Minutes of a meeting of the Council of Edmonton Public Teachers Local No. 37 of the Alberta Teachers’ Association, held in the Auditorium of Barnett House on Tuesday, November 25, 2014, commencing at 5:30 pm.

Vice-president Jonathan Hemphill was in the Chair. Approximately 139 School Representatives were in attendance.

The Chair called the meeting to order.

1. APPROVAL OF THE AGENDA
Heather Quinn (M.E. LaZerte) and Aaron Kucher (Jasper Place) moved, RESOLVED, that the Council Agenda be approved as printed. CARRIED

2. APPROVAL OF THE MINUTES
Allen Linville (W.P. Wagner) and Derek Lindskoog (Highlands) moved, RESOLVED, that the Council Minutes of October 29, 2014, be approved as printed. CARRIED

3. QUESTION PERIOD
The President welcomed the Board representative Kent Pharis, and then opened the floor to questions.

Aaron Kucher (Jasper Place) is central office informing schools on what report card comments they must use? If that’s the case, what is the ATA’s stance in regards to our professional code? Are we not responsible for developing our own report card comments?

Kent Pharis stated that the administration will respond at the next CSR meeting in January.

Konni deGoeij stated that in regard to the provincial ATA’s stance, we tell teachers “if you have been told or directed by your administrator to do this, you have to do it because it is a lawful order from the Board.” If your school is working on a template of comments you can pull and drag into, then work on that as a staff.

Lorena Garcia (Mary Butterworth) asked how the ATA is allowing teachers without a degree to be members of our professional association, and what are the exceptions?

Konni deGoeij responded that in the School Act it is quite clear that if you are in a “speciality area” (i.e. teaching a second language like Cree) and it is hard to find Cree instructors, you can hire someone from the community to teach that. As well, in CTS areas, to teach intermediate and advanced courses in CTS you have to have a journeyman’s certificate. That being said, a certified teacher needs to be assigned to that course because a teacher is the only one that can do student assessments. So the certified teacher actually works with the individual assigned to that course.
Ms. Garcia then asked why effort and GLA have been removed from report cards, and why were teachers not informed of this well ahead of time?

Kent Pharis stated that the administration will respond at the next CSR meeting in January.

President Olsen noted that recently in the Edmonton Journal there was an article stating that some schools had used it and some had not.

Mr. Pharis said that the one piece, through GKB.AR, which is the Administrative Regulation relative to assessment, all of the schools have assessment plans that should have been created at the schools. It is probably something that has happened but it would have happened as a result of the work that was done in the District relative to GKB.AR.

Deanna Simmons (Dan Knott) asked what GKBAR stands for?

Mr. Pharis responded that this is the district’s policy lettering for the assessment administrative regulation.

President Olsen clarified that the school board policy manual is divided into sections and the GK refers to a specific part in Section G relative to assessment, and the AR means Administrative Regulation. If it had .BP it would be Board Policy.

John Halvorsen (Overlanders) said that the principal is being evaluated and teaching staff are being asked to evaluate the principal, without the principal being aware of the evaluation. It is being presented by the Board and the principal as something you are supposed to do. He would like the Board’s perspective on this, and to know whether they aware that this is counter to the teachers Code of Professional Conduct. Mr. Halvorsen would also like to know what the ATA’s stance on this?

Konni deGoeij said that provincially there is no such thing as anonymous. Our Code of Conduct, Sections 13 and 14, state that if you have a concern about a colleague, you have to share it with the colleague first, and then take it to the next level of authority. Going into the staff room and bad-mouthing a colleague or administrator is inappropriate. Filling out a survey about somebody and submitting it, other than to that individual first, is inappropriate. You can fill out the survey, sign it, give a copy to the administrator first, and then you can submit it to the Board. Is it your job to evaluate the principal? You are not actually doing the entire evaluation. Under provincial policy 2.1.5 under Supervision and Evaluation—Sections 9 and 10, it states that data may come from any source (parents, student feedback, staff feedback including certificated staff and support staff) but teachers have a Code of Conduct. The Board will be getting, and using, that data to inform whomever is doing the evaluation of the principal. You are contributing to the evaluation, but you still have to follow the Code of Conduct.

Kent Pharis agreed that the District does seek information from a variety of sources when evaluating the principal. The District is making those decisions relative to an employment decision, and it is the District perspective that they would like to get information from a range of sources, which includes parents, and people in the community. This is not a new thing; it is something that has been going on for a long time. If you have concerns, and want to ensure that you are following the Code of Professional Conduct, there are ways of doing that as described by Ms. deGoeij.

Deanna Simmons stated that her school was in the same situation. In a meeting they were handed sealed envelopes, told they were confidential, and told to seal them and return them prior to leaving the room. It seems that what the Board is allowing to happen, whether or not it is their direction, is contrary to what the ATA has instructed.
teachers to do, and contrary to the Code of Professional Conduct. Will there be any discussion between the Board and the ATA regarding this matter.

**President Olsen** said he will bring this item up at a Liaison Meeting.

A teacher then asked if it is a common thing for principals to be evaluated, or is it only on special occasions.

**Kent Pharis** said that in our District, principals are evaluated in their confirmation term. In our District it is a two-year term and they have evaluations that last two years. They are evaluated by their Assistant Superintendent, and again information includes a variety of sources, and a number of things are included. Typically, once a principal has concluded the confirmation process in our District, they are not under any other notices of evaluation.

**Konni deGoeij** added that only a handful of school jurisdictions in Alberta that actually give continuous designations to administrators, with Edmonton Public being one of them. Some other school jurisdictions have their administrators go through the full evaluation process every 3-5 years, so there is no security in the position. This is one nice thing for the administrators in Edmonton Public. Once they have been given their continuous designation, similar to teachers, they will move to an evaluation only if there is a reason to move to an evaluation.

**Donna Yoder** (Lynnwood) asked who the Division II representative was, and if CSR was notified.

**President Olsen** responded that the Division II representative is Geoff Campbell. Mr. Campbell was appointed by Table Officers, after the call for interested members was put out at the September CSR meeting.

**4. LOCAL FINANCE**

a) **Finance and Variance Report to October 31, 2014.**

The Vice-president of Finance, A. Walsh, reviewed the Finance and Variance Report printed on pages 11-14 of the agenda package.

Iain Watson (Kildare) and Elaine LaFleche (Delwood) moved, **RESOLVED, that the Finance and Variance Report to October 31, 2014, be approved.** **CARRIED**

b) **Financial Summary of Executive Expense Allowances**

The Vice-president of Finance, A. Walsh, reviewed the Financial Summary of Executive Expense Allowances printed on page 15 of the agenda package.

**5. CLASS SIZE CENSUS TRAINING**

President Olsen gave a brief training session and answered questions on the Class Size Census. The census will take place in schools on December 3, 2014. Materials will be posted on the Local’s website.

**6. PREPARATION FOR ARA**

Nine resolutions came forward by the deadline.

**Resolution #1**

RESOLVED, that the Alberta Teachers’ Association urge the Government of Alberta to ban donations by corporations, trade unions, or employee organizations to political parties, constituency associations and candidates.

**Recommendation from Executive:**

**BE IT RESOLVED, that Executive recommend to the Council of School Representatives support of Resolution #1.**
BE IT RESOLVED, that Resolution #1 be submitted to the 2015 Annual Representatives Assembly for consideration.

CARRIED

Resolution #2
RESOLVED, that the Alberta Teachers’ Association urge the Government of Alberta to restrict the maximum spending by a candidate running for MLA to $45,000 in an election or by-election.

Recommendation from Executive:
BE IT RESOLVED, that Executive recommend to the Council of School Representatives support of Resolution #2.

BE IT RESOLVED, that Resolution #2 be submitted to the 2015 Annual Representatives Assembly for consideration.

CARRIED

Resolution #3
BE IT RESOLVED, that the Alberta Teachers’ Association urge the Government of Alberta to restrict the maximum personal donation to a political party to $3,000 a year.

Recommendation from Executive:
BE IT RESOLVED, that Executive recommend to the Council of School Representatives support of Resolution #3.

BE IT RESOLVED, that Resolution #3 be submitted to the 2015 Annual Representatives Assembly for consideration.

CARRIED

Resolution #4
BE IT RESOLVED, that the Alberta Teachers’ Association urge the Department of Education to make information available to School Districts about the safe use of wireless technologies, provided by the manufacturers of devices such as cell phones and tablets, and to include this information in the curriculum in order to ensure that current guidelines on microwave radiation are not exceeded while students are using wireless devices at school.

Recommendation from Executive:
BE IT RESOLVED, that Executive recommend to the Council of School Representatives non-support of Resolution #4.

BE IT RESOLVED, that Resolution #4 be submitted to the 2015 Annual Representatives Assembly for consideration.

DEFEATED

Resolution #5
BE IT RESOLVED, that the Alberta Teachers’ Association support the Canadian Teachers Federation “The Use of Wi-Fi in Schools” Briefing document (2014) to provide the public with more information about radiofrequency energy, the safe use of wireless technology, and that exposure guidelines include biological effects.

Recommendation from Executive:
BE IT RESOLVED, that Executive recommend to the Council of School Representatives non-support of Resolution #5.

BE IT RESOLVED, that Resolution #5 be submitted to the 2015 Annual Representatives Assembly for consideration.

DEFEATED

Resolution #6
BE IT RESOLVED, that the Alberta Teachers’ Association urge the Department of Education to direct District School Boards to allow teachers to turn the Wi-Fi router off in their classrooms when access to the internet is not required, as recommended in the Canadian Teachers Federation Brief “The Use of Wi-Fi in Schools” (2014), and to install on/off switches if necessary.
Recommendation from Executive:
BE IT RESOLVED, that Executive recommend to the Council of School Representatives non-support of Resolution #6.

BE IT RESOLVED, that Resolution #6 be submitted to the 2015 Annual Representatives Assembly for consideration.

BE IT RESOLVED, that Resolution #6 be submitted to the 2015 Annual Representatives Assembly for consideration.

Resolution #7
BE IT RESOLVED, that the Alberta Teachers’ Association invest the time to understand the significant flaws in the process Health Canada uses in its update of Safety Code 6 (which determines allowable levels of microwave radiation in Canada), and that if they are to rely on Wi-Fi in schools, they are relying on Health Canada’s Safety Code 6.

Recommendation from Executive:
BE IT RESOLVED, that Executive recommend to the Council of School Representatives non-support of Resolution #7.

BE IT RESOLVED, that Resolution #7 be submitted to the 2015 Annual Representatives Assembly for consideration.

CARRIED

Resolution #8---WITHDRAWN
RESOLVED, that the Alberta Teachers’ Association follow the Government of Alberta’s flag advisories, in addition to the Associations’ guidelines, for half-masting the Canadian flag.

Recommendation from Executive:
BE IT RESOLVED, that Executive recommend to the Council of School Representatives non-support of Resolution #8.

BE IT RESOLVED, that Resolution #8 be submitted to the 2015 Annual Representatives Assembly for consideration.

WITHDRAWN

Resolution #9
BE IT RESOLVED, that the Alberta Teachers’ Association source products from Alberta for use in the cafeteria and bar services whenever possible.

Amendment:
Replace “source” with “give first consideration to” and “whenever possible” be replaced with “whenever available and feasible.”

Recommendation from Executive:
BE IT RESOLVED, that Executive recommend to the Council of School Representatives support of Resolution #9.

BE IT RESOLVED, that Resolution #9 be submitted, as amended, to the 2015 Annual Representatives Assembly for consideration.

CARRIED

7. COMMITTEE BUSINESS AND REPORTS
a) Murray Jampolsky Scholarship Committee (two members required).

The Chair called for volunteers. Jolene Gray (Prince Charles) and Laura Andrews (J.A. Fife) volunteered.

Gail Cuff (Kildare) and Elaine LaFleche (Delwood) moved.
RESOLVED, that Jolene Gray (Prince Charles) and Laura Andrews (J.A. Fife) be named to the Murray Jampolsky Scholarship Committee.

CARRIED
b) Committee Reports

**GETCA**—President, Tabatha Hart, reported that the committee has included (in the pickup package) a handout for all teachers highlighting the speakers at convention this year and correcting the date on the card to February 26. Also, chairpersons are needed to introduce speakers. Each chairperson receives a $25 Tim Horton’s gift card and lunch at convention. The sign-up for chairpersons will open on December 17, 2014. Pre-registration for convention sessions opens on February 2, 2015.

**Communications Committee**—chair, Jennifer Sutherland Lynagh, reported on the changes to the Local website and encouraged members to follow us on Twitter and like us on Facebook. In the pickup package there is a new “Remind” poster to post in your school. The committee is collecting “I have a great teacher story” postcards. Please fill them out and send them to the Local’s office.

**Economic Policy Committee**—Chair, James Gerun, reported that the collective agreement has not officially been signed yet. This is just due to timing, and coordinating calendars. It will be signed on December 4, and then will be posted on the Local website. There are still funds available from the Staff Development Fund, please encourage members to apply. Many questions arise regarding assignable time. Events like coaching, attendance at open houses, Christmas concerts, spring teas, meet the teacher nights (as opposed to parent/teacher interviews) and other events that occur on weekends, holidays or other unusual hours are strictly voluntary and therefore cannot be assigned. This does not suggest that you should not do them, but remind yourself that you are volunteering to do these items.

**Professional Development Committee**—Chair, Derek Lindskoog, reported that the committee is again offering 10 one-half days of release time to provide members an opportunity to observe a colleague. The application deadline is November 28. He also reported that next Wednesday (December 3) is the Wellness Share Fair. Twenty organizations related to keeping you healthy will be in attendance. Please call the Local to register. Sign-up sheets are also available to take back to your school, sign up staff members and fax the list to the Local office by Friday at noon (November 28).

**Social Committee**—Chair, Elaine LaFleche, reported that Teachers’ Time-Out is on Friday at the Shamrock Curling Club. Call the Local office to register. Ms. LaFleche also reported that the WEM waterpark tickets (for Friday, April 17, 7:30–10:30 pm) are now available for $7 each and can be purchased through the Local or at CSR in Jan/Feb as well as at convention in February.

**Substitute Teachers’ Committee**—Chair, Jan Hamilton, held a moment of silence for an active sub that recently passed away. Ms. Hamilton also reported that the substitute teachers Christmas party will be held on December 4 at Barnett House.

The chair noted that there is a vacancy on the Professional Development Committee as well as one on the Service to Members Committee. The chair then called for volunteers. Tabatha Hart (Michael Strembitsky) volunteered for the Service-to-Members Committee.

Deanna Simmons (Dan Knott) and Gail Cuff (Kildare) moved, RESOLVED, that Tabatha Hart (Michael Strembitsky) be appointed to the Service-to-Members Committee. CARRIED

8. REPORTS FROM EXECUTIVE

a) Report on Actions

The President reviewed the Report on Actions that was printed on pages 21–22 of the Agenda package.
Allen Linville (W.P. Wagner) and Marcey Kliparchuk (Tevie Miller) moved, 
RESOLVED, that the Report on Actions be approved.  

CARRIED

b) President’s Report
• Thanks to EPC for negotiating the calendar pilot project, the extended weekend was a welcome break.
• Feedback is needed from members on the Staff Development Fund Pilot Project and the Calendar Pilot Project.
• The Constitution changes made at the General Assembly in September and sent to the provincial ATA have not been approved and have been sent for a legal opinion.
• Provincial Table Officers reported that the request to hold elections in 2016 (extending Executives term for one year) needs to be voted on at a General Assembly; therefore, elections will occur in the spring. Local elections timing will be brought up at a future General Assembly.
• Members are encouraged to apply for PD money from the Staff Development Fund.
• Have a terrific winter break. Only 18 school days left!

9. DISTRICT REPRESENTATIVE REPORT
District Representative, Quintin Yardley, drew attention to the report that was included in the agenda package, he highlighted these three items:
• Logging in to the provincial website, to read secret messages, sign up for specialist councils and to vote in upcoming provincial ATA elections. An instruction page will be posted on the Local’s website.
• The Alberta Could campaign led by Public Interest Alberta.
• The ATA’s ad campaign and the feedback received.

10. ANNOUNCEMENTS
Executive Director/Chief Operating Officer Konni deGoeij gave the following announcements:
• Sign up for upcoming Teacher Growth, Supervision and Evaluation sessions (January 24 for teachers and January 30–31 for administrators).
• Please join the Local at the Charity Share Fair in the cafeteria.
• Committee budget submissions need to be in to the Finance Committee by January 19, 2015.
• Service-to-Members is hosting a maternity/adoption night on January 21 and a resume writing workshop on February 23.
• Send in your applications for PD money from the Staff Development Fund (SDF).

11. NOTICES OF MOTION AND FUTURE AGENDA ITEMS
None were forthcoming.

12. OTHER BUSINESS
Top 3
• Enjoy your winter break.
• Apply to the Staff Development Fund.
• Attend the Wellness Share Fair on December 3 at Barnett House.

At the Charity Share Fair, four draws were conducted for $25 gift cards.

ADJOURNMENT
The meeting adjourned at 7:46 pm.

President

Executive Director