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# MAPLE RIDGE TEACHERS' ASSOCIATION



## News from the Office | April 2022

### A Word from the President...

Hello Everyone,

The last two years have been difficult and this has depleted the capacity many teachers have to participate in additional work, but, now that things are hopefully returning to a greater sense of normalcy, I want to encourage all members to consider helping out with the very important Union work by joining an MRTA Committee, running for an elected position on the MRTA Executive, becoming a Staff Rep at your school, or participating in Staff Committees.

The last two years have also shown that when teachers engage with the Union, and help with the considerable work, there are significant benefits to all teachers.



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Please read the description of each Committee to determine where you can have the most impact. Look at the elected roles to see if you have any interest in running.

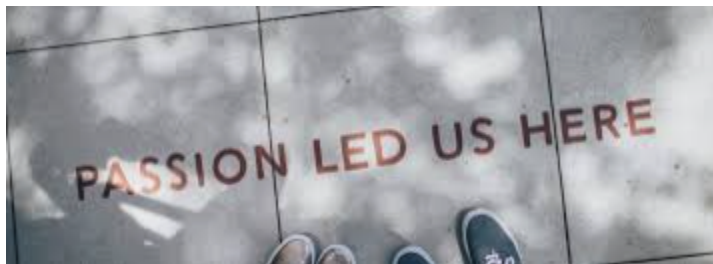
Most importantly, please don't let a lack of experience keep you from putting your name forward. Everything you need to know, you can learn once you are doing the work. We are trying to build capacity in our local union, and that means no one should ever feel that a lack of experience should prevent them from putting their name forward or running.

Thank you,

*Trevor Takasaki*

## A Word from the First Vice-President...

April is often a time of anticipation and thoughtful consideration for change. What will next year's school year hold in the cards?



Our district HR has sent out information on long-term leaves. If the summary of leaves that was released do not meet a teacher's needs, I recommend checking section 'G' of the Collective Agreement. There are further

partial year leaves under G.37, for instance.

Questions of teacher contract status often arise this time of year. Newer teachers gaining Continuing contract status can occur one of two ways, whichever threshold is met first:

1. A teacher receives a Continuing contract "once they have completed a total accumulated employment (of temp contract work) of 1 FTE and will be converted at the full-time equivalency of their current assignment."

**-OR-**

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2. A teacher receives a continuing contract "within the first two (2) years of their employment provided that they have been continually employed for at least a four (4) month period in one (1) assignment."

If by the end of the year, a Temp-status teacher is in a Continuing position at a school, but will not be at Continuing status themselves until after the end of June, the job is reposted and not continued to be held by the Temp teacher.

There are lots of Collective Agreement-based rules for periods of transition and change. Feel free to connect with me or Trevor if further questions arise. Especially enjoy those flowers out there as they start to bud and bloom!



*Martin Dmitrieff*



If you are aware of staff retirement celebrations being planned at your school, and the staff is considering a mutual gift, the MRTA may be interested in contributing to the member's gift fund at the school level.

If you'd like this to be considered, please contact [Kelly](#) as soon as possible with all the details, including retiring member(s) being honoured, date, time and location of party (if any), teacher contact, gift plans, cheque payment details (to whom the MRTA will write the cheque), etc.

# MRTA Office

## The Team:

President: **Trevor** [trevor@mrtaoffice.ca](mailto:trevor@mrtaoffice.ca)

1st Vice-President: **Martin** [martin@mrtaoffice.ca](mailto:martin@mrtaoffice.ca)

**Website:** <https://www.mrtaoffice.com/>

**Office Phone:** 604-467-2111

## Admin:

**Elaine** [elaine@mrtaoffice.ca](mailto:elaine@mrtaoffice.ca)

**Kelly** [kelly@mrtaoffice.ca](mailto:kelly@mrtaoffice.ca)

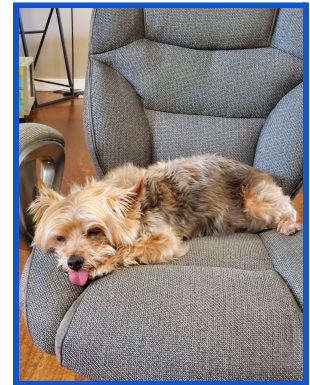
**Brooke** [brooke@mrtaoffice.ca](mailto:brooke@mrtaoffice.ca)

**Chona** [chona@mrtaoffice.ca](mailto:chona@mrtaoffice.ca)

**Reine:** Office Greeter



**Oliver:** Security Detail



## Location:

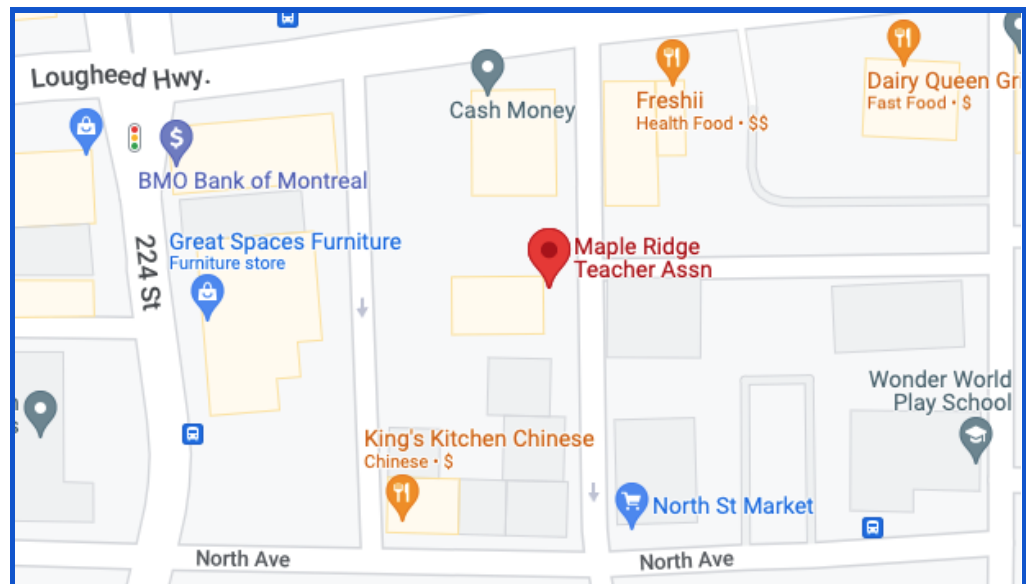
11771 Fraser St  
Maple Ridge  
BC V2X 6C6

## Hours:

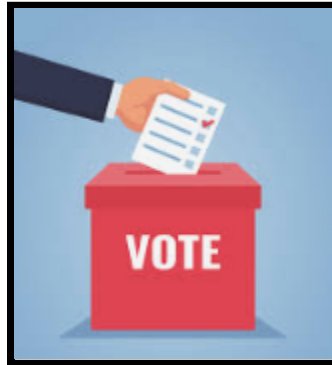
8:30am - 4:30pm  
(Mon-Thurs)

8:30am - 4:00pm  
(Fri)

Closed  
Saturday,  
Sunday &  
Stat Holidays



# Election Time!



MRTA AGM is **May 18, 2022 at 4:00pm via Online**

## MRTA Nominees for Election

A Special Elections Bulletin will be sent out soon to introduce candidates who are running for the Release Officers and Local Representative positions. **Nominations for release officers and Local Reps close May 4th.**

<b>President</b>	<b>Local Reps (3 + Alt)*</b>	<b>Other Exec. Positions</b>
Trevor Takasaki	Martin Dmitrieff	Secretary
<b>1st Vice President</b>	Richard McGraw	Treasurer
Martin Dmitrieff	Erin Smeed	Member-at-Large
<b>2nd Vice President</b>	*It is recommended that the 1st Vice-President be an LR	Membership
Erin Smeed		Health & Safety Rep.
		Ab. Ed. Contact
		Political Action Contact
		Continuing Education Contact



## Interested? Curious as to what these Table Officer positions entail?

Here are brief summaries of the officer positions. Consider putting your name forward. We need you!

### **President**

The President wears many hats with responsibilities overseeing all of the union programs and communications while providing daily support to members. This role holds the primary responsibility of representing all MRTA members when meeting with the employer. This includes protecting rights under the Collective Agreement and any interpretive issues that may arise. This role involves much in the way of problem-solving and is released from teaching duties to work and serve membership in the MRTA office.

### **First Vice-President**

The First Vice-President shares responsibilities as a release officer and collaborates with the President to carry out the MRTA duties. The First VP is expected to be the Bargaining Chair and recommended to be one of the Local Association Representatives (LRs) to the BCTF.

### **Second Vice-President**

The Second Vice-President is also a release officer and may be in the MRTA office up to 0.6 FTE, sharing responsibilities with both the President and First Vice-President. The Second VP would be expected to stand in during the absence of either the President or First VP.

### **Secretary**

The Secretary is responsible for minutes of all meetings of the Executive Council, Local Representative Assembly and General Meetings. If you enjoy writing and organization, this role is for you!

### **Treasurer**

The Treasurer is responsible to oversee/review the financial statements of the MRTA; prepare and monitor the annual budget; and prepare (through MRTA office staff) written financial statements to present at the MRTA General Meeting. The Treasurer also becomes the de facto chair of the Finance Committee which will scrutinize the district budgets and to help the MRTA Table Officers make recommendations to the schoolboard. This position benefits from a multi-year commitment, due to the need to recognize year to year trends, in both MRTA as well as district budgets but is not necessary to run.

### **Local Association Reps**

The Local Association Representative (LR) represents the views of the Association members to the BCTF Rep Assembly, then reports to the Association of the proceedings. There are three Local Rep positions and one



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typically goes to the First VP. LR's attend three "Rep Assemblies" and the "BCTF AGM" during the year. "Rep Assemblies" are in person and over two days. LR's are provided a hotel room and stipends to attend. This is an excellent opportunity for anyone interested in engaging with more behind the scenes work with the BCTF.

### **Aboriginal Education Contact**

The Aboriginal Education Contact represents the Local and highlights and facilitates the Association in enacting reconciliation work in education, bringing forth First Nations perspectives and voices.

### **Continuing Education Contact**

Previously, this was a temporary position, and a Motion will be raised at our upcoming AGM to recommend the position as permanent. The Continuing Education Contact will represent the unique challenges and work issues which arise within the work of Continuing Education and Online Learning. Representation is needed in these areas as Continuing Education/Online Learning has either inferior contract language or none at all in the Collective Agreement.

### **Political Action Contact**

The Political Action Contact coordinates and assists with local lobbying activities with elected officials, especially on Education issues. During Election years, the Political Action Contact coordinates and plans Local Association messaging and initiatives and also acts as an Ad Hoc member of the MRTA Communications Committee, requesting agenda items to be added to the committee's schedule.

### **Members at Large**

These positions can be either two elected Members at Large OR one immediate past president plus one elected Member at Large; this role is less defined than the rest. The two Members at Large positions can be tasked with duties as they arise, based upon the member's strengths. This is an excellent role for anyone who wants to get more experience on the Executive, to extend your work in the union. The official role of the Member at Large is to review MRTA Constitution Bylaws and Policies.

### **Membership**

The Membership rep is designated the Scholarship Committee person and may be offered other opportunities to help coordinate systemic operations with the full membership. This role can include coordinating membership votes, Spearhead new teacher inductions celebrations, among other sporadic needs of the MRTA.

### **Health & Safety Rep**

The Health & Safety Rep, along with the 1st VP, is responsible for attending the District Health & Safety Committee. This year, we would like to try to expand the role of the District Health & Safety Committee to work closely with the "Working and Learning Conditions Committee" to review safety in the workplace.



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# Want to get involved? Join an MRTA Committee!

The MRTA has a variety of committees for members to get involved. A brief summary of the committees is listed below.

We need your voice and input! Please consider putting your name forward for one or more of the committees.



## MRTA Committees

### **JECIC (Elementary & Secondary) (3 appointees)**

This committee has traditionally focused on reviewing and approving JECIC applications, but we would like the committee to focus more attention on reviewing and advising the district on all District level programs and/or curriculum implementation matters such as new Ministry initiatives. For example, when the district chooses to add a new program or academy to the district, or change the technology like printers throughout the district, those decisions should be made with the consultation of the JECIC Committee. The committee consists of five (5) MRTA appointees and three (3) District reps appointed by Superintendent or designate.

### **Working & Learning Conditions/Bargaining (7 appointees)**

In non-bargaining years, the “Working and Learning Conditions Committee” focuses on protecting safe and fair working/learning conditions. We have noticed an explosion of violence in elementary schools, and increased burn out for non-enrolling roles. Both safety in the classroom, and non-enrolling supports, require a lot of work and attention to improve both these areas as well as others. If either violence in schools, or non-enrolling supports are a concern for you, please join this committee. We would like to expand this role to formally assist the District Health & Safety Committee, by reviewing all district Health and Safety documents. In this way, we hope to improve the working and learning conditions of all teachers.

In bargaining years, this Committee assists the local bargaining team. As this round of local bargaining has concluded, next year will not be a bargaining year.

### **Finance (5 appointees)**

The MRTA would like the Finance Committee to focus on a few key areas: to examine the district budgets, in particular staffing budgets for non-enrolling ratios, and EA time. This committee will dive deeper into the district budget to provide more meaningful input on the budget proposals. They will also determine which direction we wish to go with our MRTA office building, whether to renovate the existing building or to build new. Lastly, they will oversee the MRTA budget and finances. We do not require math skills for you to join, but if you have a math background and are willing to join the committee, your skills will be much appreciated.

### **Early Career Teacher/TTOC (7 appointees)**

The purpose of this committee is to help and support Early Career Teachers and TTOCs through the planning of workshops and events.

### **Social Justice (7 appointees)**

The purpose of this committee is to implement social justice initiatives and policy. The committee also plans events that recognize important social justice dates of recognition like International Women’s Day.



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### Professional Development (7 appointees)

The Pro-D committee plans professional development opportunities and supports site-based Pro-D reps. This committee approves funding to members from the MRTA/SD42 joint funds for Pro-D opportunities, according to bylaws, and advocates for teacher control of Pro-D activities.

### Communications (7 appointees)

The purpose of this committee is to prepare communication to members regarding a variety of topics such as Pro-D, Bargaining, and Social Justice initiatives. They are responsible for creating and developing information for members like newsletters, content for the MRTA Facebook page and MRTA website.

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## Dry Grad Policy

### DID YOU KNOW?

#### Policy Number D.5 – DONATIONS TO DRY GRADS AT SECONDARY SCHOOLS

That we, (the MRTA), donate **One Hundred Dollars (\$100.00)** to each of the secondary schools, including Continuing Education, hosting a dry grad celebration, *upon their written request for assistance.*



**WRITE TO US!** (MRTA, 11771 Fraser Street, Maple Ridge, BC V2X 6C6).

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- Mon, April 25th: Joint Convention Committee Meeting
- Tues, April 26th: Communications Committee Meeting
- Mon, May 2nd: ECT Workshop “Navigating the Hiring Process”
- Wed, May 4th: Executive Council Meeting
- Tues, May 10th: 20 Years of Service Recognition Dinner (TBD)
- Wed, May 11th: Pro-D Non-Instructional Day (District-based)
- Wed, May 11th: Joint Convention 2022
- Wed, May 11th: RTA Retirement/Pension Seminar (TBD)
- Fri, May 13th: Joint Anti-Racism Network Committee
- Wed, May 18th: MRTA Annual General Meeting



## Get to Know the Contract

Each month, the MRTA will be featuring a part of the *Collective Agreement* that may be useful to members around the District.

This month, we are featuring three (3) sections of the *Collective Agreement* regarding the creation of *Teaching Assignments* in schools.

There are a few **Collective Agreement provisions that take effect and influence the process of creating a Teaching Assignment, and should inform the Administrative decision to ensure it is *fair and reasonable* (as it should per A.27 of the agreement):**

### **A. Transparency & Equity in Assignments, and decision based on training & experience in the teaching area:**

#### **ARTICLE E.24 TRANSFER AND ASSIGNMENTS**

##### 3. Assignment – in School

- a. Assignment within a school shall be based on the qualifications, training, experience, equitable distribution of workload and personal preference of the teacher.
- b. A staff meeting shall be held prior to April 30 for the purpose of discussing the proposed timetable and staff assignments for the next school year.
- c. A teacher who objects to the assignment in the school may request a meeting with the Superintendent of Schools or designate to discuss the assignment. The teacher may be accompanied to this meeting by a member of the Association\*.

\* Special note on E.24 3. c.) - I would recommend using a school Staff Committee (see D.26 item below) to review positions prior to considering having an Assistant Superintendent/Superintendent meeting to review.

### **B. Special consideration for workload of starting teachers:**

#### **ARTICLE D.32 TEACHING ASSIGNMENT**

1. In time-tabling teachers' loads, special consideration shall be given to the load of beginning teachers to provide an assignment which is not excessive for the beginning teacher in terms of the number of course preparations, the number of subject areas, and the teaching location.

### **C. Reviewing teaching assignments by Staff Committee of the school**

#### **ARTICLE D.26 SCHOOL STAFF COMMITTEES**

3. Subject to change by a majority vote of the school teaching staff, the staff committee may:

- a. Review each teacher's assignment under the following headings:
  - physical requirements
  - class size
  - **instructional assignment**
  - supply of learning materials
  - auxiliary staff
  - time to plan, to organize and to work with individual students, with colleagues, and with parents pupil evaluation (reporting on pupil progress).