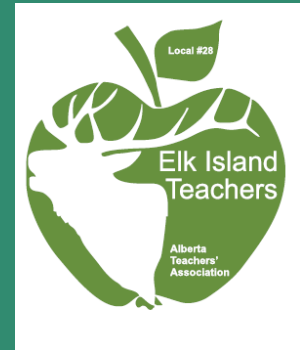




FALL IS UPON US – FREE PHOTOS ARE COURTESY OF PIXABAY.COM

THE BUGLER

ATA Local #28



October 2016

TEACHERS SUPPORTING TEACHERS

From the Local President

by Lynn Johnston

Oct. 23, 2016 is the night that "The Secret Path" aired. It was the night some of us began our journey to learn, perhaps to remember, and to begin make peace with our country's past. It is the night we cried for all the Chanies that didn't make it home. It is the night we committed to making sure Chanie's story is heard: in our classrooms, our staff rooms, our communities and our country. It is the night we honoured Chanie and the other children who

walked alone, cried alone and died alone. My column this month is dedicated to Chanie Wenjack.

In June 2008, Prime Minister Stephen Harper issued a public apology to the former students of Canada's Indian residential school System. This apology came after the largest class- action settlement in Canadian history, which was reached in 2006 and came into effect in 2007.

(continued on page 2)



Induction Oct. 14th

What a wonderful evening we had celebrating new teachers! *Page 4*



Contest!!!!

A new feature of our newsletter - this month you have a chance to win \$50 from [TeachersPayTeachers!](#)

Page 9

(From the Local President continued)

We have an obligation to ourselves and to our students to learn as much as we can about this dark chapter of Canada's history. I have provided just a few links for you to help you in your journey.

The history of the Indian Residential School System :

<http://bit.ly/2ey0aLy>

I urge you to read Charlie Cline's story, found here:

<http://bit.ly/2dNG7Kw>

The FNMI Specialist Council annual conference information is here:

<http://www.fnmiiec.ca/>

The work of the Truth and Reconciliation Commission has brought the reality of the residential schools to the forefront. We, in our role as teachers, are the forefront. Let's do all the Chanies and Charlies proud as we move forward.

Rest in peace little ones.

MEMBER SERVICES (MS) UPDATE – STAFF RELATIONS SERVICES (SRS)

From a memo sent by the ATA

Member Services (MS) has been offering a program for the past number of years called Staff Relations services (SRS). The program was initially designed to work with either the majority of or an entire school staff in conflict, and was a joint venture between the ATA and the College of Alberta School Superintendents. Over time the program was not being utilized and we were receiving fewer and fewer requests for the program.

As a result of the underutilization of the program, it was reworked and a new SRS program is being relaunched by MS. In reviewing the previous program it was discovered that when there was conflict at a school it was usually confined to a smaller group within the staff. The new SRS program will continue to work with up to six staff members in conflict using a certified mediator to facilitate the process at

the school. At the 2016 Annual Representative Assembly, MS received funding of \$25, 000.00 to pilot a new SRS program.

To initiate an SRS in a school, a school rep or principal contacts the coordinator of MS (1-800-232-7208 or 780-447-9400) to discuss the program. The coordinator or a MS staff officer will go to the school to meet with potential SRS participants to review the program. Participation will be on a voluntary basis. Upon completion of the SRS, feedback will be provided by the mediator to the coordinator indicating if the mediation was successful or not.



DEHR



DIVERSITY, EQUITY AND HUMAN RIGHTS

by Maj-Britt Bigotti

Are you concerned about the upcoming teaching quality standards related to First Nations, Metis, and Inuit education?

Do you have students or staff members struggling with LGBTQ situations?

Is your school having a difficult time dealing with poverty issues?

Are there any recent immigrant or refugee students in your class(es)?

How many children in your school don't know English?

The recently formed DEHR committee would like to help you. Our committee will be organizing some professional learning sessions and providing resources to help you

with any of the previous issues and many more. If you are interested in joining our committee please contact Maj-Britt Bigotti at maj-britt@shaw.ca

Our first meeting this school year will be at Rudolph Hennig Junior High on November 8, 2016 at 4:30 pm. We look forward to seeing many of you there!

WELCOME ABOARD, TYSON PARKER!

by Irene Deatcher

When John Murphy was appointed the role of treasurer within our local, a vacancy was left for the position of secretary.

The executive is pleased to announce that Tyson Parker (from Lakeland Ridge Elementary Junior High School) will be the secretary for Local 28 effective immediately. Tyson will be filling the

position until our annual general meeting (AGM) in May when elections will be held.

We look forward to working with you, Tyson!



Congratulations Inductees!

by Irene Deatcher - Photos courtesy of Linda Butler Dunn

On Friday, October 14th, the ATA Local hosted an induction ceremony at the Faculty Club at the University of Alberta.

Teachers from our district who are new to the profession or new to the province were invited to join us for a celebratory dinner. Induction is a process in which new teachers are welcomed both into the profession and into the ATA.

Local President Lynn Johnston was the MC and directed the events of the evening. Provincial ATA Vice-President Greg Jeffery

brought greetings from the Provincial Executive Committee and Trina Boymook was on hand to offer congratulations from the Elk Island School Trustees. Dennis Dykau (Corporate Secretary for Elk Island Public Schools) represented our superintendent Mark Liguori when sharing words of welcome.

Inductees were reminded about our [professional code of conduct](#) by our NSC chair Karen Atkinson. They then recited the oath as led by TBAC chair Deneen Zielke.

One of the many memorable moments of the evening came when Salisbury Composite High School principal Cathy Allen took the podium. All



inductees were asked to stand. One by one, they shared stories of "THE" teacher who made a difference in their lives. Many people had teary eyes thinking of their own special stories.

Although the weather outside had been frightful and some people had to stay home because of road conditions, about 20 teachers participated in the ceremony. Many others were in attendance to support and celebrate with them. What a fabulous evening!



DID YOU KNOW?

YOUR COLLECTIVE AGREEMENT

by Jennifer Fredeen

Welcome back colleagues! I hope you had a restful summer and are recharged for the new school year.

Let's jump right into the [collective agreement!](#)

Accessing sick leave can be a sticky situation. You need to make sure you are using the correct clause for your leave, as well as follow the guidelines within that clause.

How do you access sick leave?

Unless you have a common cold.....

You NEED to contact Teacher Welfare to help you to navigate sick leave.

Do not rely solely on medical professionals. They do not have knowledge of how our leaves are accessed. You may be unintentionally creating a situation that will be detrimental to yourself and your health.

Remember, do not hesitate to call myself or

the staff at Teacher Welfare. We are here to help you.

Like I tell my students, there is no such thing as a "dumb" question.

Jennifer Fredeen

EPC Chair

780-217-3197

jennifer.fredeen@gmail.com

ASEBP CHANGES –

MAINTENANCE MEDICATIONS

by Irene Deatcher

If you take medications of the types listed below (for chronic conditions), as of September 1st, 2016, your **dispensing fees** will be limited to 5 per calendar year:

anti-hypertensive, agents, anti-diabetic agents, anti-asthmatics/COPD, anti-depressants, contraceptives, hormone replacement therapy, anti-hyperlipidemic agents, thyroid agents, and medications for an overactive bladder.

These will be considered "maintenance medications" that are continually administered

and have a low probability of dosage change. People who are prescribed the listed medications are encouraged to buy 90-100 day supplies to cut down on the frequency of dispensation.

After the fifth dispensation, the medication can still be accessed (and will be covered by AESBP) but the **dispensing fee** will be paid out of your own pocket.

Please note that if you do go over the limit of 5 dispensations, you can have that fee covered by funds in your health spending account.

See the [AESBP website for more details](#). They also have an [FAQ for TARP \(Therapeutic Alternative Reference Pricing\) and maintenance medications](#).



ONLINE PROVINCIAL CURRICULUM SURVEY

from the [Alberta Education website](#)

These are exciting times in Alberta as we move forward in developing new Kindergarten to Grade 12 (K-12) provincial curriculum. Alberta Education is developing curriculum simultaneously in English and French in the six subject areas of Language Arts (English, Français and French), Mathematics, Social Studies, Sciences, Arts, and Wellness education.

Through Alberta Education's online provincial curriculum survey, Albertans are able to provide insights on the future direction of curriculum and offer feedback on the strengths and gaps in current curriculum.

The online survey at curriculumsurvey.alberta.ca will run from October 18 to November 18, 2016. The online survey can be accessed from multiple electronic devices. Survey questions are available in English and in French. Responses will be confidential and only the

combined results from all survey respondents will be reported.

Additional information about curriculum development can be found at <https://education.alberta.ca/curriculum-development/>

Thank you for your participation.

Additional Resources to Prepare for Participation in the Curriculum Development Survey

by Irene Deatcher

Check out these other links related to the survey:

[Stakeholder Engagement Sessions](#) – register through the ERLC (Edmonton Regional Learning Consortium)

[Stakeholder Engagement Video](#) – produced by the ERLC for Alberta Education



[Individual Participation Guide](#) – lists the steps to follow in order to participate

[Slide Presentation](#) – with background information and links

[Curriculum Development Video](#)

The most important jobs for School Reps are to deliver information from the Local to its members and to encourage member engagement.



SCHOOL REPS' CORNER

by Irene Deatcher

October's theme is email!

Hopefully, by this time, you have the personal emails for all of your certificated staff.

The reason behind this protocol is that we should not be using resources belonging to our employer (Elk Island Public Schools) for ATA business or for discussing negotiations, bargaining and other Association concerns. All related updates and communications will not take place using our EIPS email addresses.

It won't be long until our Economic Policy Cauliflower and our Negotiating Sub-Committee send out updates and possibly requests for member input.

Now that all collective agreements have officially expired, there will be a lot happening with the bargaining process both locally and provincially. Member emails are vital for keeping information about this accessible by all of our teachers. *(Please note that even though our collective agreement has expired, it will continue to be in effect until a new agreement is ratified.)*

Some teachers may be hesitant about sharing their personal emails for a variety of reasons:

1. There is a perception that the emails will be used by the provincial or local ATA – they will not! Our local only requires the emails of the school reps; the provincial ATA only has access to personal emails if members provide those when setting up an account on the provincial site. School reps are the only ones who will use the emails and that is strictly for communicating with teachers at their own schools.

2. Some members are concerned about having their personal email address included in a mass mail-out to other school members. This is easily dealt with by assuring teachers that all email communication will be sent with a blind carbon copy

(BCC) so that no one will see other email addresses. *We all need to be diligent about using BCC!*

3. There may just be general concerns about a person's privacy being compromised. If a member is still protective of their personal email account, suggest helping them set up a new gmail account dedicated solely to ATA communication. That is how I set up my email since I've been part of the Local executive.

Keep it up, Reps! You are doing a great job!



Administrative Procedures: AP 311 Safe and Caring Schools

by Irene Deatcher

Although [we will concentrate on AP 311](#) this month, all members should familiarize themselves with [ALL administrative procedures](#). APs are not simply suggestions – certificated staff are required to comply with the parameters set within each administrative procedure.

The full title for AP 311 is "*Welcoming, Caring, Respectful and Safe Learning Environments for Students*". This particular AP has gone through a revision (as have most APs recently) but is still awaiting review by Alberta Education. It needs to be verified that the AP is in line with the legal requirements set out by the [Canadian Charter of Rights and Freedoms](#), the [Alberta Human Rights Act](#), the [School Act](#), and [Bill 10](#).

This AP focuses creating environments free from bullying, harassment and discrimination. Because of the documents listed above (especially Bill 10), direct attention is given to the needs of LBGTQ students and staff.

The Division will support schools in providing gender neutral bathrooms. Students have the right to use facilities that align with their gender identities. School dress codes need to be flexible and inclusive; they should be respectful of the gender identity and expression of all people who are part of the school environment. Confidentiality will be respected in order to protect individuals from unwanted disclosure.

Implications for teachers include monitoring and addressing homophobic, transphobic or sexist behaviours, language and actions. Teachers will need to model inclusive and respectful language. This includes using each student's preferred name and gender pronoun (although these cannot be changed on legal documents until legal changes have been made).

Teachers will also assist other students with gaining skills and knowledge to enhance understanding and acceptance towards gender and sexual minorities.

Please contact [Deneen Zielke](#) if you have any concerns or questions about this AP.

CONTEST



“Harvest the Vegetable” Contest

by Irene Deatcher

Starting this month, The Bugler will have a monthly contest. Hidden someplace in the publication is the name of a vegetable. In fact, one word is replaced by the vegetable. It's corny (**NOT the answer**), but I'll make it worth your while!

To participate, send an email to deatcher.ata@gmail.com titled "I found the vegetable!" In the email, include the name of the vegetable and the word that you believe it replaced. There will be ONLY one correct answer (even if people are creative) – I am the final judge! The first 50 people to reply with the correct answer will have their names put in a draw (cut-off date will be November 10th).

This month the prize is a **\$50 gift card** for [Teachers Pay Teachers](#)!

Happy vegetable harvesting!

QUICK BITS

by Irene Deatcher

Browse through these 'bits' for fast facts and information for our local.

MOVIE TICKETS

Discounted movie passes are still available for certificated staff but may run out soon. Up to 10 passes may be purchased per member for \$8.50 per ticket. When the tickets run out, no more will be available this year. Get your request in to [Lana Bilodeau](#) as soon as possible. Make cheques payable to Elk Island Local #28.



FALL BREAK SOCIAL

Come celebrate and mingle with members from our local! [On Thursday, November 10th, join us at the Log Cabin in Sherwood Park](#) and enjoy the music of [Rockin' Ronnie and the Radiators!](#)

Tickets are only \$10 – why not arrange to go with a group from your school? To purchase tickets, contact [Lana](#) or [your staff rep](#) or buy them at the door.

There will be a cash bar and the doors will open at 4pm.

CLAUSE 9.5 FUNDING

So far in term one (September 1, 2016 to January 31, 2017) \$73 000 has been accessed leaving a balance of \$36 000 still available in the fund. Applications for term two (February 1, 2016 to August 31, 2016) will be accepted starting December 1st.

ADMINISTRATORS CONFERENCE

Calling all new administrators! Are you in your first or second year of your appointment to administration? Are you an administrator who is new to the province? The [Leadership Essentials for Administration Conference](#) is a great event made just for you!

The Edmonton conference will be held at the Shaw Conference Centre on September 29th – October 1st. This event will provide you with a wide variety of workshops, curriculum sessions and opportunities for networking.

There is no fee for this conference but you must register in order to be able to attend. A grant-in-aid is available to help offset other costs involved in attending the conference.

The keynote speakers will be [Simon Breakspear](#) and [Carol Campbell](#).

CONVENTION UPDATE

[The website](#) will be ready to allow people to sign up for pre-registered sessions starting December 5th – these can fill up quickly, so watch the date! Also, interested members may start [apply to be a chairperson](#) for sessions of their choice. Follow the directions on the website.

SPECIALIST COUNCILS

Did you know that you are allowed to [join one ATA specialist council](#) at no cost? Joining a specialist council will give you discounts to any associated conferences. As well, you will receive valuable information through newsletters and other updates. Join one today!

EDUCATIONAL TRUST BURSARIES – UPDATE

[ET bursaries to use towards costs for a specialist conference](#) that occurs after November 1st may still be on their way! The \$500 bursaries were sent first to applicants who were attending conferences early in the school year. They are processing the later conferences now.

IMPORTANT DATES AND EVENTS

October 31st

Happy Halloween!

November 6th

Daylight Savings Time ends
– clocks get set back by one hour

November 10th

Kick Off to Fall Break Social
– doors open at 4pm at the Log Cabin

November 11th

Remembrance Day – stat holiday

November 11th - 20th

Fall Break – ENJOY!!

November 17th

Submission deadline for the November Bugler

November 20th

National Child Day

November 21-22

Leadership Essentials for Administrators Conference
– Fantasyland Hotel

November 22nd

Local Council meeting – 4:30 pm Bev Facey

December 23rd

Last day of school before winter break



NOVEMBER LINKS AND IDEAS

November Resources

by Irene Deatcher

Many of you may be preparing activities or events encouraging students to honour our veterans and to show remembrance and

respect. Government Canada has a page of resources and ideas for all grade levels. Some of you may be interested in participating in 'Postcards for Peace' which is an opportunity for youth to send messages of gratitude and hope to current or past members of our armed forces. You may also want to view some of their videos and learning modules.

The folks at 2Learn not only created a page with informative and useful Remembrance Day links but they also have great

resources for National Child Day which is observed on November 20th. Canada has observed this day since 1993 to commemorate the United Nations ratification of The Convention on the Rights of The Child. This topic is covered in the grade 3 curriculum.

Some of us are always looking for better ways to stay organized within our classroom. Here are 37 Insanely Smart School Teacher Hacks which you may find interesting and helpful.

LOCAL EXECUTIVE

President:

Lynn Johnston
(school) 780-467-0044
cell: 780-920-2131
lynndale08@gmail.com

Vice President/Local Communications Officer:

Irene Deatcher
cell: 780-937-4915
deatcher.ata@gmail.com

Vice President/Annual Representatives Assembly:

Maj-Britt Bigotti
(school) 780-998-2216
Maj-britt@shaw.ca

Vice President/Political Engagement:

Jordan Smith
(school) 780-467-5591

Treasurer:

John Murphy
(school) 780-416-9018
John.c.murphy@hotmail.com

Economic Policy Committee:

Linda Butler Dunn
780-281-0850
butlerdunn@gmail.com

Negotiating Subcommittee Chair:

Karen Atkinson
cell: 780-915-6168
ka88@telus.net

Professional Development Chair:

Janet Vader
(school) 780-449-2787

Teacher Board Advisory Committee Chair:

Deneen Zielke
(school) 780-467-2246
dkzielke@shaw.ca

Secretary:

Tyson Parker
(school) 780-416-9018
tysonbparker@gmail.com

District Representative:

Paul Froese
cell: 780-951-2461
Paul.Froese@teachers.ab.ca

The Bugler ATA Local #28

WHO ARE YOU GOING TO CALL?



For policy concerns, working conditions and issues related to how things operate in EIPS contact the Teacher Board Advisory Committee (TBAC):

Deneen Zielke
(school) 780-467-2246
dkzielke@shaw.ca

For questions about ARTA (Alberta Retired Teachers' Association) that are not answered on [the website](#) or for questions about SCRТА ([Strathcona County Teachers' Association](#)):

Inge Coates
scrta@shaw.ca

For pay issues, leaves and anything related to the [collective agreement](#), contact the Economic Policy Committee (EPC) or the Negotiating Sub-Committee (NSC):

Jennifer Fredeen EPC
780-217-3197
jennifer.fredeen@gmail.com

Linda Butler Dunn - EPC
butlerdunn@gmail.com

Karen Atkinson (NSC)
cell: 780-915-616
ka88@telus.net

For professional conduct issues, contract concerns and employment issues, contact the [ATA at Barnett House](#):

The Alberta Teachers' Association

780-447-9400

OR

1-800-232-7208