



Advocate

In consensus atque unitate stat potentia

"There is strength in unity"

A Monthly Newsletter

February 2020

In This Issue ...

News from the Executive
p.2-3

Deadlines, Workshops & Meetings
p.4

For your Information & Important Dates
p.5

Contact Us:

Jennifer Brooks, President
president@abbotsfordteachers.ca

Liane Loeppky, Vice President
vicepresident@abbotsforteachers.ca

Doug Smuland, Labour Relations Officer
labourrelations@abbotsfordteachers.ca

Susan Steinhilbert, Office Staff
susan@abbotsfordteachers.ca

Nicole Smith, Office Staff
nicole@abbotsfordteachers.ca

Michelle Lineker, Office Staff
michelle@abbosfordteachers.ca

Our office hours are **Monday to Friday, 8:00 am to 4:00 pm.**

Any inquiries can be directed to the emails listed above or reach us at 604-854-1946

PRESIDENT'S MESSAGE

Hard to believe we are already in February, although many of you have commented to me that January felt like it was 40 days long. But the dark long days of January are now behind us and we start to look forward to the leap year month of February and soon to follow will be spring. 26 working days until spring break but who is counting.

Inclement Weather

When the schools are closed to staff and students we all know that we can just stay home. The ATU has received multiple inquiries regarding schools still being open when the roads are really bad. Members need to be aware that if the schools are open you need to make an effort to report to work or the closest work site that you can get to safely. If you are unable to make it to any work site or you have made it the closest site, you should contact your administrator directly and explain your situation. If you have booked a sick day and the schools end up being closed due to inclement weather, you will still be deducted a sick day from your sick bank even though the district suffers no economic loss.

Class Size, Composition and Remedy – a new reality? Maybe? Maybe not?

The district has now emailed every teacher that is owed remedy for the 2019-2020 school year. In other words, if you have more than 3 IEP's you should have received an electronic form through email that identified the remedy that you are owed due to the class size or composition violation in your classroom. Teachers who have received this form need to decide what option they wish (1) additional prep time (2) additional teacher to co-teach (3) additional non-enrolling teacher or (4) a conversion from time to professional development funds to be accessed through the ATU and the remedy reimbursement form.

The ATU has already noticed a significant decrease in the number of students that have been included in the district assessment of IEP's that count toward the composition language. The ATU does not believe this re-examination was done in keeping with our local restored language and should not have been affected by the arbitration that recently came out. The ATU has responded to this issue by launching a grievance on this matter and we hope to have a discussion with the district in the near future.

At the heart of the issue is students with a 'Q' designation. The district has decided to not count some of the 'Q's' but to count other 'Q's'. To give you an idea of the numbers involved here, after the district culled out the students that they do not believe should be counted towards the total number of IEP's, 311 students with a designation were not counted towards this year's composition numbers. This action has had a significant impact on remedy, leaving many teachers with over 3 IEP's but getting limited to no remedy.

In Solidarity,

Jennifer Brooks, President

News From The Executive

PRO-D

Please remember to fill in Professional Development forms accurately to ensure that the process runs smoothly and that you receive your reimbursement in a timely manner. For example, make sure you are calculating costs and totalling amounts, that you sign and date your forms, and please attach all original receipts in **your** name only to the form.

Dyanne Schreiner, Pro-D Representative

HEALTH & SAFETY

All teachers and TTOC's are entitled to receive the Hep B vaccine if they have not been immunized. WorkSafe requires the district to provide reimbursement. You are required by the Teacher Regulation Branch to attend to students in medical emergencies so you are potentially at risk.

Pat Smith, Alternate Health & Safety Representative

TTOC

Welcome back to all TTOCs! There are a couple of points to remember as you enjoy your daily assignments.

When you sign in for the day you will receive a TTOC book completed by the teacher. Be sure to check on Safety plans and IEPs for the students. It's your professional responsibility to follow these plans so you need to have access to them in order to be informed. If you don't find them included in the TTOC book, you need to ask for them.

If you do not have access to a school computer ask for a printed class list if you are being required to do attendance. It is not necessary, required or wise to use your own personal device.

Thank you to those of you who raised your voice during the changes to the dispatch system. If you have any questions, please do not hesitate to contact me through email pat.smith@abbyschools.ca or contact the ATU office.

Pat Smith, TTOC Representative

SOCIAL JUSTICE

Social Justice Resource

Seeds is a well-organized resource to help you with social justice topics by describing BCTF resources and relevant workshops for your teaching practice or for becoming more involved in an area of social justice. Please take a look!

https://bctf.ca/uploadedFiles/Public/SocialJustice/Publications/Seeds/2019-20/SEEDS_Feb-2020_Feb%203-2020.pdf

Environmental justice is part of Social Justice

If you are feeling discouraged by the current crisis in Australia, consider attending the conference hosted by the Surrey Teachers' Association on Saturday February 29, 2020. There will be many workshops and supports to help you talk about climate crisis in your schools.

Feel empowered!<http://crossborderconference.weebly.com/>

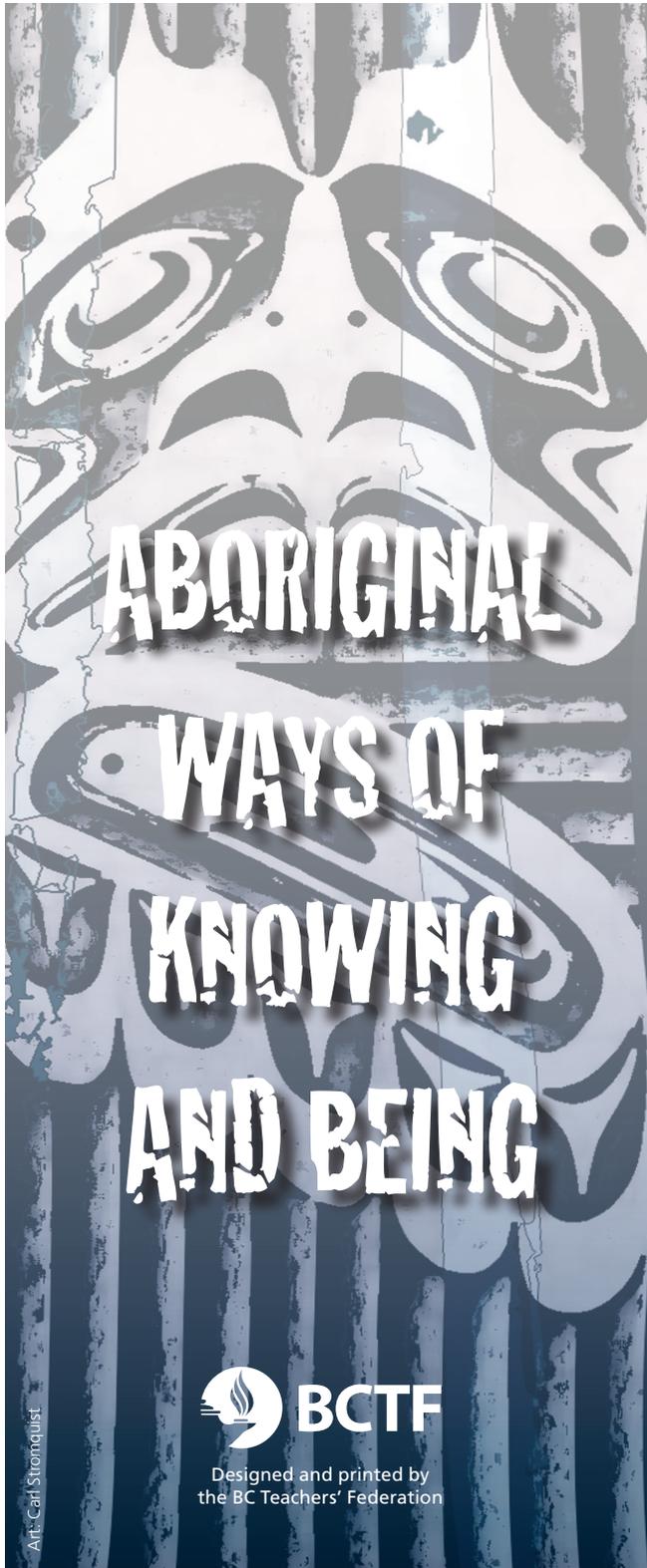
Joanne Samuel, Social Justice Representative



**LEAPING
INTO ACTION**
TEACHERS RISE FOR
CLIMATE JUSTICE

News From The Executive

Aboriginal Education



Learning is connected to land, culture, and spirit.

We—the two-legged, four-legged, finned and feathered, plants and rocks —are all related.

We must always practice reciprocity through acts of giving and receiving.

Learning honours our Ancestors, Elders, Knowledge Keepers and Descendants.

It respects and embraces ceremony, protocol, and teachings that are connected to the sacred medicines including tobacco, cedar, sage, and sweetgrass.

Important teachings emerge through stories.

Learning involves developing relationships, respecting distinct cultures, and honouring the perspective of others in our communities.

The deepest learning takes place through lived experience. It requires exploring our identities, learning from our mistakes, and having gratitude for our gifts.

Learning is a journey that takes courage, patience and humility.

It is about striving to become a better human being and living with balance in body, mind, heart and spirit.

Rev July 2017 

2020-2021 JOB SHARE/JOB EXCHANGE DEADLINE MARCH 15, 2020

The deadline to apply for a job share or job exchange for the 2020-2021 school year is quickly approaching. Applications must be submitted to the School District **Human Resources Department, no later than March 15th, 2020.**

Article E.30 in the Collective Agreement allows for two employees with continuing status to request permission to share a 1.0 position. This job-sharing position is good for one year, starting in September of 2020 and ending in June 2021, with the option to renew.

In the past, a major challenge for teachers seeking a job share centered around finding a job share/exchange partner. The district will not help you in this endeavour. The ATU has created a system to assist you in finding someone who is a good fit. If you are looking for a job share/exchange partner, please fill out the [ATU Job Share/Exchange Form](#) and we will do the advertising for you. You can email the form to the ATU or bring it in yourself. Please email the form to adtaclerical@abbyschools.ca.

We do not disclose your name publicly. When advertising, we only publish the grade, subject(s), school, and the FTE you are willing to trade. Members interested in your position will need to contact the ATU. We will forward the name(s) to you. This process will begin shortly, so get your forms in as soon as possible.

For more information and job share language, please refer to our website at: www.abbotsfordteachers.ca or attend the [Information Workshop](#) at the ATU on February 12, 2020.

ATU INFORMATION WORKSHOP

The ATU is hosting an information session on the leave language in the collective agreement. Join us on Feb. 12, 2020 at 4:00 at the ATU Hall. We will be going over

- Job Share,
- Job Exchange,
- Long Term Service Leave,
- Educational Leave,
- Deferred Salary, and more.

If you would like to sign up for this workshop, please register online at: <https://www.abbotsfordteachers.ca/leaves-workshop-sign->

BCTF ANNUAL GENERAL MEETING

The following ATU members will be attending the BCTF AGM on behalf of the Abbotsford Teachers' Union:

Ken Ambrose	Jef Baerg
Jennifer Brooks	Khaled Dardir
Harj Dhaliwal	Grant Gasser
Jason Hawkins	Teresa Hootz
Sharon Kehoe	Tina Kirkham
Liane Loepky	Sweeter Minhas
Becky Pagulayan	Robin Price
Sylvia Rempel	Joanne Samuel
Meagan Smith	Doug Smuland
Charlotte Tommy	Isabel Vachon

BCTF MEMBER AT LARGE CANDIDATE

Khaled Dhardir, the ATU Second Vice President, has put his name forward as a candidate for the 2020-2021 BCTF Executive Committee. Khaled is running for a Member at Large position at the March BCTF AGM. The ATU wishes Khaled luck on his campaign!

TQS Changes

Changes have recently been made to policies around certification upgrading at the Teacher Qualification Service (TQS). These changes are outlined at <https://bctf.ca/SalaryAndBenefits.aspx?id=55786>. To request a review of your file for upgrade, please submit your request through the "Contact Us" page on the [TQS](#) website, and to apply for an upgrade, please complete the Upgrade Application on the [TQS](#) website.

STARLING MINDS

A study found that of the 40% of people who make New Years' Resolutions, only 8% follow through on them. Why does this happen? Here are some themes that Starling Members shared to provide some insights on goal-setting tendencies that may lead to failure:

- Taking on too much at once
- Having unrealistic expectations
- Goals made based on ideal levels of functioning

Do you know how to set realistic goals for yourself? Starling Minds has goal setting sessions to help you get started: Starling Goal Setter & Starling Goal History

"I've learned that I need to reduce my expectations of myself. I often set goals that are too lofty and feel really frustrated when I don't achieve them. I need to break down my goals instead of creating a giant list of things that are impossible to achieve."

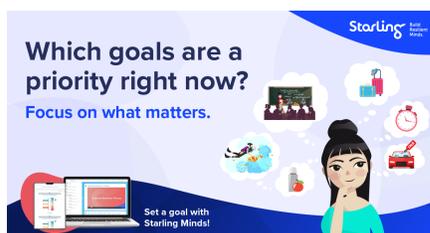
- Starling Member

How do I get started?

If you already have an account, just log in here: <https://app.starlingminds.com/>

If you would like to register, visit: <https://app.starlingminds.com/registration/>

If you would like to refer a family member, visit <https://app.starlingminds.com/focus/#/referral/family/create>



CALENDAR / UPCOMING IMPORTANT DATES

Representative Assembly	Saturday, February 1
BCTF Living with Balance	Tuesday, February 4
Executive Committee Meeting	Wednesday, February 5
BCTF Living with Balance	Tuesday, February 11
Board Meeting (SBO)	Tuesday, February 11
Grievance Meeting	Tuesday, February 11
Pro-D Committee Meeting	Tuesday, February 11
Non-Instructional Day	Friday, February 14
Family Day (Office Closed)	Monday, February 17
Executive Committee Meeting	Wednesday, February 19
BCTF Living with Balance	Tuesday, February 25
Grievance Meeting	Tuesday, February 25
Staff Representative Meeting	Wednesday, February 26

ATU Best or Worst Christmas Gift Contest



Thank you to all who entered the ATU Christmas Present Contest. The three winning schools with the most member engagement were **Abbotsford Senior Secondary, Eugene Reimer Middle School and Margaret Stenersen Elementary**. Congratulations!

After much discussion and deliberation, the ATU has chosen their 6 favourite Christmas Gift stories. We hope you had a wonderful Winter Break and that you enjoy our list.

1. Worst gift was a blown up speeding ticket that was framed - My husband thought that was a great joke since it was the only speeding ticket I ever got.
2. Worst gift.... a box of wood screws ... no i am not a carpenter, nor did i have a need for them... my father was simply cleaning out his garage. Thus a box of wood screws.
3. One year my husband bought me a gift card to Mr. Lube to get an oil change and a box set of all the Die Hard movies. Worst gifts ever.
4. I was expecting an engagement ring from my boyfriend. He hinted that he had bought me something I'd love and that would also make him very happy. He bought me a meatloaf pan.
5. Not my gift, but my ex got a "make your own prenu" package from his mom. So really the Christmas message was meant for me ;).
6. A cheap plain white two slice toaster from my husband... because he wanted it to match our fridge. I owned a stainless steel toaster that worked perfectly fine... and never asked for a toaster.

