



DR Report for Calgary District – September 2023
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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.

July, August, September District Representative Activities

July 9-11	Canadian Forum on Public Education (Ottawa)
July 12-14	CTF AGM (Ottawa)
AUG 14	PEC (Banff)
AUG 14-18	Summer Conference (Banff)
AUG 28	Council of School Counsellors (Zoom)
AUG 31	Rocky View Executive (Calgary)
SEP 05	Foothills CSR (Zoom)
SEP 06	Canadian Rockies CSR (Banff)
SEP 07-09	Strategic Planning (Banff)
SEP 11	Preliminary SumCon Review Planning (Teams)
SEP 14-15	PEC (Barnett House)
SEP 15	PEC NSC (BH)
SEP 15-16	Indigenous Education Specialist Council (Onoway)
SEP 16	Christ the Redeemer CSR (Zoom)
SEP 18	Indigenous Education Committee (BH)
SEP 18	Council of School Counsellors (Zoom)
SEP 19	Political Engagement Committee (BH)

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

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Webinar on the New Code of Professional Conduct and what it means for teachers:

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

"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

1. Executive Secretary – Five electoral ballots 7-11 of 2023 will be making their way to locals.

2. Government – Premier Danielle Smith issued a mandate letter for Education Minister Demetrios Nicolaides on 2023 07 25. The letter calls for expanding parent and student options in the public, separate, francophone, charter, independent (private), early childhood and home education systems. It also touches on addressing specialized learning needs, increasing mental health support, building more schools and reviewing and strengthening Program Unit Funding. Another aspect of the mandate letter, also included in the mandate letter to Advanced Education Minister Rajan Sawhney, directed Nicolaides to explore the idea of shortening the education requirements for certificated teachers. A response from President Schilling emphasized the importance of maintaining the integrity of the teaching profession and cautioned against fast-track certification. President Schilling also noted that much of the mandate letter focused on preparing students for specific workspaces and offered cautions about overemphasizing pathways to careers.

3. Teacher Employment Services – As part of the recommendations approved by PEC in June, work is underway to create a Bargaining for Beginners video series. There will be nine videos in the series (with an Introduction, History/Legislation, and Glossary videos) with topics such as: • Why do we Collectively Bargain? • What is my Role? • Process Overview • Who Represents You? • Central vs Local Table Bargaining • Preparations (Mandate Development) and Initial Proposals • Negotiations and Mediation • Resolution, Ratification and Agreement • Impasse and Dispute

Central Table Preparation and Bargaining Unit Allocations All staff officers have at least one bargaining unit within the now unified Teacher Employment Services (TES) program area. A functional team of core bargainers has the balance of the Public Education Collective Bargaining Act (PECBA) divisions. With local bargaining ongoing, having 27 units fully ratified, and planning and preparation for Central Table 2024 underway, TES has reviewed current workflows and its ability to support the Central Table Bargaining Committee (CTBC) work going forward into the new round. Work on local bargaining will continue with the remaining 34 bargaining units while simultaneously preparing for Central 2024. As a result, the current allocation of core bargainers will be unable to meet members' needs without changes to the bargaining unit allocations. To this end, a redistribution of bargaining units is required:

- There will be a differentiation between the title of Representative of the Bargaining Agent (RBA) and Staff Officer (SO). The difference is that the RBA title would only be reserved for active bargaining. During local non-bargaining times, the title SO would be used.
- The 34 remaining bargaining units would stay with their current RBA until they have completed local bargaining.
- The completed units would be reallocated to another SO within TES. As new units are completed, they will be transitioned to their new SO.
- Attention would continue to be paid to geography and other dynamics when assigning units.
- The SO would be responsible for that bargaining unit, including collective agreement enforcement, supporting the Teacher Welfare Committee, facilitating central table and other supports as required.
- Once the redistribution is completed, all SOs will have four bargaining units with a few exceptions.
- Every bargaining unit will continue to have support and access to the same high level of expertise they have received. This process will also provide an opportunity to evaluate our practices before the next round of local bargaining.

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

4. Table Officers – All Standard Local, Sublocal, and Student Local constitutions will be amended to add the ATA's Human Rights Statement:

- 26.** (1) The following Human Rights' statement is required to be read aloud and/or distributed electronically and/or provided in print at the outset of all Association meetings, events and activities. 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.

(2) An appropriate person at each subgroup meeting will be identified as an authority to receive complaints. Typically, this will be a District Representative, staff officer or local official.

(3) The Association president and the presidents of locals, specialist councils and convention associations or persons designated by the presidents, are authorized to warn, reprimand and/or remove from a meeting, event, activity or representative role any participant whom they reasonably believe to be in breach of the statement.

(4) Any further investigation or measures would be undertaken in accordance with other existing policies and procedures and processes.

5. Professional Development –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 will be invited to attend.

The Beginning Teachers Conference will be held at the Best Western Premier Calgary Plaza Hotel and Conference Centre in Calgary, 2023 OCT 13–14. The conference will begin Friday morning and end in the early afternoon on Saturday. The workshop and curriculum sessions will be offered on both days. Specialist Councils and external partners will be showcased throughout the conference with display booths on both Friday and Saturday.

New ATA website close to completion: <https://teachers.ab.ca/>

- Have you signed up for your free specialist council membership? Additional memberships are available for a very low cost. <https://teachers.ab.ca/professional-development/specialist-councils>
- Indigenous Education and Walking Together resources: <https://teachers.ab.ca/professional-development/indigenous-education-and-walking-together>
- TPGP resources: <https://teachers.ab.ca/professional-development/professional-growth-planning>
- **ATA Library:** <https://teachers.ab.ca/professional-development/ata-library>

6. Teacher Education and Certification – There is a desire for evaluation rubrics and frameworks that will be of value to cooperating teachers to document preservice teacher performance at various points of their practicum. It is important to recognize the impact of teacher workload on accepting student teacher placements. Rural locals appreciate having practicum students in their schools and appreciate the work that is done by the universities to encourage student teachers to consider rural positions after graduation.

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. Indigenous Education – The Indigenous Advisory Circle discussed working with teachers' conventions and the way to approach an Elder, proper protocol, and what information needs to be shared including transportation, food, lodging, etc. The group discussed the benefit of creating a database with contact information of Elders across the province and the topics on which they might be requested to present.

9. Communications, Advocacy, and Public Education Committee (CAPEC) The committee discussed the impacts of a government focused on choice. Past Association research shows that the biggest factor in deciding where parents send their children is location, the closest school—private or otherwise. Schilling stated MLAs do not understand the impact of the Choice in Education Act and he would like to engage them in conversation about it. The ATA, CASS, and ASBA are concerned about teacher retention. The possibility that government will water down the certification process in order to fast track more new teachers in the profession is a concern.

10 Resolutions –2024 ARA dates: DEC 15 local resolutions deadline, MAR 12 Resolution Bulletin in *ATA News*, APR 12 deadline for return of local vote on resolutions

11. CTF – The Alberta delegation put forward three resolutions at the CTF AGM in July. DR Kelly spoke to Publicly Funded Education for Every Child in Canada, President Schilling to Artificial Intelligence, and DR Nakaska to Understanding of AI Benefits and Concerns.

12. Benefits, Insurance & Pension – Premium rates are experiencing a significant increase. Over the last few years, ASEBP has been subsidizing much of the costs to the detriment of plan reserves. A breakeven point now needs to be reached thus raising overall premiums by 10.3 per cent effective 2023 09 01.

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.

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