were not impressed when they arrived. It was then reported that the District H&S team arrived to take photos of boxed doors and open entrances. I guess we need more key card entrances... There is just no complete solution here but don't give up on reporting.

Health and Safety Investigations

A reminder that if a student is injured while under your supervision, make sure that when you provide information to the District Employer Health and Safety team that you are represented by a Staff Rep. They need a complete picture and timely information. You need to make sure the Union is there to support and protect you. Please reach out.

Internal Staffing Reminders

Multiple rounds of Internal staffing can and should take place before and after Round 1, and between Round 2 and 3. After Round 3, Internal staffing can happen again, and then whatever ends up being posted goes to members in receipt of layoff first in seniority priority. Members in receipt of layoff that posted into a site only have internal rights after Round 2. Administrators are supposed to be making sure that anyone that has posted in can see what's available even though they aren't on site and can't see the TEAMS channel of that school. Staff Reps can also verify this is happening.

Electionmaxxing: ✨ Get Ready with Us to Choose the Employer

(Mahima Lamba, Political Action Chair for the DTA)

The DTA and CUPE 1091 are Electionmaxxing. The public is sleeping on school board elections but we're not; while the school board elections might be a snoozefest for the general public, it's important to us. **It's the day we get to choose who the employer is for our members.**

Voter turnout for school trustees is always low... when you already have to research seven different names out of over a dozen candidates all while already trying to figure out your votes for mayor and council it's not surprising people get overwhelmed. **Many people even go to the polls, cast their votes for mayor and then leave the ballot for school trustees completely blank!**

Let's not leave any votes on the table. This low turnout works in our favour. Our local, with help from CUPE 1091 and the Delta District Parent Advisory Committee, can and should influence the outcome of this election. **Our members, our families, and our students are the ones who will be the most impacted by who is elected.** We also know that the public trusts teachers, and in your circles, don't forget you are the expert on this topic. **Don't be shy to let people know about the issues that matter to teachers and who the teacher friendly candidates are.** This goes for Administrators too! Although they can't endorse, they are also encouraged to come to the organized debates and get people out to vote.

While you should leave talking to the media to the DTA office, (put down that podcast mic...) **our "person-to-person" communication is protected and powerful.** You can and should literally tell anyone (and everyone) in person that you are a Delta teacher and who you would like to see elected. Send a text or why not go analog and take out a sticky note and write down some names for your friends and family. Add some whimsy to your life and care about municipal politics this summer, as a 90s butter mom would! **Every single Delta teacher knows at least one student and one colleague who deserves better from the system. When you cast your ballot, vote with them in mind.**

The math is on our side if we can show up strong. The difference between being elected or not can come down to just a few votes (only 150 votes difference between the trustee with the 7th most votes and 8th most votes last time). The DTA alone with over 1,200 members (many living in Delta) is a strong force and with our CUPE colleagues we have the numbers to swing things our way. If we can just get our own people, friends, and families out to the polls, **we can win.**

JUNE Calendar of Events

June 4 - TTOC EI Workshop- DMEC
June 8 - PA Committee Mtg - DTA
June 9 - EC Mtg - DTA
June 10 - H & S Committee Mtg - DTA
June 15 - Retirement Social & Dinner
June 16 - PD Committee Mtg - DTA
June 17 - FFWL Committee Mtg - DTA
June 18 - SJ Social - Tidewaters Pub
June 30 - DTA Office Closed for Summer



Join us as we **celebrate and honour** our fellow colleagues! All DTA members welcome!

 **TSAWASSEN SPRINGS**
5133 Springs Blvd

 **JUNE 15**
4:00 - 5:30 PM

In Memorium

Moira Doig, Rick Owen, Andrew Preddy