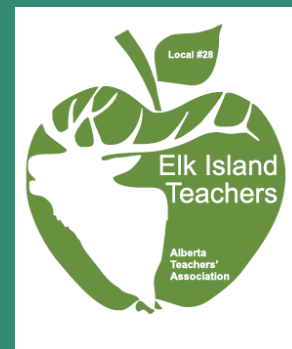




SPRING (AND SPRING BREAK) IS ALMOST HERE!!

THE BUGLER

ATA Local #28



March 2018

TEACHERS SUPPORTING TEACHERS

PROFESSIONAL ENGAGEMENT – LEARNING FROM EACH OTHER

by Deneen Zielke

A lot has changed in our profession in the last ten years. We definitely have more challenging classrooms, we are immersed in technology, we seem to be supporting more students with mental health concerns, and the money to do so isn't going as far as it used to. Something else that has changed greatly is how we bargain our collective agreement.

For most of my career bargaining was done locally. Our EPC gathered data from members, they put together their opening proposal, and the NSC met

with School Board representatives to negotiate each individual item. The Local would then call a Bargaining Unicorn General Meeting (BUGM) where hundreds of teachers would come together to work through the proposal. Many teachers would ask questions, seek clarification, air their concerns, and express their appreciation. It was a great time to hear the perspectives of colleagues in the division.

I can still remember the first BUGM I attended. It was in the gym at the old
(continued on page 2)



The Creatures Are Back...

And they are camouflaged in The Bugler again! Contest details on page 2.



Everyone is Welcome!

Find out great reasons to attend events hosted by your DEHR committee!

Page 8

(From the Local President continued)

FR Haythorne School on the highway.... young teachers, ask more experienced teachers to explain this one. The gym was filled with teachers and there was a loud rumble of conversations being had. There were concerned faces and faces with huge grins having just spotted someone they hadn't seen for a while. We all eagerly picked up our copy of the Memorandum of Agreement that we would be voting on. Everyone looked quickly through the document to see what we had gained, and what we may have had to give up to get it.

At times teachers were pleased and at times they were not. Sometimes the NSC was sent back, after a vote, to try again. What I remember the most were the discussions and sharing that united us. Teachers new to the profession were educated and came away understanding the terms of their agreement and what they were and weren't entitled to. Teachers that had been through the process knew that they had an opportunity to be heard and express their opinions. The sharing of these opinions shaped the direction of the vote and the task put to the NSC. We all came away feeling

we were part of something bigger.

With two-tiered bargaining, online data collection and disbursement of information, and the movement to large Central Table BUGMs that take in more than one specific Local, we are losing the camaraderie that we once benefited from. However, now more than ever with so many changes taking place, we must be involved in the bargaining process. It takes more effort to read emails, answer surveys, and attend BUGMS when we don't view it as a time to support one another. Reminding each other to attend the BUGM and being informed was a large part of our collegial conversations in the past. To move forward we need to continue those conversations, ask questions, share opinions, and make our voices heard throughout the bargaining process.

HIDDEN CREATURE CONTEST #2 AND RESULTS!

by Irene Deatcher

We had a GREAT response to our February contest!

Over 50 people found the iguana. It was hiding on page 3 in the phrase "Elk Iguana Public Schools".

Congratulations goes out to Julie Bosch from Pine Street – she was chosen by random draw and won a \$50 gift card from Amazon!

There is a different creature in THIS edition of The Bugler. Hidden someplace in this issue is the **name** of a creature which has replaced a regular word in a known phrase.

To participate, send an email to [me](#) with the title "I found the creature!" In the email, include the name of the creature and the word that you believe it replaced. There is ONLY one correct answer – I am the final judge!

All Local members who reply with the correct answer will have their names put in a draw (cut-off date will be April 12th). This month the prize is a \$50 gift card for Indigo!

Happy searching!



CONFERENCE CORNER

by Irene Deatcher

Now that most of the Alberta teacher conventions have wrapped up, many specialist council conferences are starting again. Here is a sampling of what will be happening in the next 2 months.



Council for School Leadership Conference - ULead 2018

WHO: Teachers, administrators, district leaders – individuals who are interested in the promotion/advancement of excellent practices in educational leadership. It is accessible through the [Council for School Leadership](#).

WHAT: [ULead](#) is a summit of educational leaders. This year's theme is "Leading Schools by Design". Check out the [video from ULead 2017](#).

WHERE: [Fairmont Banff Springs Hotel](#). Don't forget you will need a park pass.

WHEN: April 15-18

WHY: There are almost 100 different speakers who range from being local leaders to individuals from as far away as Norway, Australia, and New Zealand.

Check out the [full list of presenters](#) online.

HOW: [Register](#)



[online](#).

Middle Years Council Conference

WHO: Teachers, educational assistants, support staff, and administrators working with middle level students.

WHAT: The theme for 2018 is [Teach Like a Pirate](#).

WHERE: [Banff Park Lodge](#). Don't forget you will need a park pass.

WHEN: April 26-28

WHY: The keynote speaker will be [Dave Burgess](#). The [full program](#) is available online. The social evening will feature the band [9 Second Ride](#).

HOW: [Register online](#) or contact Tom Stones (Middle Years Council Chair) at tstones@cesd73.ca for more information.



Health and Physical Education Council Conference: Finding Balance

WHO: For all teachers and professionals interested in health and physical education in schools.

WHAT: [Finding Balance](#) is a conference organized (continued on page 4)

(Conference Corner continued)

by the [Health and Physical Education Council](#).

WHERE: [Mount Royal College, Calgary](#)

WHEN: May 3-5

WHY: [Joey Feith](#) is the [keynote speaker](#). A [full list](#) of the sessions is available for viewing online. A [Friday night social](#) will be held at [Grey Eagle Resort](#) – it includes food, casino access, prizes, and dancing.

HOW: [Register online](#).

English Language Arts Council Conference: Making Meaning

WHO: Language Arts teachers.

WHAT: [Making Meaning](#) is being presented by the [English Language Arts Council](#).



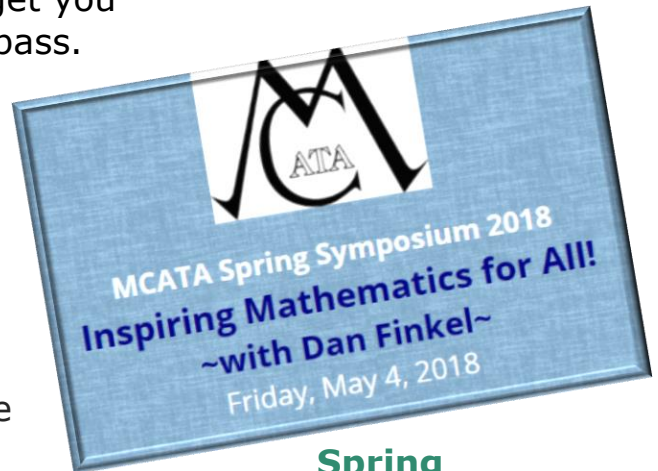
WHERE: [Banff Park Lodge](#). Don't forget you will need a park pass.

WHEN: May 4-5

WHY: From their website, the top 5 reasons to attend are for the beauty of Banff, the inspiration of keynote speaker [Penny Kittle](#), the awesomeness of breakout PD, the genius of collaboration and the rejuvenation of a getaway.

HOW: [Registration](#) for this conference has **CLOSED** but you CAN be put on a **waiting list** by contacting kevin.mcbean@epsb.ca.

Mathematics Council



Spring Symposium

WHO: Math teachers of any grade levels

WHAT: [Inspiring Mathematics for All](#) is presented by the [Mathematics Council](#).

WHERE: Crossroads Church, Red Deer

WHEN: May 4

WHY: The guest speaker is [Dan Finkel](#) – watch his [TedTalk video](#). A description of the day is available on the symposium [welcome page](#).

HOW: [Register online](#).

TEACHER BOARD ADVISORY COMMITTEE UPDATE

by Stephen Anderson

Greetings my hard-working colleagues, finally spring has sprung! This is a very busy time of year for us teachers with open houses, report cards, and parent-teacher interviews. I am sure you are all looking forward to a well-deserved break. I want to take a moment to thank all of those teachers who have given me feedback and information to present to the board. Having specific information about the challenges you face makes it much easier to represent teachers and bring forth concerns to the Trustees and our Superintendent. Please continue to inform me of areas where you could see improvement within EIPS.

We had our third [Teacher Board Consultation Committee](#) (TBCC) meeting of the year a few weeks ago on February 22nd. Our meeting was rather productive, and we had the opportunity to bring up many issues on behalf of teachers.

One of the issues we received clarity on was having to deal with [AP 410- Professional Learning](#). We had asked for the inclusion of a definition of self-directed professional learning. We were provided with the following: "a process in which individuals take the initiative, with or without the help of others, in determining their learning needs and goals relative to the [Teaching Quality Standard](#) and continuous professional improvement." We all seemed to agree that we liked this definition and were assured it will be included in the AP.



Another concern was the ongoing issue of insufficient substitute availability, especially on days when many teachers are attending the same professional development activity. We were told that next year, professional development will be spread out and a Professional Learning calendar will be distributed so staff are aware of upcoming Professional Learning activities. We also asked if there was a directive as to how schools manage substitute shortages and were told there is no specific procedure. The HR Committee previously advised they typically use internal teacher coverage, school administrators provide coverage, or classes may be combined. There was some discussion that it would be a great help if teachers would book their substitutes as early as possible, especially for professional development days they know in advance.

We also spent a great deal of time discussing the many inconsistencies between schools in reporting absences. We shared how we have heard of some school administrators requesting that staff email them regarding their absence and asking them to delay booking a substitute to allow time to arrange internal coverage. We expressed our frustration over what we see as an absurd practice. We also mentioned that a discussion of absences should not be an agenda item at a staff meeting. Administration agreed that these practices were not acceptable and that the expectation is that absences should be booked in AESOP; any other notification to administrators is a **courtesy**. We were told that administrators receive notification of staff absences through AESOP. We recognize that from a management perspective, the teacher's advance notice may be helpful to the administrator putting plans in place for a school event that day, and to support the staff and the substitute. If you feel that unreasonable expectations are being placed on you in reporting absences to administration, or you are being told to wait to book a substitute until administrators find internal coverage please [contact me](#).

(continued on page 6)

(TBAC Update continued)



Last meeting, we noted the field trip process has become more cumbersome over the years and discussion ensued about using PowerSchool to streamline the process. We were assured a more streamlined process will be in place by the end of the school year. We also spoke about how the protocol of students using school-provided transportation is an issue for parents who wish to drive their child and friend home and often causes stress for the teachers. We were assured that the new process can include very clear instructions for parents and schools should be consistent in their practice regarding transportation. Education

Executive will work on the protocol for after-school sanctioned activities (e.g. athletics) whereby a parent may drive their child home.

An issue that I continue to hear over and over from many of our teachers is about their daily struggles with students with complex needs and the lack of support that is received. We expressed that students with complex needs are often nowhere near completely included as they often need to be removed from class adding stress to administrative staff. We also noted that there have been many reported injuries to staff and students as well as severe disruptions to other students in class and classroom learning. We also noted that there is often a lack of staff comfort and training in meeting the needs of these students. We expressed concern for parents who don't want inclusion for their child yet have no other option and therefore asked if there could be other models to review. We were told that an invitation to the next TBCC meeting would be extended to Sandra Stoddard, Associate Superintendent, Supports for Students.

We were given a copy of the Mission and Values draft handout. The Mission and Values will carry through the entire four-year cycle. Alberta Education and curriculum redesign may prompt changes to outcomes. The decision was made to match the four-year education plan to the trustee election cycle.

Lastly, Dave Antymniuk (Corporate Secretary, Board of Trustees) stated there is a new Advocacy Committee of three trustees, three senior administration, and one director and they defined the terms of reference to support the Board's advocacy plan. There are 9 areas the Board will advocate in 2018:

1. Education funding with a focus on sustainability, erosion of dollars and spending power over time with the outcome to maintain public support for education to remain a priority for the government
2. Relevancy of locally elected school boards and school board autonomy
3. Infrastructure processes and management
4. Future school planning
5. Alberta Education vision and direction
6. Transportation funding formula and 2.4 km
7. Collaborative approach to supporting student and family well-being
8. Reserves – build awareness of the need and use of reserves
9. Opportunity and challenges of urban/rural schools.

Our next TBCC meeting is scheduled for April 26th. Please keep me updated on any non-collective agreement bargaining issues you feel could be addressed to make our lives as teachers, and our students lives better. You can reach me at stephenanderson.ata@gmail.com.



THANK-YOU

LANA BILODEAU

The Executive and the members of Elk Island Local #28 would like to express their gratitude to Lana Bilodeau for her 10 years of service as our Executive Assistant. We appreciate everything that she did and wish her the best in all her future endeavors!

Your Local is still available to meet your needs and answer your questions. For contact, continue use the email elkislandpublicata@gmail.com or call (587) 988 – 3663 – this will connect you with Local President Deneen Zielke. Alternatively, Ms. Zielke can also be reached at dkzielke@shaw.ca or (780) 940-5525.





DIVERSITY, EQUALITY, HUMAN RIGHTS

(DEHR COMMITTEE)

by Darlene Gillis

I thought I would write something different for this month's Diversity, Equity, Human Rights Committee submission. I usually write an article promoting our hard-working committee and events that we are planning for you, our local members. We truly want to provide our members with low cost professional development opportunities that are meaningful, thought provoking, engaging and entertaining. Not an easy task for a volunteer committee that is motivated by great collective passion, but who all work full-time. This month I decided to write about **why** you should consider participating in our events.

1. We are here for you, ALL of you, our local membership. We don't have any hidden agendas, we are exactly who we say we are. If you have an idea in mind, let us know!

2. We are open minded and great at listening. You will find someone who has

considered most issues from a variety of personal and professional perspectives on our committee. We don't think we have all of the answers, but we are committed to finding positive, healthy solutions.

3. Our events are inclusive.

We mean it when we say that **ALL** are welcome. We value and appreciate whatever perspective you may bring with you to the table. Our Book Club provides a positive, intellectual context for discussion important to educators. You don't have to be climbing any corporate ladders for your voice to be heard, or your opinion to be considered.

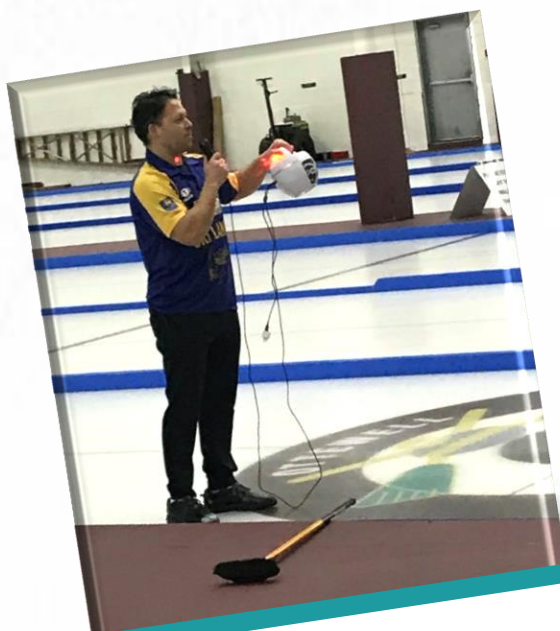
4. We have a lot of fun. Professional Development doesn't have to be formal, uptight or boring to be valuable. I learned more

from attending last year's Pride Parade Training and event, than at any formal session I have attended. I met and interacted with many people and learned about LGBTQ+ perspectives in a way that was meaningful, real and authentic. Plus, I will never forget the wave of energy that enveloped us all from the start of the parade to the finish. It was life changing for me.

5. We aren't afraid to take chances. We aren't afraid to have challenging conversation or to try different things to engage our membership.

We look forward to seeing you at Pride Parade, Indian Horse Book Club and screening events, and at least one event in our Diversity Series that is in the works for next year. Come and get involved and get to know your DEHR Committee. You just might surprise yourself!





PRESIDENT ZIELKE HANGING OUT
WITH HER PEEPS!



THANKS GO OUT TO KYLE
SARAMATUNGA FOR ORGANIZING
THIS AWESOME EVENT!

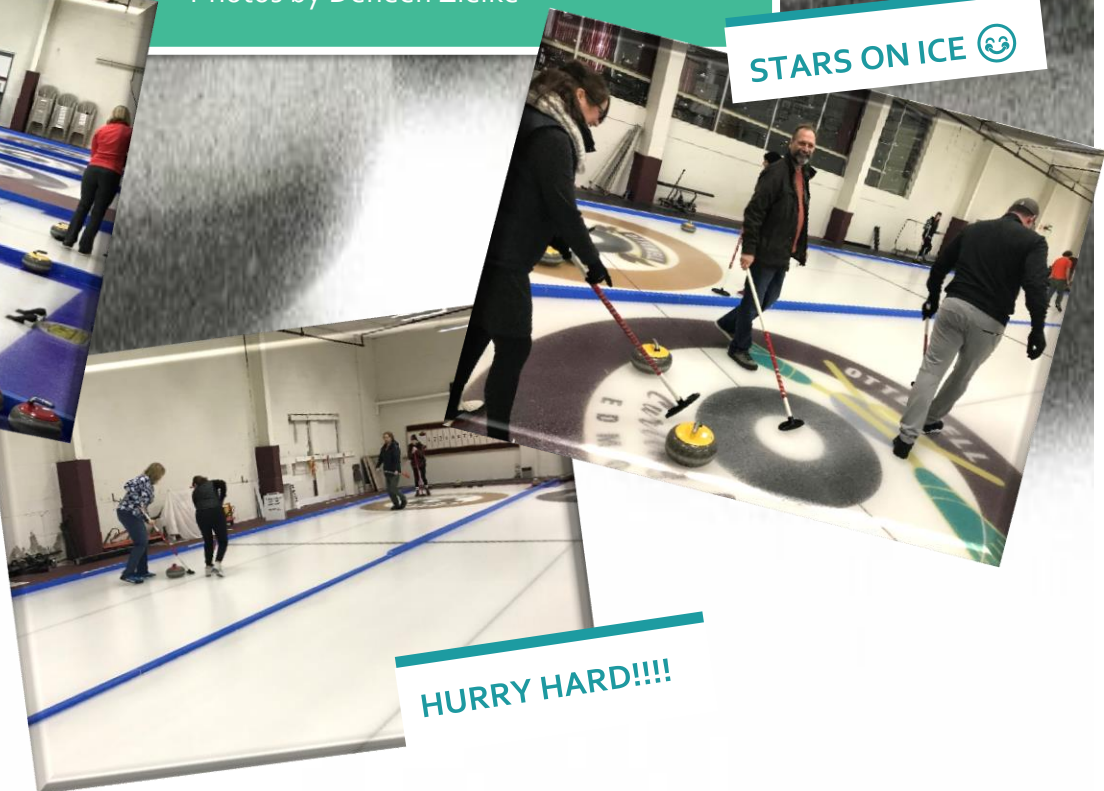
CURLING ROCKS!!

Scenes from the March Funspiel

Photos by Deneen Zielke



JUST CHILLIN'



STARS ON ICE 🧊

HURRY HARD!!!!

QUICK BITS

by Irene Deatcher and Deneen Zielke

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

EXECUTIVE ASSISTANT POSITION

The Executive is currently accessing resources in the Human Resources department at Barnett House to compile a job description and posting that will reflect the Local's needs going forward. Once posted, short listing and interviews will take place. We will keep you updated when we have more to report.

PD FUNDING

Funds for term 2 have all been allocated. Applications for term 1 of the 2018-19 school year will be accepted starting June 1st. Term one covers professional development activities which will take place between September 1st, 2018, and January 31st, 2019.



DR. B.T. KEELER CONTINUING EDUCATION BURSARIES

The above bursary is offered through the ATA Educational Trust. The Keeler bursary provides \$700 to selected teachers who are advancing their skills through taking courses. Proof of completion and tuition payment is required.

If you are planning to take a course this summer or through the upcoming school year, you may be eligible to apply (if you haven't received the bursary in the past 3 years). The deadline for applications is May 1, 2018.

Qualified applicants will have their names put into a draw and all will be notified regarding draw results by June 30th.

SOCIAL JUSTICE BOOK CLUB #2

Your DEHR committee is getting ready for its second book club meeting. This month's selection is "Indian Horse" by Richard Wagamese. For more information about the book, refer to the February edition of The Bugler.

Because the release date for the movie is not yet confirmed, we have not set a date for book club. It WILL be sometime this spring!

Please watch the Local Facebook page and Twitter feed for updates and details as they are confirmed. Alternatively, email the [DEHR committee](#) for more information.

After discussing the book, members will have the opportunity to catch an early showing of the movie (co-produced by Clint Eastwood) at [Galaxy Cinemas in Sherwood Park](#).

TEACHER MIXER AT BOSTON PIZZA!

Let's get together!!

Elk Island Local #28 and [Boston Pizza \(on Wye Road\)](#) are pleased to be working together to host a recurring social event for our members! These will occur on the second Friday of each school month.

The first teacher mixer was on March 9th and was a lot of fun. The appetizers were excellent!

Join us for the next "Mixer" on Friday, April 20th, from 4 to 6 pm. There will be drink specials and free (awesome!) appetizers for all in attendance. Bring school ID and come ready to relax, laugh, and socialize!

IMPORTANT DATES AND EVENTS

March 22nd

Last day to register for the April 7th retirement session – email Jennifer.fredeen@gmail.com

March 23rd

Day in lieu of parent teacher interviews

March 24th – April 2nd

Spring break

March 30th

Good Friday

April 2nd

Easter Monday

April 3rd

First day of classes after Spring Break

April 7th

Retirement session at Sal Comp

April 13th

April Bugler submissions deadline

April ?????

Social Justice Book Club meeting / viewing for Indian Horse – watch for a confirmed date.

April 15th – 21st

[National Volunteer Week](#)

April 20th

Teacher Mixer at [Boston Pizza \(Wye Road\)](#) 4-6 pm

April 23rd

[Edmonton Catholic Local #54 is holding a GSA](#) meeting at Barnett House at 4:30. All members from ANY ATA local are welcome.

April 26th

EIPS and ATB Young Speakers Invitational – 4-8 pm at the Strathcona County Community Centre Agora

April 27th

Professional Learning Day

April 30th – May 4th

[Education Week](#)

May 4th

Hats On! For Mental Health Day

May 6th – 12th

[Emergency Preparedness Week](#)

May 18th -19th

School closure days

May 22nd

Victoria Day

SHARON TILLEY



We are very saddened to learn that Sharon Tilley passed away on March 14th, 2018. Many members of our Local will remember Mrs. Tilley as our executive assistant who retired about ten years ago. She was the friendly voice and face of our Local for over 30 years. Sharon will be missed – our thoughts and prayers go out to her loved ones. A [celebration of her life](#) will take place on Tuesday, March 20th.

LOCAL #28 EXECUTIVE

President:

Deneen Zielke
cell: 780-940-5525
dkzielke@shaw.ca

Local Communications Officer:

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

**Teacher Board Advisory
Committee Chair:**

Stephen Anderson
stephenanderson.ata@gmail.com

Economic Policy Committee:

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

Linda Butler Dunn (NSC Chair)
cell: 780-281-0850
butlerdunn@gmail.com

Treasurer:

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

**Professional Development
Chair:**

Janet Vader
(school) 780-449-2787
jvader@shaw.ca

Past President:

Lynn Johnston
cell: 780-920-2131
lynndale08@gmail.com

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):

Stephen Anderson TBAC
stephenanderson.ata@gmail.com

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

Inge Coates
Elk.Island.RTA@shaw.ca

Twitter: [@ElkIslandLocal](#)



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 NSC
cell: 780-281-0850
butlerdunn@gmail.com

Facebook: [ATA Local #28 – Elk Island Public](#)



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