



# WEST VANCOUVER Teachers' Association

Vol 42, no 6 February 2020

## Notes from your President—Renée Willock

*Dear Colleagues,*

A year has passed since the beginning of provincial bargaining. At this time, I encourage you to be patient as both sides continue to work with the mediator. In this month's newsletter, you can read details of the job action plan that has been shared publicly. The Representative Assembly put this contingency plan in place, subject to the province-wide votes, to put additional pressure on the bargaining table. A deal that meets the needs of both parties is achievable but it's going to take compromise.

*Sincerely, Renée*

### ➤ WVTA General Meeting Update

We had a great turnout to our General Meeting last week. Thank you to the 90 teachers who came out to hear about provincial bargaining. Your comments and concerns shaped the message that your local reps and I brought to the BCTF Rep Assembly on your behalf.

### ➤ BCTF Rep Assembly Update

Kudos to **Spencer Capier** and **Nathalie Lleres** for doing the hard (and often frustrating) work as local reps for the WVTA. Also, thanks to **Jane Standfield** and **Rosie Thind** who attended as observers. I was able to get to the microphone multiple times to advocate on behalf of WV teachers.



### ➤ Job Action Update

**Phase 1** focuses on our public and political advocacy. We're hoping members will continue to wear Red for Ed, [sign this petition](#), and attend WVTA meetings to get the most up-to-date information.

**Phase 2** would only begin after mediation ends and would require a provincial strike vote. This phase is similar to other work-to-rule actions the BCTF has done in the past, but is framed to highlight the removal of administrative tasks without impacting teacher autonomy or educational programming. This means that **extra-curricular and volunteer activities will not be impacted**. This phase will also include a ban on providing coverage for teachers who are absent, except for a Teacher Teaching on Call hired specifically for that purpose. This part of Phase 2 is designed to expose the teacher shortage and put pressure on administrators and school boards.

**Phase 3** would begin when the Executive Committee made the determination that additional pressure was needed at the table and would not occur without an additional province-wide membership vote. It would escalate the job action to rotating strikes. The WVTA will be able to organize the rotation locally. In this phase, timing will be key, including lessons learned from previous rounds.

**Phase 4**, if needed, would also be initiated at the determination of the Executive Committee and would also require a province-wide membership vote before starting. It would be a full strike and withdrawal of services.

## Know Your Contract...

### Applications for Leave of Absence

After each five years of service in the district, a teacher may apply to the Leave of Absence Committee for full-time Personal Leave for **whatever reason they wish**. Full-time Personal Leave will be granted for a period of not more than one year.

A full-time teacher who, **prior to March 15**, requests to teach part-time commencing the following school year, shall be granted their request provided the assignment is “compatible with the organization of the Board.” A teacher may request an extension of their part-time assignment for up to three consecutive years.

On recommendation of the Leave of Absence Committee, the Board will grant teachers Educational Leave with no salary for a specified period of time. The date of return to duty will be clearly stated when the leave is granted. Please call the WVTA office if you need further clarification or some advice.

---

### Could you be missing out on salary?

*The Teacher Qualification Service (TQS) has made some changes in its policies. Please read carefully the information below to make sure you don't miss out on salary.*

#### 1. Master's or doctorate Degree Changes

##### Who Should Apply?

If you are in category **five plus (5+)** and hold a master's or doctorate degree that meets the requirements below, apply for an upgrade.

If you hold an acceptable master's or doctorate degree with less than 30 semester credits and have not yet topped up that degree and received an upgrade, apply for an upgrade.

**Please Note: If you are currently in category six (6), these changes do not affect you.** Please do not request an upgrade or director's review. Category six (6) is the highest provincial category in British Columbia.

##### Summary of graduate degree requirements:

A. The degree must be relevant to the BC public K-12 system.

B. A master's degree or doctorate recognized by the TQS must be awarded.

C. The master's or doctorate must be awarded by a school that holds accreditation acceptable to the TQS.

#### What Changed?

**Credit Count** – an acceptable graduate degree no longer requires a minimum of 30 semester credits.

**Initial Teacher Education Program** – The TQS now accepts graduate degrees that contain an initial teacher education program.

**Capstone** – A capstone is no longer required within an acceptable graduate degree. Please see the new Policy 5 & Regulation 2.01- Category 6 (f) on the [TQS website](#) for further details.

If you are in category five (5) and hold a master's or doctorate degree that contains a teacher education program, you no longer need to complete another master's or doctorate degree to qualify for category six (6). Now, you will need to complete an Integrated Program to qualify for category six (6).

#### 2. Integrated Program Changes

##### Who Should Apply?

If you are in category **five (5)** or lower and have completed course work that meets the new requirements of an Integrated Program (see below) but have not yet used that course work for your current category placement, please apply for an upgrade. **Please Note: If you are currently in category five plus (5+) or six (6), these changes do not affect you.**

##### The basic requirements of an Integrated Program are:

thirty semester credits

twenty semester credits related to education or educational practice in the BC K-12 system

third year university level or higher

from an accredited degree granting institute acceptable to the TQS

Twenty credits must be relevant to the BC public K-12 system while up to ten credits may be electives.

Courses should be approved by the TQS. You can either design a program yourself by choosing courses that meet the requirements above or you could complete an appropriate post graduate certificate, diploma or degree that fulfils the Integrated Program requirements. There are only two specific instances where junior level course work is allowed in an Integrated Program. The first is in the context of a completed diploma program awarded by a university. The second is where the junior level course work is a verifiable pre-requisite to course work that is directly relevant to the BC public K-12 system.

TQS Policy 4.14 states that verifiable pre-requisites totaling not more than six semester credits may be accepted at less than senior level provided they are relevant to the BC public K-12 system.

Please see TQS Regulation 4.05 & Policy 4.1 on the [TQS website](#) for complete details.

### What Changed?

**Time Restrictions** – There are no longer any time restrictions on course work in an Integrated Program (previously ten years).

**Relevancy** – Twenty semester credits in the Integrated Program must be relevant to the BC public K-12 system; however, they need not be in a specific theme of study. Previously twenty credits needed to be in a specific theme.

### 3. Second Teacher Education Programs and Familiarization Programs

#### Who Should Apply?

If you are in category **five (5)** or lower and have completed a second teacher education program for which you have not been granted TQS category credit, please apply for an upgrade.

If you are in category **five (5)** or lower and have completed a familiarization program for which you have not been granted TQS category credit, please apply for an upgrade.

**Please Note: If you are currently in category five plus (5+) or six (6), these changes do not affect you.**

#### What Changed?

**Second Teacher Education Programs** – The TQS now accepts second teacher education programs that meet our program requirements for category purposes.

**Familiarization Programs** – The TQS now accepts familiarization programs and course work for familiarization that meet our program requirements for category purposes.

#### Definitions:

**A second teacher education program** is one taken after an initial program that resulted in teacher certification for the public school system. The second teacher education program must also be eligible for teacher certification in the public school system. Previously, the TQS accepted only a single instance of a teacher education program designed for initial licensure for category placement.

**A familiarization program or course work** is that which is required by the Teacher Regulation Branch, formerly BC College of Teachers, prior to certification or recertification for those who already hold a teacher education program. The TQS will also consider familiarization course work and programming taken on independently from any certification requirement. Both second teacher education programs and familiarization programs must meet the program requirements outlined in TQS policy and regulation in order to be considered.

**ATTENTION! Please, read carefully the information below:**

**If you require clarification** as to how these changes might affect your upgrading requirements or current category placement, please request a Director's review of your file.

**To request a Director's Review:** Submit your request through the "Contact Us" page on the [TQS website](#). You must provide verification of current employment in the BC public school system (most applicants photocopy a pay stub) in order to receive a Director's review.

**To apply for an upgrade:** Complete the Upgrade Application form on the [TQS website](#). Indicate that you are applying for an upgrade based on the policy and regulation changes. You must provide verification of current employment in the BC public school system (most applicants photocopy a pay stub). Please indicate if the official transcripts are already on file or if they are being forwarded by mail.

**PLEASE NOTE: No reviews or upgrades will be processed automatically. You must apply to the TQS in order to receive a review or upgrade.**

## BCTF ANNUAL GENERAL MEETING

The 104th Annual General Meeting of the British Columbia Teachers' Federation will be held at the Hyatt Regency Hotel, Vancouver, BC beginning on Saturday, March 14, through to Tuesday, March 17, 2020.

In addition to our two Local Reps **Spencer Capier** & **Rosie Thind**, and WVTA president **Renée Willock**, six additional delegates who were elected at our January 30th WVTA General Meeting, will represent us at the AGM: **Aaron Anthony, Shannon Gray, Andrea Layzell, Stephen Price, Jane Standfield** and **Sylvie Sturgess** put forth their names and volunteered to give up a portion of their Spring Break to represent us. This is an intense four-day affair that immerses one into the heart of what the BCTF is and what it stands for.

***Although only delegates and LRs can vote at the AGM, any teacher is welcome to attend. Feel free to drop by the Convention Centre at the Hyatt Regency and look for us at our table!***

## Upcoming ProD Opportunities

### **Alternate Challenge and Change 2020 - BCAEA 33rd. Annual Conference** Feb 12 to 14, Vancouver, BC

The BC Alternate Education Association's 33rd annual Challenge and Change Conference features speakers on a wide variety of topics of interest to teachers, administrators, youth care workers, and others engaged with at-risk youth in an alternate education setting. Visit their website [bcaea.com](http://bcaea.com) for further details.

### **Holocaust Education: New Strategies and Best Practices for the Classroom** Feb 14, Vancouver Technical Secondary School, 2600 East Broadway, Vancouver BC

The day-long conference will feature concurrent workshops facilitated by teachers and educators at the forefront of Holocaust education with curricular links to courses including Social Studies 10, Explorations 11, Genocide Studies 12, Social Justices 12, and History 12. In break-out sessions, attendees will learn about advanced lesson plans, activities and resources supporting Holocaust education in the classroom. This conference is being held in partnership with the Azrieli Foundation and the British Columbia Social Studies Teachers Association. Contact [programs@vhed.org](mailto:programs@vhed.org)

### **Inspire Environmental Awareness in Your Students** Feb 14, VanDusen Botanical Garden, Vancouver BC

Let's inspire a generation to be passionate about the environment. In this interactive, fun and empowering workshop K-7 teachers will discover the common thread that connects sustainability leaders. A common thread we can easily cultivate by tapping into ideas already found in the curriculum, such as: valuing diversity and relationships, understanding cycles, and appreciating our interconnection with nature. Participants will gain the skills to deliver the Social Responsibility Competency facet: caring for the environment in such a way that students feel hopeful about their future and wowed by the natural environment. The instructor will facilitate hands-on activities in the classroom and outside in the Garden leaving you with plenty of ideas to ignite the next generation of environmental leaders. Learn more and register:

<https://www.amilia.com/store/en/vanduseneducation/shop/activities/2438754>

### **Crosscurrents 2020** Friday and Saturday, February 20-21, Richmond, BC

Teachers of Inclusive Education of BC are holding Crosscurrents 2020 at the Sheraton Vancouver Airport hotel. Keynote speaker **Zach Anner**, is an award-winning comedian, show host, and public speaker. Born prematurely and underweight, Zach was born with cerebral palsy and an

uncertain future. With a mixture of humour and heart, Zach shares his story. There will also be several other speakers on inclusive education relevant for K-12 teachers, administrators, and others working with children and youth in schools. For more information visit our website at [tiebc.com](http://tiebc.com).

### **BCTF New Teachers' Conferences 2020 - Wellness, Safety, Balance in Life and On the Job** May 23, 2020 - Prestige Lakeside Resort & Convention Centre, Nelson, BC.

The BCTF New Teachers' Conferences bring together members from all over the province, offering unique networking and sharing opportunities. Registration for the conferences opening in November and March. Special rates for Student Teachers and New TTOCs. Watch for more information here and on the BCTF website. For more information, [Click Here](#)



## WHISTLER CONFERENCE

Friday, May 15, 2020

Whistler Hilton Resort

Presented by:

*my* **pita**.ca, in partnership with  
BCATML and BCScTA

BCTF members \$140 until April 10<sup>th</sup>,  
\$160 starting April 11<sup>th</sup>. TTOC's,  
Student teachers, SEA's \$75/\$95.

REGISTRATION includes PSA membership.

Register at [www.mypita.ca](http://www.mypita.ca)

#### Morning Sessions:

**Adrienne Gear** – Powerful Writing Structures

**Kindra Harte** – Second -Language Learning Centres &  
More! Let's Rock this new curriculum!

**Phil Bakker** – Guiding Inquiry through Essential Questions

**Paul Britton** – Integrating Indigenous Perspectives and  
Ways of Knowing into Science Curriculum

#### Afternoon Sessions:

**Adrienne Gear** – Reading Power Plus

**Tanya Campell & Andrea Leeks** – Teaching Intermediate  
Core French with Confidence

**John Munro** – Science is a Verb

**Morgan Whitehouse** – Integrating Content and Curricular  
Competencies



## Health and Wellness

### **EFAP**

#### **Employee and Family Assistance Program**

– paid for by the employer. Confidential and voluntary, this plan provides short term counselling, resources for parenting and child care, financial counselling, addictions support and health and wellness support. Phone (24/7) 1-800-387-4765; [www.morneaushepell.com](http://www.morneaushepell.com).

#### **BCTF Health and Wellness Program**

– we all pay into the BCTF Salary Indemnity Plan (SIP) to provide short and long term disability coverage. Through the Health & Wellness Program, the BCTF assists members unable to maintain, or return to their teaching positions due to a medical illness or disability by funding an early intervention rehabilitation program. This is a voluntary program that can be undertaken by self-referral or referral through the WVTA office.

<https://www.bctf.ca/SalaryAndBenefits.aspx?id=4788>

*The subject of burnout and teacher wellness is addressed in the latest (Jan/Feb) issue of the BCTF's **Teacher** magazine:  
"If a teacher were a barn: A reflection on teacher wellness"*



February 26<sup>th</sup>  
Pink Shirt Day

What began as a protest against bullying started by two students in Nova Scotia, has grown into a worldwide event **highlighting compassion, inclusiveness and self-esteem.**

March 8<sup>th</sup> - Celebrate  
International  
Women's Day



*Save the date:*

WVTA Members' Social  
at Milestones,  
Park Royal South  
Village

3:30 pm - 6:00 pm  
Thurs. March 12th

