

VCSTA Rep Meeting Agenda

Dec 13, 2018

1. Opening Prayer
2. Items to add to agenda? // Approval of agenda : **Lara, Delia; everyone in favour.**
3. Membership:
 - a. Update on Reps for our schools
 - i. No reps at OLM, OLPH, Sacred Heart, St. Mary's Chilliwack, Holy Cross Regional, St. JP II
 - ii. **Deposits will take place on Feb 1, 2019**
 - b. Bursary applications
 - i. If we have over 15 applicants, we will hold the draw at the January rep meeting; if 15 or fewer, all applicants will receive a bursary
 - c. **Outstanding forms: St. Edmund's, St. Pius - PLEASE SEND**
 - d. **Outstanding cheques: St. Anthony of Padua, St. Joseph's - PLEASE SEND**
 - e. **ALL REPS: Please advise VCSTA if you need a receipt.**
 - f. **Membership Drive in fall:**
 - i. **We will distribute pamphlets with content from website, at the AGM for reps to take back to schools to support membership drive.**
 - ii. **Please advise your colleagues to look online at www.vcsta.org.**
4. Networking:
 - a. Update on Nov 23 pro-d - discussion
 - i. **Lots of positive feedback, good constructive criticism for next time**
 - b. Any updates on virtual collaboration mechanisms (Facebook group "BC Catholic Teachers Sharing" or other tool?)
 - c. Bringing VCSTA FB page to management by a rep
 - i. **Discussion about management by a member, although not a rep; feeling that rep would be more 'on message' due to commitment of attending monthly meetings, whereas a given member might not be.**
 - d. **Discussion around VCSTA support of networking:**

- i. **Networking communities with pods/regions where they meet monthly in the “after school” time frame and VCSTA sponsors with coffee, snacks**
- ii. **This could continue in the groupings from the Nov 23 networking day, to build on that.**
- iii. **Discussion to come at future rep meetings, to plan for ‘pod-networking’ for 2019/20.**

5. Wellness

- a. Update on Deacon Henk response - Th, Mar 14 confirmed
 - i. **We will be promoting this to more teachers.**
 - ii. **Need to confirm venue if enlarging the audience - SFdS gym? Check for sports conflicts.**
 - iii. **RSVP deadline will be March 1, 2019.**
- b. Social emotional communication development amongst teachers
 - i. Discussion time:
 - 1. What works for resolving issues between colleagues?
 - 2. How do you communicate in order to (re)build trust when relationships are difficult?
- c. Are our teachers aware of the HR policies on the cisva.bc.ca site?
 - i. **Discussion that teachers aren’t very familiar with policies on cisva.bc.ca. This would help teachers know how to navigate certain situations, including discretionary days, complaints, etc.**

6. Jan SO meeting topics

- a. Moving within the system:
 - i. Later date to give notice / transfer list deadline?
 - ii. Shorten notice time?
 - iii. “Putting out feelers” an acceptable practice in other work environments - here, can’t be done with any privacy without being noncompliant with policy
- b. Contract:

- i. Principals need to know which teachers do not need Letters of Intent, and not make teachers on new contracts sign letters of intent.
- c. Class size, composition especially in light of teacher load and perhaps quitting or short-term leave as a result of stress.
 - i. Significant impact on the rest of staff as well as classroom learning
 - ii. Can the Board provide policy to support consideration of class size and composition, to the benefit of the entire learning environment?
- d. Complaint policy
 - i. Fear of retribution if complaint is taken to person with authority over us
 - ii. Looking for policy protection that puts a structure in place independent of principal's character (would protect principal as well as teacher)
 - iii. PEC Chair is not in a neutral position to resolve a complaint, due to motivation to side with principal for sake of ongoing working relationship
 - iv. Ombudsperson is needed, at a level prior to the Board of Directors
- e. Can teachers opt to go onto the new contract at this time?
- f. VCSTA collaboration for speakers of CEC for next year

7. Visioning

- a. Mandate - January discussion
 - i. Please see attached mandate (from vcsta.org) and give it to your staff to review
 - ii. In January, we will spend time discussing which items are the priority for the membership and where items might need adjusting
- b. Discussion around CISVA-wide Catholic youth rally**
 - i. Initiative-takers: Elizabeth Castro, Katarina, Delia, Charlotte, Jerome**

8. Upcoming meetings:

- a. January **17** - SO Meeting report and Visioning activity
- b. No February meeting due to CEC
- c. March 14 - Visit from Deacon Luyten to talk about stress management and resilience
- d. April 11 (one week early due to Holy Thursday on the 18th) - reprise of visioning / governance

e. May 23 - to be determined

9. Card draw:

a. Sue Radford (OLS), Charlotte Dellassandra (CC), Elia Domini (ESS), Nancy Ebert (StJW)

10. Motion to adjourn...

VCSTA MANDATE, from vcsta.org

1. Seeks to improve compensation, benefits, and working conditions for its members

- Although this job seems to have been funnelled into the position of the Teacher Representatives on the Forum, we still provide information of interactions, gather and then direct information from teachers to the Forum Reps
- Benefits and Working Conditions don't just have to be what's on our contract. It is helping teachers communicate with one another to know what is happening in other schools. We provide an avenue for discussion and a place to share information.

2. Maintains a liaison with the Board of Directors, the Forum members, the Superintendent's Office and the Principals' Association

- We have a Representative to the Board who attends extra meetings once a month to find out what is happening within the CISVA
- We have meetings with the Superintendent's Office and now we meet with the Administrators' Executive at the same time
- We have someone who is a Forum Representative and happens to sit on the executive. Something that is very handy to have.

3. Transmits concerns from members to appropriate personnel

- This has become a large undertaking. Technology is now at a level where everyone has integrated some part of technology into their daily work routine and communication. We drew up a Social Media Strategy to allow for everyone to have easy access to the VCSTA.
- This strategy is not a unidirectional dispensing of information. It is set up so that we have a full network available for members to contact other members interact online.
- We also see that spending some face time with other teachers is even more important. Receiving a pat on the back and a smile can also go a long way which is why we have also tried to give extra incentives for people to come out and meet others like having multiple socials for people to step away from their classroom desks and to relax and break bread with their colleagues.

- We have also recognized the greater need to contract services which has prompted us to take steps into ensuring the association is equipped to handle unexpected surprises, discrepancies in information and the explanation of questions.

4. Provides bursaries to members for professional upgrading and post-secondary scholarships for children of members.

- More and more people are going back to school to work on graduate studies.
- We are more than happy to provide a little bit of assistance with a course for a handful of members each year.

5. Facilitates the ongoing personal and professional growth of its members

- Although this originally was something that was done through the VCSTA, it has been transitioned to the CISVA Superintendents' Office in the form of the CEC v2.0. As mentioned above, many people are also seeking professional and personal development in the form of graduate studies and have little time for much else.
- Although we have not organized a professional development session in a while, perhaps it may be time to start sending people to other Professional Development sessions in other areas – in accordance with our budget of course!