

March 1, 2018

BCTF Annual General Meeting (AGM) 2018

Have you been selected as an AGM delegate? New members who are delegates will enjoy seeing how the BCTF works on a larger scale, up close and in person.

To demystify the proceedings and lower anxiety, first-time delegates are offered a low-stress pre-AGM opportunity to hear from several AGM VIPs, including table officers, chairpersons, and others in key roles. New delegates learn more about what to expect during AGM sessions, and can ask their burning questions.

This year's new AGM delegate meeting will be held on Saturday, March 17, from 4:00–5:00 p.m. in the Prince of Wales Room of the Hyatt Regency, well ahead of the 7:00 p.m. start of the first AGM session. If you are interested in attending this session, please contact Sarah Young at syoung@bctf.ca.

TTOC Breakfast

If you are a TTOC attending the AGM, you are invited to the TTOC breakfast at 7:30 a.m. on Sunday, March 18, at the White Spot Restaurant on Dunsmuir Street. This is an excellent networking opportunity for TTOCs. You will also hear from the BCTF Executive Committee candidates as they speak on issues that affect TTOCs. Please mark your calendars so you do not miss this event. Please let us know if you will be attending the TTOC breakfast.

Date: March 18, 2018
Time: 7:30–8:45 a.m.
Place: White Spot Restaurant
405 Dunsmuir Street, Vancouver, BC
Telephone: 604-899-6072



In addition to meeting your Teachers Teaching on Call Advisory Committee (TTOCAC), the BCTF Executive Committee candidates have also been invited to attend this breakfast. This is an excellent opportunity for you to meet and greet!

Please RSVP to Bonnie Quan Symons at bquansymons@bctf.ca by Thursday, March 8, 2018.

Educational Spring Fling - Prince George



The Spring Fling is for educators in SD 57 (Prince George), SD 28 (Quesnel), SD 91 (Nechako Lakes), SD 27 (Caribou-Chilcotin), and other educational professionals, advocates, specialists, and community members from Prince George and beyond. This conference takes place on the traditional territory of the Lheidl T'enneh First Nation. This conference is the result of the co-operative efforts from the PD Chairs and their committees from the following BCTF North Central Zone locals: Prince George (57), Quesnel (28), Nechako (56), and Burns Lake (55), with advice from Caribou-Chilcotin (27).

Location: Prince George Secondary School, Prince George

Date: Friday, April 20, 2018

For more information, visit <http://www.edfling.ca>.

SuperTeach!

Dear SuperTeach,

I know that there are designated students in some of the classes I teach, but I don't know where to find safety plans or what the letter designations even mean. Where can I find this?

Sincerely,

Any Broader Creates a Start Off Unusually Perplexing



Dear ABC Soup,

Sometimes safety plans are contained in the a TTOC binder in the classroom or at the office. If you can't find a paper copy, please ask at the office. It is their job to inform you, and you have the right to know! If they can't give you this, talk to the health and safety rep, staff rep, or TTOC rep in the school. As for designations, it can be difficult to remember each letter, but there is a website where you can look it up. [Here](#) is the government list of letter designations and what they mean. Hope this helps!

SuperTeach

More Information on Special Education Designations

Categories

A: Physically Dependent—Multiple Needs

B: Deaf/Blind

C: Moderate to Profound Intellectual Disabilities

D: Physical Disability/Chronic Health Impairment

E: Visual Impairment

F: Deaf or Hard of Hearing

G: Autism Spectrum Disorder (ASD)

H: Students Requiring Intensive Behaviour Intervention or Students with Serious Mental Illness

K: Mild Intellectual Disabilities

P: Gifted

Q: Learning Disabilities

R: Students Requiring Behaviour Support or Students with Mental Illness

For more information on Special Education designations, [click here](#).

Note: For students with a designation, an Individual Education Plan (IEP) must be developed. Short-term goals, long-term goals, and recommendations for adaptations and modifications in the classroom are usually outlined in this document. For more information, talk to the Special Education and Learning Support teachers in your school.

FAQ Regarding Non-certified TTOCs and Teachers

1. Can a school district hire non-certified persons as TTOCs?

In accordance with Section 19 of the *School Act*, districts cannot employ a non-certified person for more than 20 consecutive days. If a district is intending to hire a non-certified person to TTOC on a long-term basis, it is expected that they do so under a Letter of Permission from the TRB. We would expect to see that districts are conducting an extensive search for qualified TTOCs; the process for applying for a Letter of Permission is no less rigorous for applications for uncertified individuals as TTOCs.

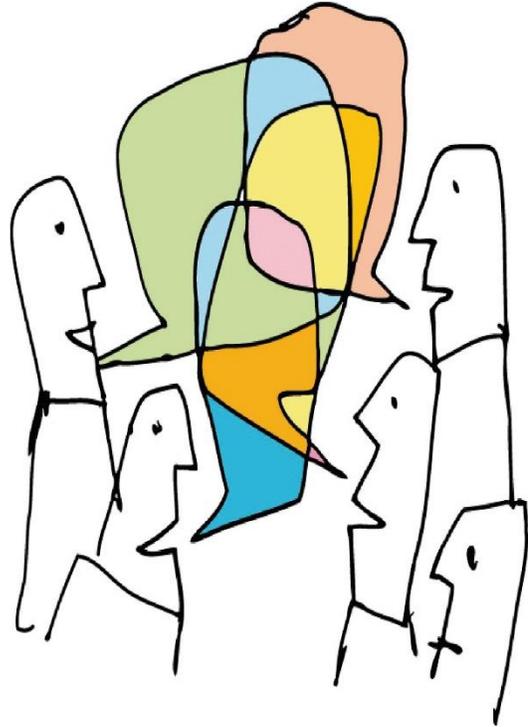


2. What to do if you have concerns over a non-certified teacher being hired?

If you have concerns about a non-certified teacher being hired, please contact your Local President.

3. Are non-certified teachers members of the BCTF?

Yes, they are. The BCTF is the statutory bargaining unit for all teachers employed by a school district. Article A.3 in every local's collective agreement states that all employees covered by this agreement shall as a condition of employment be members of the union. Article A.4 in every local's collective agreement states that all employees covered by the agreement pay dues. All teaching positions are covered by our collective agreement. **That means that the employees hired to these positions, whether they possess a teaching certificate or not, are our members.** Moreover, By-law No. 1.1.a of the BCTF By-laws states that "All teachers employed in a school district in the province of British Columbia shall be eligible to be active members of the Federation and of a local in that school district."



4. Do non-certified teachers and TTOCs pay dues?

Yes, and at the same rate as any other contract teacher or TTOC would.

5. Are non-certified teachers and TTOCs paid the same as other teachers?

Some local contracts also set forth a separate pay scale for non-certified TTOCs and in most instances, that pay scale is lower than that for certified TTOCs. Where the collective agreement does not set forth a separate pay scale for non-certified persons (the collective agreement is silent), districts should not be paying them at a lower rate. Some local contracts also contain provisions that govern placement on the grid for non-certified teachers, or limit the number of steps that non-certified teachers may advance on the pay grid. It is important to review these provisions and ensure that the employer is complying with these terms and conditions.

6. Are non-certified teachers and non-certified TTOCs covered by the Code of Ethics?

Yes. Non-certified teachers and non-certified TTOCs are governed by the *Code of Ethics* in their conduct and in the discharge of their duties with colleagues, students, parents, and as members of the BCTF. With respect to the *Code of Ethics*, certified teachers and certified TTOCs have the same obligations to non-certified teachers and non-certified TTOCs as they would any other member.

7. Do non-certified teachers and TTOCs have the same ability to participate in local and BCTF meetings and committees as all other members?

Yes.

8. Do non-certified teachers and TTOCs have the same right to union representation as other members?

Yes, they have the same right to representation as other members. Make sure that the employer understands this, too, and offers the right to representation where the occasion would warrant it with any other member.

Starling Minds Program



Are you feeling stressed? Struggling with work-life balance? Did you know that TTOCs and teachers on contract are all able to access the Starling Minds Program? This is a free and entirely confidential online tool, designed to address issues specifically related to teachers.

If you are feeling stressed, remember that you are not alone. Twenty percent of teachers will experience some type of mental health issue. Over two-thirds of them will not seek help due to stigma and shame.

The Starling Minds program is an online mental health and wellness tool that is designed specifically for teachers. It helps you assess, monitor, and improve your mental fitness in the privacy of your home. As a member of BC Teachers' Federation, it is available to all teachers and your family members to use anywhere and anytime you want, for free. Starling is and will always be 100% confidential.

- [Starling Minds Program](#)
- [Health and Wellness Program](#)
- [BCTF Workshops](#)

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