



DR Report for Calgary District – DEC 2022/JAN 2023

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<p>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:</p> <ol style="list-style-type: none"> 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 <p style="text-align: right;">(1981 12, 2006 04)”</p>	DEC/JAN District Representative Activities	
	DEC 01	Stand For Education Round Table (Edmonton)
	DEC 05	Indigenous Education Committee (Edmonton)
	DEC 06	Foothills CSR (Zoom)
	DEC 07	Canadian Rockies CSR (Zoom)
	DEC 07	RV ARA (Zoom)
	DEC 08	Foothills TW (Zoom)
	DEC 08	PDTCA Policy (Zoom)
	DEC 08	RV CSR (Zoom)
	DEC 09	Indigenous Advisory Circle (Edmonton)
	DEC 12	RV TW (Calgary)
	DEC 19	Resolutions (Edmonton)
	DEC 20	Canadian Rockies BUGM (Canmore)
	JAN 10	Foothills CSR (Okotoks)
	JAN 12	POLEC (Edmonton)
	JAN 13/14	Foothills Executive Retreat (Calgary)
JAN 14	Christ the Redeemer CSR (Zoom)	
JAN 16	RV TW (Calgary)	
JAN 17	Indigenous Education Specialist Council (Zoom)	
JAN 19/20	PEC (Edmonton)	

1. Executive Secretary – New Code of Professional Conduct for Teachers with a new discipline process became effective 2023 01 01. <https://legacy.teachers.ab.ca/membersonly/Pages/Webinar-on-new-code-of-conduct.aspx> Members **MUST** call the Association immediately when they learn a complaint has been made against them, as the government may not advise them of their right to assistance. Because the new timelines are short, any delay in contacting the ATA may hamper the ability to provide effective assistance.

<https://www.alberta.ca/code-of-professional-conduct.aspx>

A webinar on the new code and what it means for teachers can be viewed via this link:

<https://legacy.teachers.ab.ca/membersonly/Pages/Webinar-on-new-code-of-conduct.aspx>

2. Government – As part of the *Stand for Education* campaign, roundtable discussions are being held to generate new ideas, approaches, and proposals for meaningful solutions based on the following guiding question: *What are your hopes for Alberta’s children and our public schools so that they can thrive now and into the future?* Five themes have emerged from the public roundtables held so far:

- implement a plan to reduce class sizes and complexity
- develop a modern, inclusive curriculum
- give students the learning supports to develop their full
- create a more equitable education system
- increase investments in public education

The Educator Exchange Programs (EEP) include virtual and in-person short-term exchanges, with the options for exchanges expanding in 2023. In-person exchanges are available in Iceland, Spain, and Germany. In 2023, a new in-person exchange program with two of the Association’s Australian partners—South Australia and Queensland—will be piloted. The Alberta participants will be hosted in Australia in late July 2023 for two

weeks, and then host their counterparts in the fall of 2023. EEP continues to see uptake for virtual exchange experiences. The 2022/23 school year will see e-exchanges with Germany, Spain, and Australia. Two new e-exchanges—with Jalisco, Mexico, and with the Alberta Accredited International Schools (AAIS)—are also being piloted, with both set to launch in spring 2023. AAIS applications could come from any of the 16 accredited schools across the globe. The year-long exchanges remain paused for the 2022/23 school year. More information on the exchanges is available: <https://legacy.teachers.ab.ca/Public%20Education/student-teacherexchanges/Pages/Index.aspx>

3. Teacher Employment Services – Alberta School Employee Benefit Plan (ASEBP): In late November, the ASEBP communicated to members about changes in the plan. In the “DRUGS” section, ASEBP indicates that they will be using Alberta Blue Cross’ (ABC’s) list of generic and brand name prescription drugs in the Extended Health Care (EHC) plans. Prior to this, they were using another third party (Cubic Health Incorporated) to do that work, with ABC as the backstop. Over the last two years, ASEBP saw no difference in the adjudications made by the third party and questioned the cost/benefit of the service to the plan. With very little or no return on the investment, the decision was made to remove the third party from the equation and rely solely on ABC for the adjudication. This decision had no fundamental change in practice or procedure. Prior to 2023 01 01, the ASEBP followed the lowest cost alternative (LCA) model for drug reimbursement but will be moving to a lowest cost generic drug (LCGD) model. Essentially, this is a distinction without a difference since the drug plan has always reimbursed for the generic drug and not the brand name unless there was special authorization or therapeutic alternative reference pricing in place. In the LCGD model, while a member may choose a brand name drug, the plan will only pay for the LCGD, and the member will be required to pay the difference. This change will allow members access to generic drugs that are similar to, and as effective as, the brand name drug but at a lower cost. Members and their health care team still have access to the special authorization process when the LCGD does not work for the specific medical need. The ASEBP will continue to honour current special authorizations after 2023 01 01 for future renewal cycles. However, if there is a change in drug or dosage, the new request will be subject to ABC’s criteria.

In the move to ABC, a group of drugs was found to have not been moved to the LCGD program. At their inception, there were no generics for these medications; therefore, the brand name was the only option. Typically, as generics come online, provided they are chemically identical, the plan has members move to these drugs. Unfortunately, this was not happening, and members were being dispensed the brand name instead of the generic. As of 2023 01 01, members will be dispensed the generic version of the drug class. Members who wish to stay with the brand name have that option but will be required to pay the difference in price. If a member and their doctor believe they have clinical evidence to have them stay on the brand name version, they will need to submit the special authorization form to ASEBP. ASEBP encourages members that have questions or concerns to contact a benefit specialist at 1-877-438-4545 or email benefits@asebp.ca

If members are contacting ASEBP, they should copy their email to tes@ata.ab.ca

Worth Talking About documents containing information for teachers continue to be published on the Association website: <https://www.teachers.ab.ca/membersonly/CollectiveBargainingUpdates/WorthTalkingAbout/Pages/index.aspx>

4. Professional Development – Draft Policy Regarding Bridging to Certification Programs: The minimum standard for teaching in an Alberta school should be a four-year degree (120 semester-hour credits) from a recognized post-secondary institution. The degree should consist of at minimum, 45 semester-hour credits of teacher education and pedagogy courses (including a course that addresses the legal, ethical, and professional nature of teaching) which is inclusive of a minimum of ten weeks of a graduated set of face-to-face field experiences in an Alberta school setting, throughout the teacher preparation program. In the past, provincial governments have considered making exceptions to the certification requirements that individuals normally

have to meet to teach in Alberta schools. In 2009, after extensive consultation with the Association, the government established the current Bridge to Teacher Certification Program. Notwithstanding the existence of this program and perhaps success of this program, the current government seems to be moving to initiate something less rigorous. The recently constituted Career Education Task Force has been charged with the following deliverable: “Consider alternate pathways for teaching support of career education programming.” The most recent Mandate Letter of the Minister of Advanced Education requires that as lead, he “work with the Minister of Education to make recommendations on the best way to create an expedited teaching certificate to fast-track instructors of skilled trades and professions into teaching positions in junior high and high school.” It is unlikely that there will be any meaningful consultation with the Association on this matter. *To make exception to certification requirements may well have the potential for de-professionalizing teachers.*

5. Table Officers – dates for the 2023 (ARA) information sessions:

- The Purpose of the Annual Representative Assembly—Monday, 2023 04 24, 1900–2030
- ARA Rules of Procedure—Monday, 2023 05 08, 1900–2030
- Budget/Finance 101—Monday, 2023 05 15, 1900–2030

The model TWC Frame of Reference has brought the Frames into proper alignment with the Public Education Collective Bargaining Act and other structural changes at the Association. Current proposed changes are meant to address confusion around terms of office, quorum, preparation procedures (letters of transmittal to commence local bargaining and creation of local initial proposals), the effective period of the Frames, and some minor grammatical changes. The largest area of concern relates to RBAs finding inconsistencies between processes within the Frames and the local practices for electing members of the TWC and NSC. The goal will be to align and clarify the timing, allowing for local realities and contexts. Changes to the quorum language are meant to reflect current practices and to clarify there is no quorum required for a Bargaining Unit General Meeting. Changes to preparation procedures are meant to clarify when local bargaining commences and what items TWCs can consider when creating the local initial proposal.

Summer Conference Programming Changes: The Indigenous Education Facilitators’ Seminar will alternate biennially between Summer Conference and a three-day land-based learning experience. Indigenous Education PD Facilitators corps will attend a three-day land-based learning experience in the summer of 2023 with the dates and location to be determined.

6. Finance – A balanced budget, with no fee increase, will be presented to locals for consideration before ARA. Grant-in-aid kilometrage rate be adjusted to \$0.45 effective 2023 09 01. (New fiscal year)

7. President – Schilling continues a full schedule of meetings and interviews, advocating on a wide range of issues affecting teachers and the Association. He met with Ms LaGrange on 2022 12 13, the first meeting since February 2021! They had a frank and full exchange of viewpoints, reviewing, in detail, the findings of the latest Pulse Survey, talking specifically about teacher retention and the complexity of student needs. They plan to meet again in January to try to move forward on issues important to our students and members.

8. Communications, Advocacy, and Public Education Committee (CAPEC) – Virtual roundtable scheduled for 2023 01 31. Register at <https://standforeducation.ca/>

The communications team is undertaking a campaign to get members to make sure their profile information is correct so that they can receive information from the Association and successfully vote in the PEC election.

9. Indigenous Education – Teachers are not always active in land-based learning. They ask their students to

participate but they separate themselves and they should also be involved.

The Association's **land acknowledgements** have been updated to reflect the original names of Indigenous Peoples, communities, and nations. Additional information has been included in the suggested guidelines to increase the deeper meaning, understanding, and pronunciation of land acknowledgements:

<https://legacy.teachers.ab.ca/For%20Members/Professional%20Development/IndigenousEducationandWalkingTogether/Pages/Land-Acknowledgements.aspx>

10. DEHR – DEHR Conference 2023 04 27(eve)–28 The Status of Racialized Teachers (SORT) working group is hosting the evening program on 2023 04 27. As part of an initial needs assessment to gather information for the SORT working group, a facilitated conversation with racialized members who wish to attend will be hosted on 2023 04 28. Additional information will be distributed to locals in.

Approximately 25 members regularly attend the monthly ATAGSA meetings. Members interested in attending are encouraged to register by e-mailing atagsa@ata.ab.ca. The ATAGSA will have a presence at the upcoming DEHR conference. The next ATAGSA meeting is on 2023 01 31.

11. CTF – The Public Health Agency of Canada has approved funding for a pilot project involving three schools in Canada where administrators, teaching staff, and researchers would work together on mental health interventions, promoting whole school educator mental health and well-being. VP Regal advised is working with CTF/FCE and ATA staff to get an Alberta Francophone site included in the project.

12. CTBC – The Central Table Bargaining Committee debriefed on the 2020–24 round of central bargaining. Factors that affected teachers in this round were the pandemic and the hardships it created, the government attitude towards teachers, and social media misinformation. What worked in this round were the surveys, the round tables, townhall meetings, bargainers' blog, and member information meetings. More electronic communication should be used with expanded use of webcasts, telephone town halls, the bargainers' blog and the addition of social media, Facebook, Twitter and education through video series.

13. Steering Committee – To reduce paper and remove some of the content from the printed ARA Handbook, some content will be posted on to the ARA share site. The ARA Handbook will still include content such as the Order of Events, Electoral Ballots, Rules of Order and Procedure, Bylaw Amendments and Resolutions, and Study and Reports. All required documents to the 2023 ARA will be posted to the share site and be made available, at least one week in advance, to delegates, PEC, and staff attending the 2023 ARA.

The 2023 ARA Handbook will be mailed to ARA Representatives on 2023 04 26. The hard copy of the 2023/24 Proposed Budget will be made available to ARA representatives prior to the opening session on 2023 05 20.

The 2023/24 Proposed Budget will be posted to the ARA share site as soon as it is available.

No provincial politicians will be invited to ARA due to the anticipated provincial election writ period. Instead, they will be asked to provide written greetings

Wellness4Teacher is a ResilienceNHope program funded by Alberta Mental Health Foundation and the Global Psychological eHealth Foundation with support from the Division of Community Psychiatry at the University of Alberta, Department of Psychiatry at Dalhousie University, the Nova Scotia Teachers Union, and the Alberta and Newfoundland & Labrador Teachers Associations. The goal of Wellness4Teachers is to provide psychological support for teachers in Canada. Members can text TEACHWELL to 1-844-618-1234 to subscribe. Subscribers will receive a free, daily supportive text message intervention based on Cognitive Behavioural Therapy (CBT), designed to address stress, burnout, anxiety, and depression, as well as build resilience and improve professional satisfaction.