

Welcome to a new year of teaching and learning!

CTA NEWS

Job Postings

There has been unprecedented hiring of teachers in BC this summer and some CTA members have expressed frustration with the posting and filling process in Chilliwack. The CTA is not directly involved with the post/fill process. We monitor the postings once they are published to ensure they meet the terms of the Collective Agreement. Article E.20 of the Collective Agreement governs the post/fill process. We are not informed about a posting prior to the posting being published and we are not informed who the successful candidate is prior to the public list in the Connect 33 newsletter. Article E.20 states the employer must post jobs as they were vacated. This rule comes from an arbitration and means that the job that is vacated is the one posted (for example, a Grade 5 teacher retires then a grade 5 position needs to be posted). Please contact the CTA if you have any concerns about a posting or the result of a particular posting.

TTOC Shortage

The TTOC shortage that has persisted for many years is likely to continue through this school year. We recognize that being asked to cover a teacher's class due to the TTOC shortage can be frustrating and confusing. It is the responsibility of your principal to develop internal coverage plans that fairly include principal/vice principals, non-enrolling teachers, and enrolling teachers (during prep). If you are asked to provide coverage you may answer "no" but if you are directed then you should comply and inform your Staff Rep. Teachers providing internal coverage during their prep should have this time returned in a timely manner and the CTA will continue to work with the Human Resources Department to develop a plan for situations when this does not happen. Please contact your Staff Rep or call the CTA Office if you feel that the internal coverage organized by your administrator is not equitable, or if your prep time is not made up within two weeks.

Reconfiguration

The School District has made a commitment to reconfiguring the grades to a K-5, 6-8 and 9-12 system. This reconfiguration may have significant implications on staffing, boundaries and school overcrowding. We encourage teachers to provide input through their school reconfiguration committee or the district elementary, middle, secondary or advisory committees. Your principal should be able to assist you with contacting any of these committees or check our webpage at: www.chilliwackteachers.com. You may also direct any concerns you have on reconfiguration to the CTA Office and we will share them.

ProD or Inservice

As another school year approaches, we want to remind you of the difference between the terms professional development and inservice. In general, professional development is defined as academic or professional activities voluntarily chosen by the teacher. Inservice mostly involves mandatory activities that are planned and scheduled by administrators. So if you are interested in a new math program, you might attend a conference on a Pro-D day that includes a session on this program - this would be professional development. However, if the district is implementing a new math program, they would schedule and deliver training during school hours - this would be inservice. Keep in mind that neither Pro-D nor inservice should require you to breach the Collective Agreement by giving up your duty free lunch or your prep time.

In addition to the above, teachers are still adjusting to and monitoring the changes from the restored language, teachers are investigating and/or implementing the new curriculum and teachers are still dealing with some continuing challenges with MyEd. With all of these changes and challenges, we are amazed by what we see everyday in Chilliwack classrooms. This local is certainly fortunate to have so many talented, resilient and professional teachers.

We look forward to working with all of you during the 2017/18 school year!



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Criminal record checks and fingerprinting facts

By Kelly Shields, BCTF Director, Field Services

Many teachers have turned to their union for answers when the police have requested fingerprinting following completion of a criminal record check. Here's what members need to know:

Is fingerprinting a new requirement?

No. Previously, individuals applying for a Criminal Review Check (required every five years by the Teacher Regulation Branch), who worked in a vulnerable sector such as education, were flagged for further review if an individual had a name, date-of-birth, and gender match to someone on the national database of pardoned sex offenders. However, under the new procedure introduced by the Criminal Record Review Program (CRRP) on November 30, 2013, individuals are now flagged for further review if they have a gender and date-of-birth match. If a gender and date-of-birth match is found, the individual will be required to supply fingerprints to confirm their identity. This change in procedure arises because not all provinces/territories require the submission of fingerprints when changing your legal name. The CRRP saw this loophole in their processes and closed it.

Are there more male teachers than female teachers who must be fingerprinted?

Yes. Approximately one in four male teachers and one in seven female teachers are affected, as statistically there are more males on the national database of pardoned sex offenders.

Does the fingerprinting originate with the TRB?

No. It originates with the Criminal Record Review Program and the RCMP.

Do teachers need to comply with the request to provide their fingerprints?

Yes. Failing to comply with the request for fingerprinting places the teacher's certification at risk.

Can the Federation mount a legal challenge to the practice of requesting fingerprints?

No. In terms of a legal challenge, the Federation does not think that a legal argument would succeed, when one balances the inconvenience to teachers against the serious risk to children if a sexual offender was given access to school children. There is no contract language on this issue that could be grieved.

Who does the fingerprinting and what will it cost?

A fingerprint check can be done through the local RCMP or police detachment. The cost is \$60-\$100, depending on the jurisdiction. Electronic fingerprints currently take three business days to process where there is no print match. Paper fingerprints are no longer accepted.

Do teachers have to pay for the fingerprinting?

Yes, unless your local has negotiated an agreement that your board will pay the costs.

What happens if a positive match occurs?

Results indicating a match will be subject to the risk assessment process to determine whether the teacher is a risk to work with children and will result in a meeting with board representatives. Should this occur, contact your Local President immediately as you will need representation.

What happens if there is no match?

When there is no match, the CRRP notifies the teacher in writing and sends a clearance to their school board indicating that the teacher is cleared to work with children.

If a member is fingerprinted once, can the fingerprints stay on file so that the member need not be fingerprinted again?

No. Fingerprints are used only to confirm identity. The RCMP shreds the fingerprints 90 days after a search is completed and the results are returned to the police service. The fingerprints are not added to the RCMP National Repository of Criminal Records and are not stored, for confidentiality reasons.

Please contact your Local President for further information.

UBC Education, Vancouver Aquarium and HR MacMillan Space Centre Joint Initiative - Sky, Water, Earth

UBC Faculty of Education is reaching out to teachers across the province to announce a year-long joint initiative between UBC Faculty of Education, the Vancouver Aquarium Marine Science Centre, and the HR MacMillan Space Centre launching in September 2017 - the Sky, Water, Earth project.

[Sky, Water, Earth](#) is a free, online, self-paced resource that takes the form of a career preparation initiative for youths who are interested in the field of science. This is a year-long joint initiative between UBC Faculty of Education, the Vancouver Aquarium Marine Science Centre, and the HR MacMillan Space Centre

We invite all BC Teachers to take a look at this exceptional resource available from September 2017 to September 2018, and we are hoping you will share this learning opportunity with your students to encourage and support their interest in science.

Students complete competency-based activities delivered through playlists, and will earn points which can be redeemed for a variety of unique [Real-World Opportunities](#). These opportunities are curated to build success in their academic and professional careers (e.g.: job shadowing, personal interviews with science professionals (Marine Biologists, Astronomers, UBC Faculty of Science Instructors), LinkedIn recommendations, network events).

The project guides youths to participate in learning playlists that help them build competencies outlined by the [National Research Council Canada](#) (NRC), some of which overlap with the [BC Curriculum Core Competencies](#). Learners choose the playlists they want to work on with each highlighting one more of the NRC competencies for excellence in research - such as creative thinking, communication, teamwork, and more.

The activities, developed by Educators, Career Counsellors, Graduate Students and Instructional Designers, lead learners to produce concrete evidence that demonstrates such competencies. Participants will build on their resume and practical experience, expand their personal and professional networks, and ultimately become more employable in their future careers.

Playlists

Learners can sign-up now and preview the playlists that will launch in September 2017. New playlists will launch throughout the 12-month project. Examples of the playlists include:

- [Scientific communication: Writing for the public](#) - develop the communication skills to convey the essence of a scientific discovery to the general public.
- [What is research? Who is a researcher? Why do we research?](#) - engage the process of planning and carrying out an investigation in response to a research question.
- [360-degree Conservation Photography](#) - demonstrate your creative skills through the process of creating 360-degree conservation photographs.

Grade Level

Anyone can engage the playlists, and we encourage anyone with an interest to do so, though the activities are developed at a Grade 11 - 2nd year undergrad level.

Spread the Word

The [Sky, Water, Earth](#) project is available to anyone with an interest. As an educator here in BC, we hope you take some time to review this free resource and find value in sharing it with your students to fuel their passion in the field of science.

If you are planning to attend the [BCTF PSA Super Conference](#) in October, please look for our booth there - we'll have posters and other items to share!

Professional Development Learning Opportunity

MEd in Counselling Psychology (CP18) Part-time Off-Campus Cohort

The PDCE office at the UBC Faculty of Education is excited to be offering an off-campus [M.Ed. in Counselling Psychology](#) program, beginning July 2018 (application deadline is **December 10, 2017**). This three-year part-time cohort program is designed for working professionals and teachers, and will be offered in the Lower Mainland, in the Coquitlam or New Westminster area.

Please see our [PDF Poster](#) for more details.

fseap - Employee and Family Assistance Program

School District employees are entitled to 8 free sessions per family member per year. EFAP provides confidential crisis and personal counselling services.

Professional counsellors are trained to address many issues, including but not limited to:

- Addictions, anger, anxiety and depression, career development, childcare and eldercare issues, communication, family concerns, family violence, financial or legal issues, grief and loss, harassment or abuse, health and diet concerns, life transitions, parenting, personal development, relationship issues, separation and divorce, sexuality, substance use concerns, stress management for work and home, trauma, and work-related concerns
- Career counselling, Child/Eldercare Consultation, Financial and Credit Counselling, Legal Consultation, Life Coaching, Nutritional Counselling, Resource Kits - Family Stages and Smoking Cessation Support

For more information or to access services, call toll-free 1-800-667-0993 or you can access confidential on-line resources at: www.fseap.bc.ca Your call will be answered live 24/7 by a counsellor who can provide immediate crisis support, or schedule you for the appropriate counselling work/life service, or help you find the perfect specialized resource in your community.

**Mental Wellness:
Starling Minds**

As we face increasingly stressful work situations, it is important to maintain and improve our mental health. The BCTF has worked with Starling Minds to create an online tool that will help people better manage both work and life stressors. In order to log on and try it, you need to go to starlingminds.com and use your BCTF member number to log on. If you don't know your BCTF member number, call the CTA Office.

ProD Info

Liz MacKenzie, CTA ProD Chair

Have you ever attended a provincial specialist association (PSA) conference? Imagine being in a classroom with 30 other social studies teachers or 45 physical health and education (PHE) teachers and a colleague is explaining how they have resolved the intricacies of recording assessment in a non-graded classroom. Each teacher in attendance would be trying to figure out if this would work in their classroom and sharing their own experience. The knowledge, questioning, and learning cannot be matched. Can you imagine the conversations at coffee break among 300 primary teachers?

There are 24 conferences scheduled at locations around BC where teachers will gather, learn, discuss, and debate. Join them! Check out the conferences [here](#).

**Please note - TTOC cost for the 2017/18 school year is \$354.94

Mark Your Calendar!

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| September 18/19 | -ProD Rep Training, CTA Office, 9:00am - 3:00pm |
| September 19 | -CTA Ab Ed Committee Meeting, CTA Office, 3:45pm |
| September 25 | -Bargaining Committee Meeting, CTA Office, 3:45pm |
| September 25/26 | -Staff Rep Training, CTA Office, 9:00am - 3:00pm |
| September 26 | -Constitutional Review Committee Meeting, CTA Office 3:45pm |
| September 30 | -District OHS Training, CSS, 9:00am - 4:00pm |
| October 2/3 | -CTA H&S Rep Training, CTA Office, 9:00am - 3:00pm |
| October 3 | -Executive Meeting, CTA Office, 3:30pm |
| October 4 | -Collab Facilitator Training, CTA Office 3:30 - 5:30pm |
| October 10 | -Joint PD Meeting, CTA Office 3:45pm |
| October 11 | -TTOC/New Teacher Social, CTA Office 3:45pm |
| October 13/14 | -BCTF Zone Meeting, Vancouver |
| October 17 | -General Meeting, CSS 3:45pm |

