



**DR Report for Calgary District – October 2023**  
**Barnett House: 1-800-232-7208 SARO: 1-800-332-1280**



[Karen.Nakaska@ata.ab.ca](mailto:Karen.Nakaska@ata.ab.ca) @nakaskak @nakaskak.dr

**Guidelines for attendance of meetings for District Representatives as approved by ARA**

"28.6 The following shall be observed as the appropriate order of priority among Council member assignments:

1. Council Meetings
2. Provincial Committee Meetings
3. Assigned Representation Functions
4. Organized meetings with members of the Association at any level involving government political leaders or Alberta Education officials at the Assistant Deputy Minister level or higher
5. Local Association Meetings
6. Specialist Council Liaison Assignments
7. Teacher Convention Association Meetings
8. Area Conferences
9. Consultants Meetings

(1981 12, 2006 04)"

"The Alberta Teachers' Association, as the professional organization of teachers, promotes and advances public education, safeguards standards of professional practice and serves as the advocate for its members."

As set out in the [Teaching Profession Act](#), the objectives of The Alberta Teachers' Association are as follows:

1. to advance and promote the cause of education in AB;
2. to improve the teaching profession
3. to arouse and increase public interest in the importance of education and public knowledge of the aims of education, financial support for education, and other education matters;
4. to cooperate with other organizations and bodies in Canada and elsewhere having the same or like aims and objects.

**October District Representative Activities**

SEP 21	Rocky View CSR (Calgary)
SEP 26	Foothill Executive (Okotoks)
SEP 27	Public Interest Alberta AGM (Zoom)
OCT 03	Foothills CSR (Okotoks)
OCT 04	Christ the Redeemer Induction (Brooks)
OCT 05	Rocky View Executive (Calgary)
OCT 11	ESO Shortlisting (Zoom)
OCT 11	Christ the Redeemer Executive (Zoom)
OCT 13	Beginning Teachers' Conference (Calgary)
OCT 16	Indigenous Advisory Circle (Edmonton)
OCT 16	PEC Emergent (Zoom)
OCT 16	ESO Interviews (Edmonton)
OCT 17	Canadian Rockies CSR (Canmore)
OCT 20	LPEO/LCO (Edmonton)
OCT 23	PEC NSC (Zoom)
OCT 23	Rocky View TW (Calgary)
OCT 24	Foothills Executive (Zoom)
OCT 23	Friends of Medicare Gala (Edmonton)
OCT 26/27	PEC (Edmonton)
OCT 27/28	Local Presidents (Edmonton)
OCT 30	Summer Conference Review (Zoom)
OCT 30	Rocky View ARA (Calgary)
OCT 31	PEC NSC (Teams)
OCT 31	UCP AGM Preview (Teams)

**We have your back.**

Have you received notice of a complaint from the Alberta Teaching Profession Commission?

**Please contact us immediately!**

professionaldiscipline@ata.ab.ca  
780-447-9460

 The Alberta Teachers' Association

© 2018 ATA

"As members look at their workloads for this year, keeping track of their time and protecting it will be important. You must decide what you can do and can manage. You only have so much you can give until you have nothing left for yourself, your family and your friends. This may look different for people and is not a collectively organized effort. However, it is crucial that everyone set boundaries that work for them. This does not mean that teachers will not do their jobs to the high levels they always have, but it does mean that choices may be required. It is simply not sustainable. I want to share with you some wise words that I heard in a conversation at the Summer Conference that I believe fit well here and that hit me in my core: *The only people who will remember that you worked late are your kids.* Insert whoever you want instead of "kids," and it hits the same. You need to guard your mental health by keeping clear boundaries and protecting your time. If you or your colleagues need assistance, please reach out to the support in place. Do not suffer in silence. You are the world to someone else." ~Sean Brown, Associate Coordinator, Teacher Employment Services

## ATA Human Rights Statement

As an organization that promotes and is committed to respecting human rights and ensuring a safe, secure and healthy environment for all, the Alberta Teachers' Association (ATA) works to ensure that all present at or participating in ATA programs and events are protected from violence and harassment. All ATA members are therefore expected to promote and defend the fundamental human rights of everyone engaged in ATA programs, activities or other ATA work. ATA members are expected to treat one another with fairness, respect and dignity and to uphold the highest standards of professionalism, accountability, competence and integrity as representatives of the provincial Association as well as their respective locals and subgroups. Furthermore, ATA members are obliged to act to prevent violence and harassment wherever possible and report to the appropriate person in authority any suspected breaches of this statement that come to their attention.

### 1. Executive Secretary –

Council approved interim policy: Opposing the exercise by provincial, territorial and Canadian governments of section 33 of the Canadian Charter of Rights and Freedom (the “notwithstanding clause”); Opposing the passage of legislation or regulations requiring teachers to disclose information concerning a student’s gender or relationship identity or expression; Supporting teachers’ exercise of their professional judgement concerning how best to protect the safety and security of gender and relationship diverse students; Consider partnering with other organizations on the use of the notwithstanding clause. ATRF was authorized to initiate a surplus management plan.

**2. Government** – The Association followed its public opinion polling with focus groups that provided insight into the public’s top priorities for the public education system: preparing students for a successful life, having high quality teachers, providing a supportive environment, and providing diverse programs.

- On 2023 09 20, a protest was held outside Barnett House, with protesters purporting to express concern over parental rights and the inclusion of teaching in schools about pride and so-called gender ideology. A counterprotest was also held. The Association issued a statement that emphasized safe and welcoming learning environments, as well as a subsequent statement regarding the destruction of the Association’s Pride flag that occurred following the protest.
- The Alberta Teaching Profession Commission is on pace to receive more than 500 cases this calendar year. Currently, the Association is representing 132 members facing 148 separate complaints.

**3. Teacher Employment Services** – Call trends appear to be reflective of members continuing to seek clarity around rights and obligations in employment and in their collective agreements. This may be reflective of the number of new members who are seeking advice. Attrition and a more competitive market may also explain the number of calls related to employment, collective agreements and leaves.

- List Bargaining, where the List of All Matters (LAM) is created, is set to commence in January 2024 between the Central Table Bargaining Committee (CTBC) and the Teacher Employer Bargaining Association (TEBA). TEBA includes representatives from the Treasury Board and Finance Ministry during bargaining. Teacher Welfare Committees (TWC) have completed the LAM survey, with the results provided to the CTBC before their OCT 30 meeting. At this meeting, they will review the data and work on the draft LAM initial proposal for the consideration of PEC at their December meeting. They will also look at a proposed timeline, including activities, for mandate creation.
- Compensation Sheets Work began to confirm changes to compensation with employers at the completion of the most recent round of central bargaining and before local bargaining began. While the task, in and of itself, is not challenging, there have not been increases to grids and allowances for many years and many local finance departments had new staff with no knowledge of how the process worked. To facilitate the understanding and expedite the collective agreement processing procedures, letters were sent out to all employers with draft increases to grids and allowances. They were asked to review the Association’s calculations and confirm their agreement. A list of the employers where the Association has agreed upon Changes to Compensation is viewed using the QR to the right. Once a signed collective agreement for 2020–2024 is made available on the website, the respective compensation sheet is removed as the collective agreement has been verified by all parties.



Worth Talking About documents containing information for teachers continue to be published on the Association website.

**4. Table Officers** – At the ATA’s 2023 Summer Conference, one of the panelists at a session of the local presidents’ course was Deborah Yedlin, president and chief executive officer of the Calgary Chamber of Commerce. Discussion arose as to the value of the Association becoming a member of the Chamber of Commerce. Given that the Association is a provincial organization, it may be most appropriate for the Association to join the Alberta Chambers of Commerce (ACC) and leave it to locals to pursue any appropriate memberships in their own community chambers. The Association has applied for membership in the Edmonton Chamber of Commerce and the Alberta Chambers of Commerce.

**5. Professional Development** – Beginning Teachers’ Conferences: 396 delegates in Edmonton, 317 in Calgary, with attendance up from 2023. **Beginning Teacher Resources are found in the QR code:**



- The Fall Professional Development Conference is planned for NOV 24–25 in Calgary at the Best Western Premier Plaza and will focus on developing leadership skills for professional development leaders. Delegates from all PD subgroups are invited to attend.

**6. Finance** – the Audit committee received financial statements for June, July, and August (unaudited). The BDO audit planning report was presented to the committee; an audit is now underway, and statements are expected in November. There is a potential of transferring the Office Staff Pension Plan to the Local Authorities Pension Plan, with an overview of identified preliminary advantages and disadvantages. Key resignations and employee turnover, particularly in ITS continue to be challenges and will likely lead to delays in ITS projects.

**7. President** – Schilling continues a full schedule of meetings and interviews, advocating on a wide range of issues affecting teachers and the Association. He continues to meet with government on the issues that are of utmost importance to teachers, including curriculum, class size, and funding.

**8. Political Engagement (POLEC)** – Locals will be challenged to deliver four in-school member organizing meetings over the next two years. A province-wide CSR meeting scheduled for NOV 6 in Zoom will start this process.

- School board elections are in the fall of 2025 and others, including Take Back Alberta are already organizing. This is very much on the radar of the committee.

**9. Communications, Advocacy, and Public Education Committee (CAPEC)** – Strengths of Alberta education: diverse programs, supportive environments, and rural access.

- Alberta’s Largest Class Size Contest – teachers will be asked to submit their class size and complexity (eg, split classes, number of students with individualized program plans) for the chance to win prizes. No identifying information will be shared without additional communication with the teacher. Rural teachers with small class sizes may take issue with the contest’s focus on size, so they could focus on classroom complexity to address this concern.

- **Public Education Award –given annually to a person or organization who has made outstanding contributions to public education, other than through teaching. Email DR ASAP if you have a nominee.**

**10. Indigenous Education** – An Indigenous elder highlighted the following: It is important to understand the diversity of Indigenous Peoples and cultures. Understanding protocol is important for all teachers, students, and staff. Involvement of the whole community is essential, including non-Indigenous teachers, students, and parents. Knowledge is a gift only when it is shared, when knowledge is shared, it makes room for new knowledge.

**11. ASEBP** – When asked how satisfied with the service provided by ASEBP, members indicated a score of 8.22/10. Satisfaction with Inkblot was rated as 7.33/10 The top three highly rated benefits are prescription drug coverage (8.7), emergency travel benefits (8.69), and extended disability benefits (8.6). The bottom three, or those with the lowest satisfaction scores, are professional medical services (7.78), dental care (7.55), and vision care (7.14). The most important benefits according to those surveyed are professional medical services (9.62), prescription drug coverage (9.65), and vision care (9.51).

**12. Benefits, Insurance, Pension** – Johnson Inc (Morgex) has been acquired by BelAir Direct. The acquisition appears positive for teachers. Teachers need to identify themselves as members of the Association in order to ensure they receive discounted rates. The rate freeze will end December 2023. A large part of the market will experience an increase when the freeze is lifted.

**13. Women in Leadership (WIL)** – The 2024 Women in Leadership Summit’s theme is “Women in Leadership, Now What?” Planning is underway for the ATA to help host the 2025 CTF/FCE Women’s Symposium in Alberta!

**14. Substitute Teachers** – An addition was made to the committee’s Action Plan regarding the new functions of the Alberta Teachers’ Association (ATA) in the case of complaints made to the Alberta Teaching Profession Commission, with the goal to familiarize substitute teachers with the procedures to follow in case a complaint is made about their practice to the Alberta Teaching Profession Commission.

**15. Diversity, Equity, Human Rights (DEHR)** – The deadline for applications for the DEHR Grant is 2024 04 30. There is a total of \$35,000 annual budget with individual grants receiving up to \$2000. The grant is not limited to locals and can be provided to individual schools.



- The group discussed the benefit of creating a resource and/or workshop addressing misinformation and transphobia. The group expressed interest in participating in the Association’s Indigenous Education workshop *More Than Words: The Significance of Land Acknowledgements on the Journey of Truth and Reconciliation*. The SORT Working Group provided a recommendation report with the goal of the recommendations to ensure that racialized teachers in Alberta are fully supported in their professional work.
- The ATAGSA continues to meet monthly, with provincial locals taking turns hosting the meeting. Topics of the 2023/24 year are as follows: Document review: *Breaking the Silence—A Guide for Sexual and Gender Minority Teachers in Alberta and Forming a Teacher GSA/QSA in Alberta—A Guide for Teachers*; Policy review: resolutions for ARA; Catholicity and queerness: human rights lawyer; Resource sharing; Education of the greater membership/public

**16. School Leaders Issues and Concerns (SLIC)** – The new requirements within the Teaching Quality Standards, the Leadership Quality Standards, and the Superintendent Leadership Quality Standards require teachers and teacher leaders to complete professional learning on the code of professional conduct for teachers and teacher leaders. Currently, Alberta Education does not have professional training available to teachers and teacher leaders and to meet the updated standards, the committee would like the Association to undertake this service to help its members meet the required training. The deadline for completing this training is 2024 04 30.

An issue was raised on the number of complaints being filed to the ATPC which should be managed by the school division. The duration of investigations at the ATPC is causing stress amongst teachers. The ATPC webpages indicate issues should first attempt to be resolved at the local level and to call the Office of the Registrar *before* submitting a complaint.



**What options are available to teachers dealing with violence in the classroom? FIRST, call Barnett House or SARO and ask to speak to someone in Teacher Employment Services. (Phone numbers listed above.)**

- 1) Protest the placement of a student;
- 2) Look at alternative placements for the students (inclusive placements, segregated settings, home schooling, on-line learning, etc.);
- 3) Ensure that appropriate support is being provided (file review, EA support, Behaviour plan, IPP, parents, etc.);
- 4) Engage external agencies where appropriate (police, child welfare, etc.);
- 5) Suspension/Expulsion;
- 6) Transfer;
- 7) Occupational Health and Safety complaint;
- 8) Harassment complaint; and
- 9) Medical accommodations
- 10) In some cases, call the police.

<b>2023-24 Calendar of Association Events</b>	
2023 09 25-26	<b>Professional Conduct Seminar</b> (Edmonton)
2023 10 05	<i>World Teachers' Day</i>
2023 10 13-14	<b>Beginning Teachers' Conference</b> (Calgary)
2023 10 20-21	<b>LPEO and LCO Seminar</b> (Edmonton)
2023 10 20-21	<b>Substitute Teachers' Conference</b> (Calgary)
2023 10 25-26	<b>Legal Issues for School Leaders Conference</b> (Edmonton)
2023 10 27-28	<b>Local Presidents' Meeting</b> (Edmonton)
2023 11 17-18	<b>Collective Bargaining Conference</b> (Edmonton)
2023 11 20-21	<b>Leadership Essentials for School Leaders Conference</b> (Edmonton)
2023 11 24-25	<b>Fall PD Conference</b> (Calgary)
2024 01 25-26	<b>Teacher Growth, Supervision, and Evaluation Workshop</b> (Calgary)
2024 02 09-10	<b>Local Presidents' Meeting</b> (Edmonton)
2024 03 01-02	<b>Political Engagement Seminar</b> (Edmonton)
2024 03 08-09	<b>Women in Leadership Summit</b> (Edmonton)
2024 03 11-15	<i>Substitute Teachers' Appreciation Week</i>
2024 04 12-13	<b>Collective Bargaining Conference</b> (Calgary)
2024 04 14-15	<b>uLEAD Conference</b> (Banff)
2024 04 18-19	<b>Diversity, Equity, and Human Rights Conference</b>
2024 04 26-27	<b>Spring PD Conference</b> (Edmonton)
2024 05 03	<b>LPEO and LCO Seminar</b> (Edmonton)
2024 05 17	<b>Local Presidents' Meeting</b> (Calgary)
2024 05 18-20	<b>Annual Representatives Assembly</b> (Calgary)
2024 05 24-25	<b>Local Treasurers' Seminar</b> (Edmonton)
2024 06 07	<b>Local Secretaries' Seminar</b> (Edmonton)
2024 08 12-16	<b>Summer Conference</b> (Banff)
2024 08 15-16	<b>Teacher Growth, Supervision, and Evaluation Workshop</b> (Edmonton)

<b>Free Specialist Council Membership</b> 	<b>Indigenous Education and Walking Together</b> 	<b>TPGP resources</b> 	<b>ATA Library</b> 
--	---	---	---

### ATA News Release 2023 09 20: Keep Schools Safe for All Kids

“All students deserve to feel safe and welcome at school. Alberta teachers are tireless in their efforts to include all students and families and to protect them from discrimination at school. In fact, the Education Act explicitly states that all students and staff in the province’s public, Catholic and francophone schools are to be provided with a welcoming, caring, respectful and safe learning environment that respects diversity and creates a sense of belonging. Today, on the doorstep of the Alberta Teachers’ Association and across the province, we witnessed a protest by a group intending to undermine the right of all students to safe spaces at school. Using “parental consent” as camouflage, this rally was part of a coordinated strike across North America to promote misinformation, intolerance and hate toward the 2SLGBTQIA+ community, as well as toward teachers who work to protect the safety and well-being of all students. Efforts in schools to support sexual orientation and gender identity (SOGI) education are not what the protestors are portraying it is. SOGI education is intended to ensure that sexual and diverse students and families feel safe in schools by ensuring that all students gain a better understanding of how different students identify. In the face of the homophobia and transphobia behind today’s events, a beautiful, powerful outpouring of support for the 2SLGBTQIA+ community, teachers and their allies emerged. It was heartwarming and uplifting to see. Thank you to all the individuals and groups who have reached out to demonstrate their support. Attacks on sexual and gender diverse students and school staff have been increasing to alarming levels and must be stopped. I encourage all Albertans and, especially, political leaders, regardless of party affiliation, to stand with teachers with open hearts and minds and to advocate for inclusive schools for all students. We must demonstrate collective and unwavering support to keep schools safe for all kids.” - *Jason Schilling, ATA president*