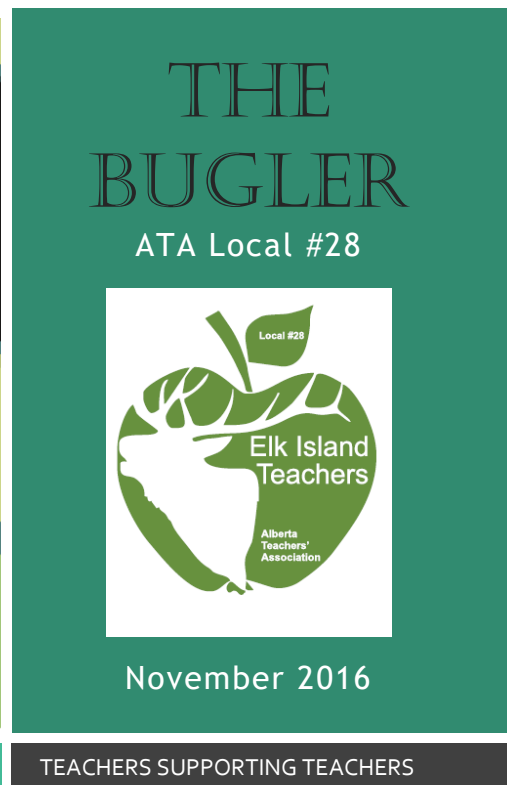




FIND OUT MORE AT [STORYOFATA.COM](http://storyofata.com)



## TBAC Update

by Deneen Zielke

The fall season usually finds us in a place where we are reflecting on the previous year and looking forward to the current one. With this in mind we met with our [School Board trustees](#) and [Superintendent Liguori](#) to bring forth teacher concerns and seek clarification on two new procedures: staffing and ASEOP (substitute booking format).

We recognize that there is no such thing as a 'perfect' staffing procedure and that implementation is most often not flawless. That being said, concerns which teachers have expressed

were shared. These included the importance of timely and consistent information being shared with staff, the importance of postings accurately reflecting the position being filled, and the expense of paying for a substitute in order to attend interviews. The information was well received and will be considered as the district moves forward. Teachers are reminded that should they have concerns regarding staffing they can seek advice and clarification from

(continued on page 2)



### Maternity Session Info

Adding to your family? You may want to attend on Dec. 15th  
Page 6



### November Contest

Find out who won our October contest and read details about how you could win a \$100 gift certificate for Amazon.ca  
Page 4

(TBAC Update continued)

[Human Resources](#) or can contact Lynn Johnston or myself for assistance.

Just as we were settling into our classrooms this fall we started receiving information about the new substitute booking system- AESOP that replaced Subfinder, which was no longer being supported by its parent company. If you were like me you probably glanced at it with the intent of reading in more detail when things slowed down. Well, we know things don't slow down, so I quickly had to figure out the new system.

There are features that are helpful, like the favorite five, and the interface seems more user friendly. However, some concerns were raised by classroom teachers and substitutes that were discussed and received as information to be looked at further.

Among these we discussed the insufficient number of substitutes available. It was shared that the district usually employs slightly over 300 substitute teachers and that this September, due to recent hiring, economic conditions, etc., that number dropped to 200. Currently the district is interviewing and hiring

substitutes to have a full complement of substitute teachers in place by the end of the November break.

Another concern discussed was the need for an expansion to the specialty categories to make sure that teachers with appropriate training are placed in specialized classrooms. As well, a number of our substitute teachers raised concerns regarding the phone out system and how an App can be used to assist with alerts. Human Resources personnel are looking into this to be sure substitutes have equal opportunity to accept posted positions.

Substitutes also expressed concern that should they turn down a job they would be 'bumped' to the bottom of the rotation list. We were assured that this does not happen, but given the advice that teachers should not hang up when called – instead, they should wait until the message is complete and then decline the job.

We are planning our next T.B.A.C. meeting for early January. Items that have been brought forward to the committee include the updated administrative procedures, the new leadership program, and the assessment policy as it relates to rewrites/re-dos.

Please watch for information from your school representatives.

Should you have concerns with any of the above, please contact your [school representative](#), [Lynn Johnston](#) (Local president), or [myself](#). Our next meeting with the Teacher Board Consultation Committee (T.B.C.C) is set for January 19<sup>th</sup>.

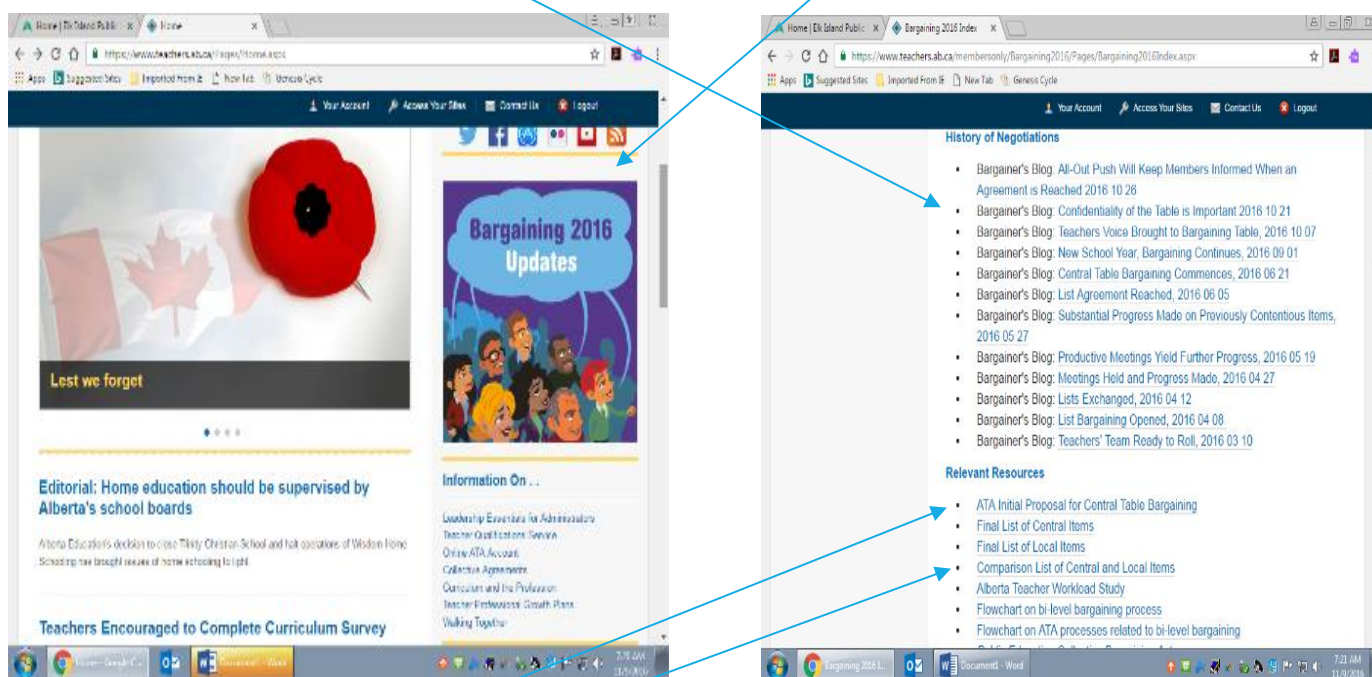


# Bargaining Updates

by Linda Butler Dunn

Central Table bargaining continues. You can access the information about this process at [www.teachers.ab.ca](http://www.teachers.ab.ca).

In order to get beyond the firewall, you must set up your ATA login ID. This will also be critical once we get to the voting process, as voting will be online. No ID, no vote. Once you get logged on, you can click on the Bargaining 2016 box on the right side of the screen. Each time the Committee meets, Greg Jeffery does a wonderful job of writing a blog about the proceedings.



In addition to this blog of information about the bargaining process, there are a number of supporting documents available in this area as well. Please take the time to peruse the initial proposal, as well as the comparison list of Central and Local bargaining items. This list will give you an idea of what your EPC will have available to consider to bargain. Your EPC will be looking at what is on this list and targeting priorities. They will be looking for your input in the near future as to what your priorities are from this list. There is also a myriad of other, interesting bits of information regarding this new bargaining process. Take the time to ensure that you are signed up and consider this valuable information source.



# Administrative Procedures: AP 164 Nutrition

by Irene Deatcher

Continuing with our monthly feature on Administrative Procedures, we now will focus on [AP 164 which deals with nutrition](#).

Although this AP does currently appear on the [EIPS website](#), the procedure does not come fully into practice until the fall of 2017. The AP exists to establish environments which support healthy eating and healthy lifestyles for students and staff. Schools in the Division will promote healthy foods and limit sales of less healthy choices.

This will have direct impact on school fundraisers as only one fundraiser involving food from the 'choose least often' list will be permitted per school year. Vending machines and school canteens must ensure that most items are from the 'choose most often' list although there can be some offerings from the 'choose sometimes' list. Beverage machines are limited to water, unsweetened juices, vegetable juices and milk. District cafeterias and special events (class

parties, food on field trips, sporting events) will use the principles outlined in the [Alberta Nutrition Guideline for Children and Youth \(2012\)](#).

It is important to note that the AP does NOT apply to food brought from home (by students OR staff) for lunch or snacks. All staff will be encouraged to model healthy choices during instructional time and to limit the use of unhealthy choices as incentives or rewards.

Because food from home is exempt from the AP, staff need to remember that they CANNOT comment on or remove items from a student's lunch. We are not always aware of the complex home situations that may lead to the inclusion of certain items in a lunch kit. Staff must remain compassionate towards these complexities and refrain from 'food shaming' through comments or actions.

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

## CONTEST



## “Where’s Santa?” Contest

by Irene Deatcher

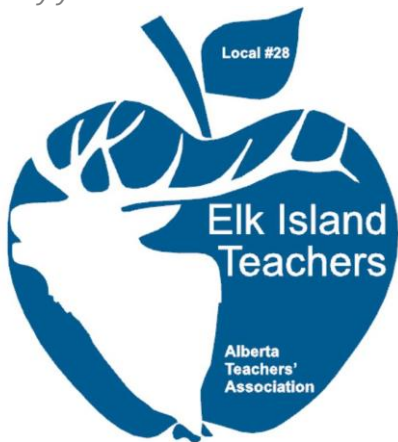
Congratulations go out to last month's contest winner! Andrew Harrison from Salisbury Composite High School was selected from a draw involving 20 people who correctly found a 'hidden vegetable' in the October Bugler. Mr. Harrison won a \$50 gift certificate for the TeachersPayTeachers website.

This month, you must find the word "Santa" hidden somewhere within the Bugler (any mention in THIS article does NOT count).

To participate, send an email to [deatcher.ata@gmail.com](mailto:deatcher.ata@gmail.com) titled "I found Santa!" In the email, include a description of where you found the word. All people who reply with the correct answer will have their names put in a draw (cut-off date will be December 9<sup>th</sup>).

This month the prize is a **\$100 gift card** for [Amazon.ca](http://Amazon.ca)!! Ho-ho-ho!

*The Bugler has been a key tool for communication with our members for many years!*



## School Reps' Corner - The Bugler!!

by Irene Deatcher

"The Bugler" is a monthly publication with news about [ATA Local #28](#). The goal is to keep members informed of local initiatives, events and issues as well as provide a connection to ATA Provincial resources.

Recently, "The Bugler" has undergone a lot of changes but many members may be unaware of this fact. I have heard about members who press 'delete' as soon as the email with the attachment arrives in their 'in' boxes. I need YOUR help with engaging these

members with communication about the ATA.

If people haven't seen it already, you may want to show them the new format in hard copy. You will be able to pick up one at the Local Council meeting but it will be in black and white – it looks much snazzier in full colour!! For people who are too uncomfortable with email contact, they can borrow your edition to make a copy but please remind them that this must be done OUTSIDE of the school as we cannot use our employer's resources for any distribution of 'The Bugler'.

It should be pointed out to members that the digital copy is FAR superior to the hard copy because of the many hyperlinks. I try to include as many as possible so that people can have direct access to whatever is being highlighted (specific [Administrative Procedures](#), the [Collective Agreement](#), timely resources). People who do not give you their personal email addresses can still access the digital version online by going to our website (just tell them to [search for Elk Island Local #28](#)).

Another way to encourage member engagement would be to have school reps (that's YOU!!) include a short list of highlights within the email to which "The Bugler" is attached.

Great items to mention this month are the CONTEST (the prize is a \$100 gift certificate for [Amazon.ca](#)!), information about the AP for nutrition, details on a maternity session, and the organization of a Gay Straight Alliance for teachers (developed by the Edmonton Catholic Local). Add more as you see fit!

The more each rep knows about the content of "The Bugler", the more they can use it as a 'go to' resource to support their staff. Hopefully, if someone asks question about AP 164 (or other subjects!), you can say, "It was in The Bugler – would you like me to send that information to you?"

I TRULY appreciate everything that EACH school rep does to share information with the people with whom they work. You folks are AWESOME!!!



## Ode To Eluminate

by Janet Vader

You've caused us pain for  
far too long

And that is why we sing this  
song.

For ten long years you've  
been with us

And from day one it was  
such a fuss!

From manuals and sessions  
too

Far, far too much time has  
been spent on you.

You will not print or change  
your font

And won't do what we  
actually want

You've glitched and stalled  
and shut right down

And been the source of  
many a frown

The comments have gotten  
out of hand

They go on and on like a  
beach full of sand.

So many words, SO many  
hours

You've made us long for  
super powers

And so it is with a happy  
heart

We say farewell and now  
depart

We will not cry, won't shed  
one tear

Because this fact is oh so  
clear:

Eluminate was sub-par at  
best

It wasn't better than the  
rest

Not Excellent or worth an E

But Limited we now can see

Good bye sad program we  
all hate

Good bye forever ... nine  
years too late.

PREPARING FOR YOUR FAMILY



## Maternity Session

by Linda Butler Dunn

On Thursday, December 15, 2016 [Elk Island Local #28](#) will be hosting a Maternity Benefits session at Salisbury Composite High from 4:30 to 6:00 pm. Please consider this session if you are adopting, pregnant, thinking about becoming pregnant in the next five years or if your spouse is expecting.

This session covers legal rights, paternal leave, adoption, what to do about benefits, how it affects your pension and a myriad of other things you may or may have not considered. Please contact [Lana](#) by December 12 to register.



## QUICK BITS

by Irene Deatcher

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

### GSA INVITATION

Very recently, [Edmonton Catholic Local #54 established a Gay Straight Alliance](#) (GSA) for teachers. Although this was established by one local, they have generously extended invitations for their monthly meetings to teachers from ANY local. All LGBTQ+ teachers and allies are welcome at the meetings being hosted at Barnett House (1010 142 St.). The events are from 4:30 to about 6:00. The set meeting dates for the year are: Dec. 19, Jan. 16, Feb. 13, Mar. 20, Apr. 24, May 15, and June 19<sup>th</sup>. For more information, contact email [Lynn](#) or call her at 780-920-2131.

### MES AT THE U OF A

The University of Alberta is holding a recruitment drive for the [Master of Education in Educational Studies \(MES\)](#). This program is for teachers who are interested in educational leadership and school improvement through applying evidence-based practices. This graduate program is structured so

that attendees may continue working in their positions while completing the MES degree. In 2017, there will be a cohort specifically for Edmonton and another through St. Joseph's College for Catholic education. For more information send an email to [mesinfo@ualberta.ca](mailto:mesinfo@ualberta.ca).

### CLAUSE 9.5 FUNDING

Term 1 of funding covers professional development occurring between September 1, 2016 and January 31, 2017. Currently there is a balance of \$27 000 available to be accessed by members. Members can start applying for PD that will take place in Term 2 (Feb. 1 – Aug. 31, 2017) as of December 1<sup>st</sup>. Contact [Lana](#) for more information.

### FACEBOOK SHAMING

Did you know that you can be protected from negative conversations about you being shared and spread via social media?

There have been instances where teachers or school staff have been abused or shamed over social media.

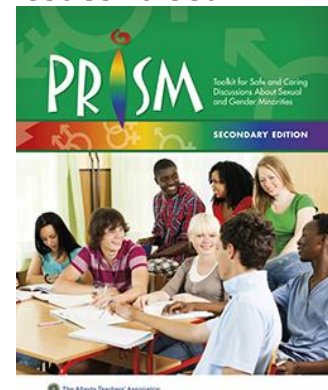
If this happens to you, do NOT keep it to yourself – contact [Member Services](#) at Barnett House (780-447-9400 or 1-800-232-7208) and they will give you advice for dealing with this

issue. [If the circumstances constitute harassment](#), MS can provide different levels of assistance including legal action if it is necessary.

### PRISM 7-12

PRISM (Professionals Respecting and supporting Individual Sexual Minorities) was originally developed as [a tool kit to aid elementary school teachers](#) with promoting safe and supportive classrooms. This program has been extended to providing [appropriate resources for junior and senior high school environments](#). The ATA website [gives a general overview of the resource](#) including an explanation for the SGM acronym (Sexual and Gender Minorities). Both [resources are available free of charge](#) in pdf format through the ATA website.

Because the document drew a lot of attention from media and some communities, [the ATA published an FAQ](#) that addresses many of the issues raised.





## IMPORTANT DATES AND EVENTS

### December 1<sup>st</sup>

Applications open for Santa Clause 9.5 funding (PD events between Feb. 1 and Aug. 31, 2017).

### December 5<sup>th</sup>

Pre-registration opens for Teacher's Convention.

### December 15<sup>th</sup>

A maternity session is scheduled for 4:30 at Salisbury Composite High School.

### December 19<sup>th</sup>

Edmonton Catholic Local #54 is holding a GSA meeting at Barnett House from 4:30 to 6:00.

### December 23<sup>rd</sup>

Last day of school before the winter break.

### December 24<sup>th</sup>

First day of Hanukkah.

### December 25<sup>th</sup>

Merry Christmas!!

### December 26<sup>th</sup>

First day of Kwanzaa.

### January 1<sup>st</sup>

Happy New Year – 2017!!

### January 9<sup>th</sup>

First day back at school.



WHO ARE THOSE BACK-UP SINGERS?!?!

On Thursday, November 10<sup>th</sup>, Elk Island Local #28 held its first social event of the school year. We were treated to music by Rockin' Ron and the Radiators (featuring Elk Island Public's own Ron Horton!). They certainly know how to get a crowd up on the dance floor!

Who knew that the band would bring prizes? Congrats goes out to TBAC chair Deneen Zielke for winning the initial prize by being the first person to stand up and get grooving!

## November Social

by Irene Deatcher; pictures courtesy of Linda Butler Dunn







## December Resources

by Irene Deatcher

The countdown to the winter break has begun and there is SO much to do!

For Div. 1 teachers who are planning activities related to Christmas, you may want to start with the [Canada Post website](#). If you want to send letters to the North Pole, they need to be mailed by December 2<sup>nd</sup>. The site has guidelines, templates and a video which teachers can use.

For resources applicable to a wider variety of grades, please look at 2Learn.ca – [it has links in categories](#) related to ALL subject areas and also has a section with [interesting infographics](#).

If you want to be able to direct your students to some Christmas themed websites, try the [12 Days of Christmas Sites](#) – it has a good variety including a link to [winter MadLibs](#) and one set up [by Norad to follow updates about Mr. Claus](#) and his Christmas activities/route.

Other themes to consider lead us back to 2Learn.ca - they have [great resources for winter](#) (including regarding safety, animal adaptations, and sports) as well as a [section about Hanukkah](#).



## Teachers' Convention: Tips and Reminders

by Irene Deatcher

Here is a quick guide to having a great convention experience in 2017:

1. [View the sessions](#) being offered.
2. [Use 'SCHED'](#) to keep track of sessions in which you are interested – this helps you plan but does NOT guarantee you a space.
3. Sign up EARLY for pre-registered sessions (these can fill up quickly). [Pre-registration opens on December 5<sup>th</sup> and closes on January 30<sup>th</sup>.](#)
4. [Consider chairing a session](#) which you want to attend.
5. Apply for alternate PD (if needed) sooner than 20 days before the convention by [filling in this form](#).
6. Keep track of your admission pin when your school rep gives it to you in February.
7. Connect to NCTCA through [Facebook](#) or through [Twitter](#).
8. Familiarize yourself with your [professional responsibilities](#) regarding attending convention – attendance IS your [professional obligation](#). Check these [FAQs about convention](#) for more information.

## LOCAL EXECUTIVE

**President:**

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

**Vice President/Local Communications Officer:**

Irene Deatcher  
cell: 780-937-4915  
[deatcher.ata@gmail.com](mailto:deatcher.ata@gmail.com)

**Vice President/Annual Representatives Assembly:**

Maj-Britt Bigotti  
(school) 780-998-2216  
[Maj-britt@shaw.ca](mailto: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](mailto:John.c.murphy@hotmail.com)

**Economic Policy Committee:**

Linda Butler Dunn  
780-281-0850  
[butlerdunn@gmail.com](mailto:butlerdunn@gmail.com)

**Negotiating Subcommittee Chair:**

Karen Atkinson  
cell: 780-915-6168  
[ka88@telus.net](mailto: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](mailto:dkzielke@shaw.ca)

**Secretary:**

Tyson Parker  
(school) 780-416-9018  
[tysonbparker@gmail.com](mailto:tysonbparker@gmail.com)

**District Representative:**

Paul Froese  
cell: 780-951-2461  
[Paul.Froese@teachers.ab.ca](mailto: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](mailto:dkzielke@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):

**Linda Butler Dunn - EPC**  
[butlerdunn@gmail.com](mailto:butlerdunn@gmail.com)

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

