

The background features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. These shapes are primarily located on the left and right sides of the frame, creating a modern, layered effect. The central area is a plain white space where the text is located.

Professional Rights and Responsibilities

Professional Development / Professional Responsibility

- ▶ Teachers have autonomy around professional development including self-directed professional development on 5 Pro-D days in a year
- ▶ Administration has one Non-Instructional Day where teachers must participate in the admin planned day
- ▶ All such days are work days and teachers are an employee on those days
- ▶ The employer has a right to know where you are working and on what
- ▶ Your school based Pro-D committee has a responsibility to guide and support Pro-D at the school level
- ▶ On the 5 teacher Pro-D days, no one needs to “approve” your choice of Pro-D
- ▶ **HOWEVER:** this is a right that the union fought for and won. Abuse of days creates challenges of optics or ethics for all teachers
- ▶ Connects to Code of Ethics and Professional Standards

- ▶ Professional Standards

- ▶ 7. Educators engage in professional learning and reflective practice to support their professional growth. Educators recognize and meet their professional needs through various learning opportunities...

- ▶ Teacher Evaluation

- ▶ e. The employee works at keeping his/her knowledge current and his/her teaching techniques effective in the subject areas he/she undertakes and agrees to teach.
 - ▶ k. The employee, at appropriate times, reviews with colleagues, students and their parents the practices employed in discharging professional responsibilities.

- ▶ Inservice vs Professional Development

- ▶ Non-Instructional Days vs Professional Development days

- ▶ School Calendar

- ▶ Collective Agreement funds and process

- ▶ Pro-D Handbook reflects agreements between District and Union

Freedom of Expression / Duty of Fidelity

- ▶ Munroe award determined teachers have Freedom of Expression
 - ▶ Not just the right, but the duty to communicate with parents on educational matters
- ▶ Tempered by workplace responsibilities
- ▶ Duty of Fidelity includes not undermining your administrator or your employer
- ▶ Speak out on educational issues
- ▶ OK: “As teachers, we have concerns with the FSA because it is expensive, does not provide meaningful data and is used by the Fraser Institute to rank schools. The test is harmful and should be discontinued”
- ▶ NOT OK: “The principal is making your child write a harmful test and the trustees are cowards”
- ▶ Elected union reps are not employees of the district and can make public and political statements on behalf of members without concern about fidelity



- ▶ Discipline Provisions

- ▶ Article C.22.6 - 6. Discipline and Dismissal for Reasons Other Than Less Than Satisfactory Performance Professional Standards

- ▶ Employment law

- ▶ Duty of good faith
- ▶ Duty of fidelity “act in a manner consistent with the employer’s interests”

- ▶ Social Media

- ▶ Employer technology

- ▶ Public statements / Representation

Professional Autonomy / Board Policy

- ▶ VESTA / VSTA professional autonomy language is very strong
- ▶ Limited only by ministerial orders and board policy
- ▶ Curriculum is a guide
- ▶ Applies to instruction and pedagogy

Article F.20

Employees shall, consistent with effective educational practice, prescribed, authorized curricula and locally developed programs, have individual professional autonomy in determining the methods of instruction, and the planning and presentation of materials in their professional assignments.

- ▶ Not related to some other employer / employee aspects of work

► BCTF Code of Ethics

The member is willing to review with colleagues, students, and their parents/guardians the practices employed in discharging the member's professional duties.

► Teacher Evaluation

Plans with definite purposes and clear objectives in mind.

Communicates these purposes and objectives to the students.

Establishes appropriate procedures for assessing, recording and reporting pupil performance to parents.

With due consideration for individual differences, the employee works to involve students in experiences and activities designed to develop skills and stimulate thought.

The employee uses instructional techniques that promote questioning, speculation and originality.

The employee practices classroom management suitable to the growth and development of the pupil.

The employee as a member of the staff participates in the development and implementation of the philosophy and practices of the school and works in cooperative ways with colleagues to promote the welfare of pupils.

Right to Know / Protection of Privacy

- ▶ Worksafe - “Right to know” about workplace hazards is one of the 4 fundamental workers’ rights
- ▶ Health Orders limit the amount of information to be shared in COVID
- ▶ Individuals can self-disclose, teachers cannot share information about students or staff

- ▶ Violent Incidents
- ▶ Student information

- ▶ Confidentiality / Board Policy AP180
- ▶ Freedom of Information Protection of Privacy

- ▶ Code of Ethics

The member respects the confidential nature of information concerning students and may give it only to authorized persons or agencies directly concerned with their welfare. The member follows legal requirements in reporting child protection issues.

- ▶ Child protection

A person who has reason to believe that a child needs protection under Section 13 must promptly report the matter to a director or a person designated by a director even if the information on which the belief is based is privileged

Work Now, Grieve Later

- ▶ If you receive a direction from your Administrator, and you have concerns about it, or feel it violates your rights, you can:
 - ▶ Ask for clarification, including in writing
 - ▶ Ask your Staff Rep or VESTA office for support
 - ▶ Ask for a meeting with a Staff Rep present
 - ▶ Discuss the matter and try to find a mutually agreeable compromise
- ▶ If you refuse to undertake the task, your Administrator or the district may consider disciplinary actions under C.22.6 (last month's mini-workshop)
- ▶ Well established in employment law

- ▶ Exception to this rule is the Refusal of Unsafe Work
- ▶ Must be declared in response to a working condition that is greater than the general population
- ▶ Steps must be followed:
 - ▶ Report to principal and H&S Rep
 - ▶ Principal investigates and reports back to employee. Employee can be reassigned while investigation is underway
 - ▶ If Principal disagrees work is unsafe and employee still feels work is unsafe, call School Joint Occupational Health and Safety Committee meeting to investigate
 - ▶ If committee feels work is safe, member can report to WorkSafe BC to investigate
- ▶ Does not preclude worker from completing work
- ▶ Does not allow the worker to choose the solution (i.e. working from home)
- ▶ Cannot be declared pre-emptively

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School Calendar Committee

- ▶ 2020-2021 last year of three year mandated Indigenous Focus Non-Instructional Day
- ▶ Additional District Anti-Racism day for next year
- ▶ School Act requires minimum number of minutes
 - ▶ 853 hours in Kindergarten
 - ▶ 878 hours Grades 1-7

- ▶ 20 minute recess
 - ▶ possible in 2021-22, needs addition of minutes in 2022-23
- ▶ DPAC raised moving professional days to create a long weekend for families
- ▶ Additional minutes - request if it can be used for teacher collaboration in elementary
- ▶ Calendar must be submitted by March 30, 2020
- ▶ 3 year advance planning

July						
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Statutory Holiday
Non-Instructional / PRO D Day (6 days)
School Vacation
Days of Instruction
Administration
September 06 - Labour Day
September 07 - First Day of School
September 24 - PRO D Day (Flexible)
October 11 - Thanksgiving Day
October 22 - Provincial PRO D Day
November 11 - Remembrance Day
November 26 - Non-Instructional - Indigenous Focus
December 20 - January 03 - Winter Break
December 25 - Christmas Day
December 26 - Boxing Day
December 27 - in lieu of Boxing Day
January 01 - New Year's Day
January 03 - in lieu of New Year's Day
January 04 - School Reopens
January 17 - PRO D Day (Flexible)
February 11 - District Wide PRO D Day
February 21 - Family Day
March 15 - 26 - Spring Break
April 15 - Good Friday
April 18 - Easter Monday
April 25 - District Wide PRO D Day
May 23 - Victoria Day
June 30 - Administrative Day