

RTA Newsletter - September 2023

Welcome Back!

We are three weeks into another challenging school year, and it is important to recognize the professionalism, flexibility and understanding that all of you have demonstrated through this period. I encourage you all to be kind to yourselves and give yourselves permission to do what it takes to manage your workload in a healthy and sustainable way. This is most definitely a marathon and not a sprint, we have only just got through the first few checkpoints, with no finish line in sight.

When you think of wellness, what is the first thing that comes to your mind? Is it taking care of a pet and snuggling them? Could it be snuggling up with a delightful book by the fire? How about getting outside with family and /or pets and taking in some natural beauty? There are no right or wrong answers when it comes to wellness. Wellness can be served by what makes you happy. Please take care of yourself and each other.

Energize Your Life Program???

The School District 19 Energize Your Life Program is getting an overhaul. Staff Reps are collecting feedback from members. The enhanced program will have a new name and not require you to tally any points. We hope to launch the new and improved program soon.

Fall Individual Mental Health Fund

The past two years an **Individual Mental Health Fund** was created in conjunction with School District No.19 and Revelstoke Teachers' Association to help support teachers who have been incurring expenses for mental health supports beyond those covered by our extended medical benefits or our Employee Family Assistance Program.

I'm pleased to be able to tell you that the district will transfer funds directly to the RTA to create a comparable individual fund to support teachers' mental health. We will have access to funds to help offset the costs for members related to counselling, therapy, or other clinical mental health supports. To access this support, members need only email me and attach copies of your receipts. The amount reimbursed will be dependent partially upon demand and partially on the amount spent on services. If you applied last May, provide new copies of receipts with a starting date after May 31, 2023, the last cut-off date. I am asking for those who are interested in applying for funds to help cover those expenses to email me by **October 1, 2023**. The funds will be distributed in October. Members may also get a second opportunity to access more funds in the spring of 2024. Names of those who receive funding will be known only to me. I will report to Roberta as to how the funds were dispersed but names of the recipients will not be shared.

New Teachers Teaching on Call

Please join me in welcoming **Sydney Hill, Juno Kim, Neil McFadden, Rana Nelson,** and **Emily Schutz** to the Revelstoke Teachers Association. We look forward to seeing them in our schools.

New Teacher Orientation - October 10th

The school district will be hosting the new teacher orientation Tuesday, October 10, 2023, at 3:30 p.m. in the school district board room. New teachers will be welcomed by Trustees, Superintendent, CUPE President, RTA President, District Secretary Treasurer, District Principals, Payroll Lead, Technology Lead, Pro-D Chairperson, and Teacher Mentorship Lead

Pro-D Information

The BCTF Provincial Specialist Association (PSA) day is quickly coming up on **Friday, October 20th**. You can find links to all the conferences here www.psaday.ca.

Thanks to Tammy Tomm and the Pro-D committee for putting together an awesome local Pro-D Day on August 31, 2023. The work this committee does is essential in providing Pro-D opportunities for all our members. If you have any suggestions for future offerings, please let your school-based Pro-D rep know.

All teachers on temporary or continuing contracts on September 30, 2023, will receive \$320.00 in their individual Pro-D accounts (pro-rated for FTE). By mid-October school Pro-D reps will have updated balances for teachers' individual Pro-D accounts.

Did you know that all temporary and continuing teachers have a TTOC Bank Day they may use for Pro-D activities? All you need to do is fill out a Pro-D form indicating the activity and that you will be using your bank day.

RTA Executive Committee 2023-2024

Thanks to everyone who will be serving on our executive committee this year. If you have questions or concerns, please do not hesitate to contact our executive committee members.

Table Officers

President - Barry Rourke (RTA Office)

Vice-President - Unfilled (TBA)

Secretary - Jillian Russell (CPE)

Treasurer - Jason Stevens (RSS)

Officers

Local Representative - Jason Stevens (RSS)

Aboriginal Education Chairperson - Erin England (RSS)

Bargaining Chairperson - Unfilled (TBA)

Health and Safety Chairperson – Victoria Strange (CPE)

Professional Development Chairperson - Tammy Tomm (BVE)

Social Justice Chair - Unfilled (TBA)

TTOC Chair - Kirby Miller (TTOC)

Local Election Contact - Unfilled (TBA)

Social Convenors – Margaret Bafaro (BVE) & Adam Cadegan (AHE)

Staff Representatives

Gabriella Draboczi - Arrow Heights Elementary

Meaghan Rogers & Maddy Stiles - Begbie View Elementary

Megan Smith - Columbia Park Elementary

Ainslee Atamanuk - Revelstoke Secondary School

Jeff Wilson - Revelstoke Secondary School

RTA Executive Committee Vacancies

You will notice that there are a few unfilled positions on the executive. If you are interested in any of the vacant positions, please don't hesitate to contact me. The RTA Executive Meetings are the second Thursday of each month 3:45 p.m. - 5:00 p.m.

Whenever a vacancy occurs among the members of the executive, an election for the position shall be held at the next general meeting. If the position remains unfilled, the president will have the power to appoint a member to fill the position for the remainder of the school year

The **Vice-President** shall, in consultation with the local president and executive committee:

- a) act, in the absence of the President, assuming all the President's duties and prerogatives,
- b) be on the Bargaining Committee,
- c) perform duties as may be assigned by the President.
- d) serve as Alternate Local Representative to the BCTF RA, unless the Vice-President is also the L.R.

e) submit a report in writing to

The **Bargaining Chairperson** shall, in consultation with the local president and executive committee:

a) have a general understanding of matters concerning the Collective Agreement, and work in conjunction with the President in matters of bargaining

b) serve as chairperson of Bargaining Committee meetings, or in consultation with the President, designate others to do so,

c) serve as the chairperson of the Bargaining Team, or in consultation with the President, designate others to do so

d) submit a report in writing to the AGM on the activities of the Bargaining Committee during the year

The **Social Justice Chair** shall, in consultation with the local president and executive committee:

a) increase awareness of issues such as multi-culturalism, gender equity, children's rights, poverty, violence, homophobia, environmental awareness and other related areas of social responsibility,

b) promote a positive social justice attitude in schools,

c) carry out within the school district the BCTF policies and procedures for enhancing human rights, and social justice,

d) submit a report in writing to the AGM

Local Election Contact shall: In co-operation with the local president and executive committee, be responsible for:

a) Planning for lobbying of trustees, MLAs and MPs.

b) Promoting local media coverage of educational issues

c) Informing and involving members in activities to promote the interests of teachers and public education.

d) submit a report in writing to the AGM on the activities undertaken as LEC during the year

Are You Getting Preparation Time?

It important to check your teaching assignment with your administrator at the start of each year to insure you are getting the correct amount of preparation time. Full-time elementary teachers will receive **120 minutes** of preparation time per week this year. Part-time

teachers whose teaching assignment is at least .4 FTE shall receive pro-rated preparation time or payment in lieu of preparation time. Such decision shall be made by the Board, after consultation with the teacher. Preparation time shall be in periods of not less than thirty (30) minutes. Please check with your administrator or Staff Rep if you are unsure.

Local Class Size and Remedy

Follow the link to find our local [class size limits](#).

If you currently have a class that exceed the maximum class size limit numbers, you could start generating remedy in **October**. Teachers may choose from one of three options:

- Additional preparation time
- Additional non-enrolling staffing added to the school specifically to work with the affected teacher's class
- Additional enrolling staffing to co-teach with the teacher

Remedy is given for the highest number of students in a class over a given month, even if it is only for one day. You are not eligible to receive remedy for the month of September. Districts do not have to give remedy for classes that are oversized until **October 1st**, or until after **22 days** of the beginning of second semester. The value of remedy is determined using the following formula.

- **Value = 180 x FTE x Number of students over maximum**

FTE is equal to the amount of time the teacher is assigned to that class.

Examples:

- Charlie teaches a Grade 3/4 class of **22 students** (two over maximum). Their assigned to the Grade 3/4 class at 1.0 FTE
- $180 \times 1.0 \times 2 = 360$
- Charlie is entitled to **360 minutes** of remedy per month.

- Parker teaches an English 9 class of **26 students** (one over maximum). A semester class (1 out of 4 blocks) is 0.286 FTE.
- $180 \times 0.286 \times 1 = 51.48$
- Parker is entitled to **51.48 minutes** of remedy per month.

The district will be keeping track of class sizes and delivering remedy to those that exceed the maximum. I encourage everyone to be aware of our limits and let your administrator

and Staff Rep know if you have a class that is oversized. If you have any question, please don't hesitate to contact me.

Contacting the RTA

Do not hesitate to call, text (250.837.2255) or email Barry rtapresident19@gmail.com. Please make sure the RTA has your personal email to receive valuable information like this newsletter.

RTA Newsletter Challenge

Thanks for reading the newsletter! As always there is a newsletter challenge question designed to help you become more familiar with our contract and other related issues. The names of all of those who submit a correct answer by **8:00 a.m. Tuesday, September 26, 2023**, will be entered into a draw. **Three** lucky winners will each receive a **\$25** gift card from **Southside Market or Save-On-Foods**.

September's newsletter question.

1. **What are our local class size limits for a grade 3 class and Science 8 class?**
2. **How many minutes of preparation time per week do full-time elementary teachers receive?**

Email gift certificate choice and answers to rtapresident19@gmail.com by **8:00 a.m. Tuesday, September 26th** to be eligible for a chance to win a gift card.

Have a great weekend!

