



NWTU UNION NEWS

MAY 2022

PRESIDENT'S MESSAGE

Sarah Wethered

I always love April. I enjoy seeing the cherry blossoms in our beautiful city and the lovely flowers starting to poke out of the ground. While it is a family joke that I was born with a black thumb, I can still appreciate the beauty of nature at this time of year.

I am happy to report that I have received our fully executed 2019-2022 collective agreement and I am eagerly awaiting our paper copies to distribute to staff reps. I know it is funny to be thinking of actually printing a document that expires in June, but it could take another year or so before we get our next collective agreement melded with our new local language, and we need a common document for the school district and the union to work from. One of my big goals as president was to see the melding process done, so I am very proud that it has been completed. Of course, this couldn't have been done without the diligent work of 2nd VP and Bargaining Chair, Darryl Schelp from Lord Kelvin Elementary. My dad was a shop steward for the IWA for many years and when I sent him a picture of my signature on the collective agreement, it was a proud moment for him.

I am also happy to report that our Local Matters Agreement has been ratified by both you, the NWTU membership, and the school board, and this language will be in effect starting July 1, 2022. Please read further in this newsletter for more details of this new language. Now, we just need to get through this round of provincial negotiations. Please check the BCTF website regularly for more details.

The week of May 2-6 will see us electing our 2022-2023 Executive Committee members. All NWTU members should have received a detailed email outlining the election process, what positions are to be elected, and a job description for each position. I encourage all members to attend our nominations meeting on May 3 and put your name forward for a position. There will be electronic voting for all contested positions on May 5 and an email blast will be sent to all members on May 6 with complete results from our election process.

With only 2 months left in the school year, I would like to remind you to take care of yourselves to see you through to June 30. Use those extended medical benefits to see a chiropractor or massage therapist. Get outside now that the weather is better and get some fresh air, and don't forget about our Employee and Family Assistance Plan Benefits if you are struggling (more details can be found in the staff portal on the school district website).

IMPORTANT DATES

May 3 - Special Nomination Meeting

May 5 & 10 - Voting for contested positions

May 10 - NWTU Executive Meeting

May 17 - NWTU AGM

June 9 - Retirement Tea

June 14 - NWTU Executive

June 29 - Last day of School for students

June 30 - Administration Day

Sept. 6 - First Day of School for 2022/2023

SPRING RETIREMENT TEA

The NWTU Spring Retirement Tea is coming up on June 9th. This is a time to celebrate the careers of our colleagues who are moving on to new adventures.

This year's tea will be an in-person event - the first one in several years! Retirement Tea tickets will be sent to each school and can be purchased from staff reps.



Thursday, June 9th, 2022 at 3:30 p.m.

Sapperton Community Hall



Heather Avison

(Virtual School)

Shannon Lange

(Skwo:wech)

Andrea Luck

(NWSS)

Kathleen MacDonald

(NWSS)



Tina McCloy

(Skwo:wech)

Anne Marie Milner

(QMS)

Kelly Randord

(RCAP)

Cindy Vit

(NWSS)

Names
submitted
by April 29.

WHAT'S HAPPENING

Asian Heritage Month

In May 2002, the Government of Canada signed an official declaration designating May as Asian Heritage Month. This year's theme is *Celebrating Innovation and Perseverance*.

In honour of Asian Heritage Month, the Government of Canada is hosting an Anti-Racism Event Series. To learn more about event series or to register, go to <https://www.cspsefpc.gc.ca/events/anti-racism/asian-heritage-month-2022-eng.aspx>

TTOC Appreciation Week

May 2-6 is TTOC Appreciation Week.

Thank you to all our hard-working, dedicated TTOCs.

The NWTU will be dropping a treat for TTOCs at schools after May 3. All TTOCs are encouraged to help themselves to an appreciation gift when called to a school this week.

TTOC APPRECIATION WEEK
MAY 2-6, 2022

WE  TTOCs

SUPPORT AND APPRECIATE OUR TTOCS

May 5th is the National Day of Awareness for Missing and Murdered Indigenous Women and Girls (MMIWG).

Missing and Murdered Indigenous Women and Girls is not an Indigenous issue - it's a human rights issue.

~<https://www.mmiwg-ffada.ca/final-report>



Missing Nimama
Gr. 8+

If I Go Missing
Gr. 8+



If you are looking for ways to observe this important day with your students, consider:

- sharing the video *Protect Our Future Daughters* on NFB
- creating red dresses with your students, as outlined in this BCTF lesson.

- reading and discussing an article or book. Two book suggestions are provided here. The article *Missing and murdered Indigenous women and girls: Breaking the silence, starting the conversation in classrooms* is posted to the BCTF website and contains suggested resources.

Diversity, Equity and Inclusion

In March, Equity and Inclusion Chair, **Satnam Sangra**, and Social Justice Chair, **Bertha Lansdowne**, established a grant that would provide teaching resources to teachers in our district interested in infusing themes of diversity, equity and inclusion into their practice.

Lord Tweedsmuir Teacher-Librarian, **Janis Bridger**, received a number of books courtesy of this grant for her Library Learning Commons. She has written the following reviews.

Righting Canada's Wrongs Book Series



Have your words or actions ever hurt someone? Have you ever made a mistake and done something that you are ashamed of? You probably don't want to talk about it. Pretend like it never happened. Sweep it under the carpet, so to speak. Yes, everybody makes mistakes and typically, we do not like to revisit our mistakes. We often do everything we can to avoid talking about how we treated someone poorly or acted unkindly or disrespectfully. We may feel guilt, shame, regret, embarrassment, anger, and sadness. Maybe we even try to justify our actions to save face. But, no matter what we do, we cannot undo these mistakes. The thing is, although talking about these mistakes can be difficult, we do need to talk about them, apologize for our actions, and show that our actions match our apology. We don't want to make the same mistake again and we must prove to those we have hurt that our apology is genuine.

Like each one of us, Canada has a dark history, riddled with hurtful mistakes. Mistreatment. Racism. Injustice. Policies and actions targeting people because of their ethnicity or identity. Many of these past wrongdoings have not been talked about extensively. We have inherited this dark history but cannot undo these mistakes. Learning about this stained past and talking about these mistakes can be difficult, but we do need to talk about them, apologize, and show that our actions match our apology, so that history does not repeat itself.

Using more simple language, the conversation from above is how I begin to teach my young students about Canada's past wrongs. We cannot go back and fix mistakes from the past, but it is important to talk about these wrongdoings, so we do not let them happen again in the future. In order to teach our students of Canada's past wrongs and to address specific curriculum criteria especially for grade 5 and 10, we, ourselves, need to embark on our own journeys of learning. For many years, our history books have only shared a limited perspective of history. Other voices have been silenced and oppressed. For many of us, these 'other' perspectives were missing from our own learning of Canada's history. Now, we have the personal and professional responsibility to re-educate ourselves so that we can honour the people whose histories have rarely been acknowledged or heard.

Diversity, Equity and Inclusion

Righting Canada's Wrongs, is a series that addresses several groups of people who have been discriminated against. Each book has been created by a member of the specific community and includes a variety of photographs, personal anecdotes, some video links, and archival documents. The books not only provide valuable historical information, but they also provide fantastic opportunities to showcase non-fiction text features and to invite students to engage in visual literacy and inference.

Titles in the series are:

- Africville: An African Nova Scotian Community is Demolished- and Fights Back
- Anti-Semitism and the M.S. St. Lewis: Canada's Anti-Semitic Policies in the Twentieth Century
- The Chinese Had Tax and Anti-Chinese Immigration Policies
- The Italian Canadian Internment in the Second World War
- Inuit Relocations: Resilience and Reconciliation
- The Japanese Canadian Internment in the Second World War
- The Komagata Maru and Canada's Anti-Indian Immigration Policies in the Twentieth Century
- The LGBT Purge and the Fight for Equal Rights
- Residential Schools: The Devastating Impact on Canada's Indigenous Peoples and the Truth and Reconciliation Commission's Findings and Calls for Action
- The Sixties Scoop and the Stolen Lives of Indigenous Children

For more information, including videos, teacher resources, additional information:

<http://www.lorimer.ca/wrongs/index.php?page=results&pageno=2&series=41>

Picture Books to Promote Diversity Awareness

The Many Colors of Harpreet Singh

by Supriya Kelkar
illustrated by Alea Marley

Harpreet Singh is a young boy, of Sikh religion, who chooses the colour of his patka, depending on how he is feeling that day. When Harpreet moves to a new city, away from everything familiar, he chooses to wear a white patka to express his feelings of loneliness, isolation, and being different. This beautifully illustrated book can be used to initiate conversations about celebrating cultural diversity and being inclusive. Each one of us is unique. We may eat different food and wear different clothing, but each of us has the right to be included and feel a sense of belonging.



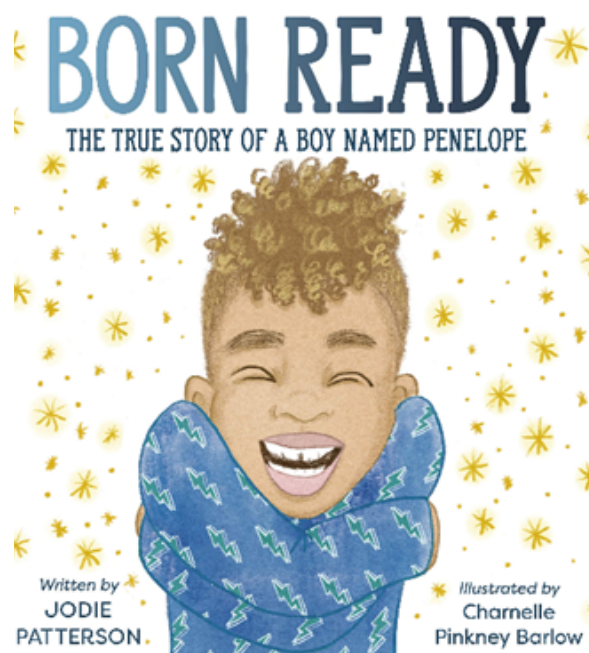
Diversity, Equity and Inclusion

Born Ready: The True Story of a Boy Named Penelope

**by Jodie Patterson,
Illustrated by Charnelle
Pinkney Barlow**

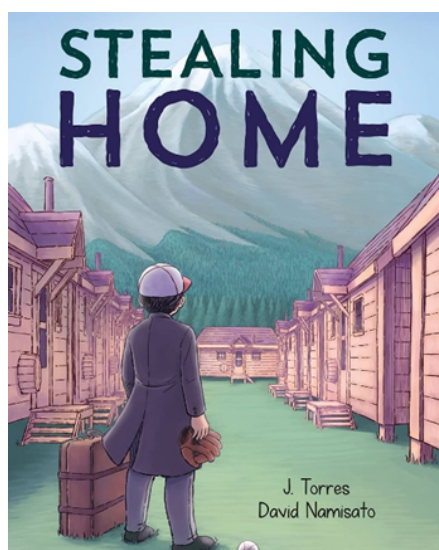
Sometimes our insides don't watch our outsides. In Penelope's case, this 5-year-old child knows that although he was born a girl on the outside, he is sure that he is a boy on the inside. Communicating his feelings about his identity is difficult for Penelope, but his family accepts his identity and supports him lovingly. Penelope finally shares his identity at school and competes in a karate event, with the support of his friends. This book is based on Penelope's true story and is a great way to initiate beginning conversations about gender identity. For more information, and to learn about Penelope's story, visit the website below.

<https://www.msnbc.com/know-your-value/author-activist-jodie-patterson-raising-trans-child-bold-world-n1142591>



Stealing Home

**by J. Torres and
David Namisato**



In 1942, approximately 21,000 Japanese Canadians living on the west coast of British Columbia were forcibly removed from their homes and interned "1000 miles from the coast" because they were considered 'enemy aliens' after the bombing of Pearl Harbour. Torres' graphic novel shares the story of a baseball-loving boy who is uprooted from everything he knows solely because of his Japanese heritage. Camp accommodations are deplorable and his mother and other families struggle to cope, as they continue to experience loss, the separation from family members, and racism. In dark times, it is sometimes sport that becomes the catalyst to bring community together and make even the most difficult times possible to endure. This book provides a brief non-fiction account of the Japanese Canadian interment that took place between 1942-1946, as well as a list of additional resources.

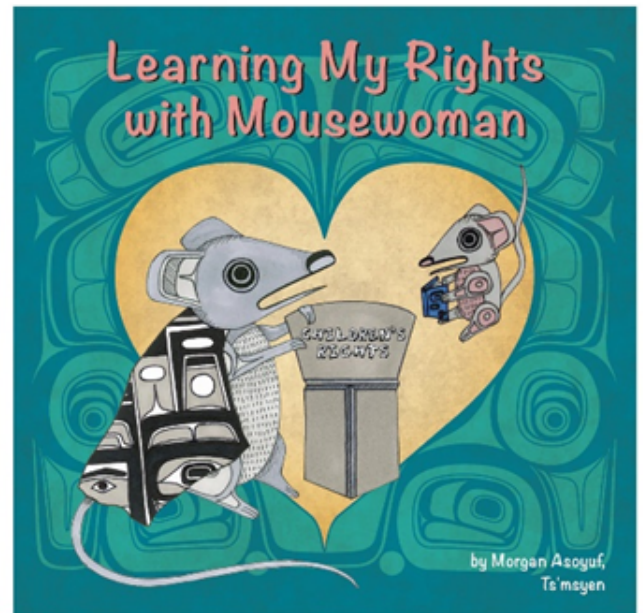


Diversity, Equity and Inclusion

Learning My Rights with Mousewoman

***by Morgan Asoyuf,
Ts'msyen***

Teachers of young students must find a balance between sharing the devastating past of residential school history and the developmental readiness of their students. This book by Tsimshian author and illustrator, Morgan Asoyuf asserts the rights that ALL children are entitled to; the rights that were stripped away from residential school students when they were removed from their families, their home, and their culture. This book begins to create a foundation for our young learners to build on, as they continue their journey of truth and reconciliation.



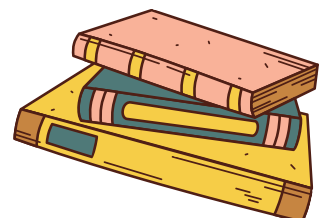
Ruby Bridges: This is your Time

by Ruby Bridges

RUBY BRIDGES THIS IS YOUR TIME



In 1960, Ruby Bridges was one of a handful of black children who wrote an entrance exam and was granted permission to attend one of the first non-segregated schools in New Orleans. Unfortunately, the testing process was just the beginning of challenges the six-year-old girl faced. Upon hearing that a black child was going to attend the school, families withdrew their children and teachers quit. For the entire year, Ruby was the only student who attended William Frantz Elementary School with dedicated teacher, Mrs. Barbara Henry, recruited from Boston. Every day, Ruby had to be escorted to and from school by government agents to keep her safe from adults hurling obscenities and projectiles at her. Although many years have since passed, Bridges rallies and encourages those still plagued by discrimination to find the strength and endurance to stand up against the systemic racism that continues to exist today. Historical photographs in this book should cause emotional reactions and stimulate discussion about racism and inequity.

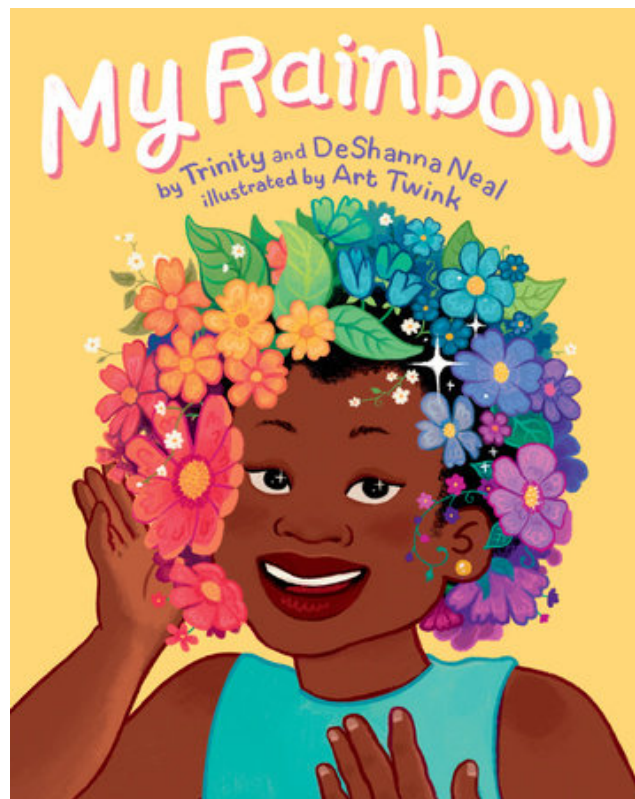


Diversity, Equity and Inclusion

My Rainbow

by Trinity and DeShanna Neal; Illustrated by Art Twink

Trinity, a transgendered girl, knows who she is and has a loving, supportive family who knows she is perfect just the way she is. Things are just as they should be, until Trinity realizes that she needs to have long hair. A wig should be an easy solution, but Trinity has autism with sensory-sensitivity and a typical wig would tickle and irritate her skin. Thankfully family members collaborate and create a perfect solution for Trinity. Based on a true story, this book addresses many different diversity topics. Most notably, the book includes a fantastic illustration to introduce pronouns. The shopkeeper, Maya, wears a nametag that states that they identify as they/them. To read more about Trinity and DeShanna's story, go to <https://delawaretoday.com/life-style/how-one-woman-became-an-accidental-advocate-for-transgender-rights/>



Janis Bridger (she/her) is honoured to learn and work on the traditional, ancestral, and unceded territory of the Qayqayt First Nations People. She is the teacher-librarian at Ecole Lord Tweedsmuir Elementary School.



Did you know?

Teacher-Librarians around the district are working to create diverse collections that offer 'windows and mirrors' for our students. To view your school's collection, go to <https://sd40.follettdestiny.ca/> and click on your school.

Bargaining Highlights

Thank you to everyone who voted in the NWTU Bargaining Ratification vote on April 26th. Our membership has voted to approve the new language outlined below, which will take effect on July 1, 2022.

Please Note: The red font indicates changes from the previous Collective Agreement.

C.23 Part-time Employment Leave

- In the following five places, application and notification dates have been changed from April 30 to **March 31**.
 - C.23.4.a.ii
 - C.23.5.a.i
 - C.23.5.f.i
 - C.23.6.a
 - C.23.6.a.ii

G.22.3 Extended Maternity Leave

3. In two places, application and notification dates have been changed from May 31 to March 31
 - a. Employees granted leave under G.22.1.b who choose not to return to work at the expiration of that leave may apply for extended maternity leave, four (4) weeks prior to the start of a semester or term, or by **March 31st** in respect to leave expiring on June 30.
 - b. Leave shall be granted upon request for a period of up to a maximum of thirty (30) school months, with return to coincide with the commencement of a term or semester.
 - c. Employees returning from extended maternity leave shall do so at the commencement of a term or semester and shall notify the Board four (4) weeks in advance except in respect to leave expiring June 30 where notice shall be given by **March 31**.

D.35 Space and Facilities

When new construction or renovations will affect an employee's working environment and materials, employer representatives will meet with union representatives to convey plans and seek input to support packing, moving, and unpacking.

E.26 Assignment in School

1. **Assignment within a school shall be based on the qualifications, training, experience, equitable distribution of workload, and personal preference of the employee, and shall not be used for disciplinary purposes.**
2. **In the case of employees in District positions reporting to a District administrator, for the purpose of this agreement, they will be deemed to be the staff of a District school and the District administrator considered their school administrator.**
 - a. **When assigned by the District administrator to a site(s), the site administrator(s) will be their designated supervisor(s).**
3. **The Board shall make every reasonable effort to ensure that an employee in a 1.0 FTE position will be assigned to consecutive teaching blocks.**

Bargaining Highlights

G.32 Leave of Absence – Long Term

1. An employee with **three (3) or more consecutive years of services may request, an be granted a long-term leave without pay under Article G.31.1.b. (Extenuating Circumstances Leave).**
 - a. **An employee may not re-apply for a leave under this article unless at least three (3) years have elapsed since returning from a previously approved leave under this article.**
 - b. **In extenuating circumstances, the Superintendent may grant a leave that does not meet the conditions above.**
2. Where an employee is on leave of absence at the cost of a Teacher Teaching on Call (TTOC), the daily rate of deduction will be one hundred sixty dollars (\$160.00) per day. [In dispute].
- **An employee on long-term leave of absence must give notice by no later than March 31 for return to the district in September, or no later than October 31 for return in January or semester two (2).**
3. **An employee returning from long-term leave of absence shall be reassigned to the same position held prior to their leave, except when Article C.5 (Seniority/Layoff/Recall/Severance Pay), Article E.21 (Transfer of Assignment), or other articles may be applicable. If the prior position does not exist, then E.27 (Posting Vacant Positions) and E.28 (Filling Vacant Positions) apply.**

In addition, the NWTU issued the following Estoppel notice to the District:

The New Westminster Teachers' Association, upon the June 30th, 2022 expiry date of the collective agreement, hereby places the Employer on notice that, commencing on the effective date of the renewal collective agreement, the Union expects the employer to follow the provisions set out in D.21.3:

No teacher shall suffer loss of pay in the event of a Board ordered closure of a worksite of a Board ordered cancellation of student attendance. No teacher shall be required to report to work in either of the above circumstances.

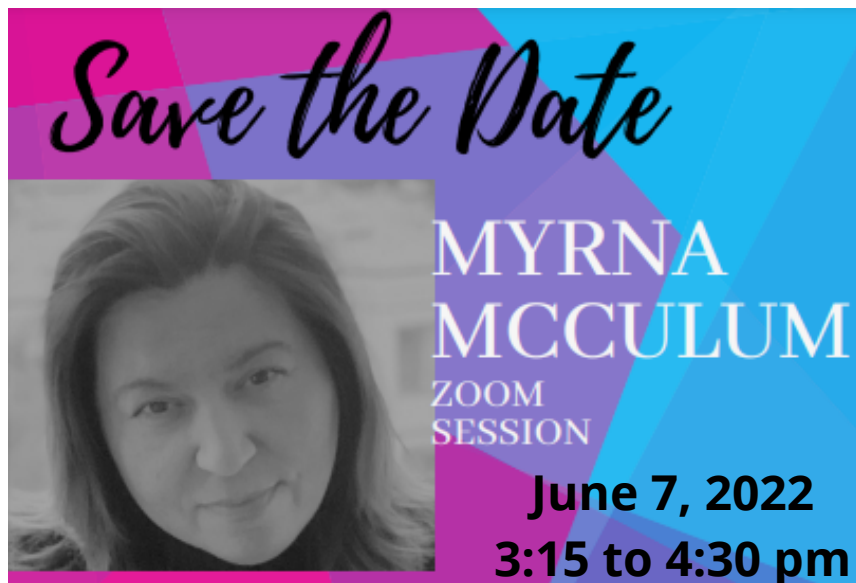
If a school is closed for students, no teacher should be expected or encouraged to report to the school site. If you are asked to attend or remain in a school that is closed to students, contact your staff rep or the union office immediately.

TEACHING CERTIFICATE RENEWAL

Each year, the district pays the certification renewal fee for members and deducts this amount from our April pay cheque. Members on leave, however, must make arrangements to pay their own certification renewal fee. This must be done before May 31 to avoid late fees, and before November 1st to ensure the certificate is not cancelled. If your certificate is cancelled, it may be very difficult to get re-certified because certification requirements have changed over time. To learn more about certification renewal, please visit: <https://www2.gov.bc.ca/gov/content/education-training/k-12/teach/maintain/annual-practice-fee>

While the NWTU president and HR department make every effort to remind members on leave to renew their certificates, please pass this information on to anyone you may know currently on a leave.

Upcoming Professional Development



Save the Date

MYRNA MCCULUM
ZOOM SESSION

June 7, 2022
3:15 to 4:30 pm

Myrna McCallum is a lawyer and the host of "The Trauma-Informed Lawyer" Podcast.

Myrna educates on trauma-informed practice, vicarious trauma, cultural humility, and Indigenous intergenerational trauma.

This after school session will be a follow-up to the session held in September 2021.

Registration link:

<https://forms.office.com/r/LPFCzBTOTC>

The Zoom link will be emailed to participants prior to the session.



Pro-D Day

FRIDAY MAY 13TH

ADRIENNE GEAR

THREE VIRTUAL WORKSHOPS:

- LITERACY 101 - READING
- LITERACY 101 - WRITING
- POWERFUL POETRY

VIRTUAL KEYNOTE:
DR. NIIGAANWEWIDAM JAMES SINCLAIR
8:45-10:00AM

CLIMBING THE MOUNTAIN: RECONCILIATION WORKSHOPS FOR EDUCATORS:

- KEYNOTE
- ALL DAY WORKSHOP - 10:15 - 2:30

MEGAN ZENI

TWO IN PERSON WORKSHOPS:

- OUTDOOR PLAY - URBAN - RUTH KING
- OUTDOOR PLAY - IN NATURE - SANGSTER

Hope'N'Action



SFU

CLASSIC BOOKS. CONTEMPORARY ISSUES. BIG CONVERSATIONS.

COMPLETE YOUR M.A. IN LIBERAL STUDIES PART-TIME & ONLINE.

For more information, attend the VIRTUAL OPEN HOUSE Thursday, May 5th at 7pm
RSVP at glsp@sfu.ca

Did you know?

BCTF members can receive a complimentary PSA membership when they upload their first lesson plan or teaching resource to TeachBC.

You can submit materials at
<https://www.bctf.ca/classroom-resources/share-your-lesson-plans>

For more information or to register, visit
<https://sooketeachers.ourconference.ca/index.php>

Upcoming Professional Development



New Teachers' Conference

Registration is now open for the 2022 New Teachers' Conference.

[Click here to register.](#)

New teachers with a teaching contract can have their registration reimbursed through their personal pro-d funds.

TTOCs can apply to the NWTU to have their registration paid. Fill out [this form](#) and send it to Kristie Oxley at lx40vp@bctf.ca.

Spring Conference

The Provincial Intermediate and Middle Years Teacher Association, Teachers of Inclusive Education, the Assessment Consortium of BC and the BC Science Teachers' Association will be holding a joint Spring Conference on May 20 in Whistler.

To learn more about this conference or to register, go to <https://spring.ourconference.ca/>.



Professional Development Reminders

- Currently, there is a variance in place allowing members to have up to \$4500 in their person Pro-d account. This variance will end as of Nov. 1, 2022. At this time the maximum amount will drop back to \$3000. Please make sure to spend down your Pro-d money in the coming months.
- Teachers planning any Pro-D related travel this summer that is not connected to a conference, workshop or seminar should get the approval of their school's Pro-D committee to ensure reimbursement. This is only applicable if costs exceed \$500.
- PD Treasurers must take their release day/half day by **May 31st**. Release time allotment can be found on our [PD Guidelines](#).
- Pro-d forms have recently been updated to reflect higher amounts for meals and gas mileage reimbursement

REMINDER

NWTU Elections

Voting for contested NWTU Executive positions will occur on May 5 and 10 using Simply Voting. This is the same platform that was used for our bargaining ratification vote on April 26.

Also, a reminder that, according to NWTU [Constitutions and By-Laws](#), elections of staff representatives should occur in May or June (or early in the new school year).

3.E. Staff representatives shall be elected in school-based elections by active members at the school in May or June (or early in the new school year) for a one-year term from July 1 until June 30.



DO YOU HAVE SOMETHING TO SHARE?

Do you know an NWTU member that has received special recognition for their work as an educator? Or do you know a member that you would like to highlight work they are doing in their school?

If so, please send an email to Kristie at, lx40vp@bctf.ca to have them included in an upcoming edition of the NWTU Union News.

CHANGE OF ADDRESS

If you find yourself living at a new address, please take the time to update the following:

- **BCTF:** Go to <https://www.bctf.ca/> and login to access your member profile.
- **New West School District:** Update through Gordana Ballarin (Manager of HR, Teacher/Admin), gballarin@sd40.bc.ca
- **NWTU:** Update through Office Manager, Yvonne, nwtuadmin@telus.net.

STAY UP TO DATE

NWTU Email List

http://bit.ly/NWTU_email_list



NWTU Facebook Page

http://bit.ly/NWTU_Facebook



New Teacher & TTOC Email List

http://bit.ly/NWTU_NT-TTOC_Email



CONTACT US

- Sarah Wethered, President, lp40@bctf.ca or 778.789.5713 (cell)
- Kristie Oxley, 1st VP, lx40vp@bctf.ca
- NWTU Office: 604.526.8990.