

**To: All Secondary Teachers**  
**From: Allyn Janicki**

**Thursday January 24th 2019**  
**Memo #9**

### **Inclement Weather: Reminder**



We have had several inclement weather days. The board is monitoring the use of the Inclement Weather ARC's codes. Please spend a few minutes reviewing the Inclement Weather language in the collective agreement—page 63 Article 6:22 ( summarized below).

Judgement calls regarding inclement weather are at the discretion of the teacher. Those judgements must be based on conditions occurring at the time and not based on speculation.

Conditions must be unsafe.

When conditions improve you are to make your way to work based on time and distance from your location.

You are to use the appropriate ARC's codes. If you initially ARC in inclement weather but then arrive at work please make your Principal aware so the ARC's entry can be adjusted.

### **Payroll Information: Increase**



You will receive an increase of 1% effective the first pay after February 1st (Thurs. Feb. 7th) as part of the extension agreement.

Because this increase happens part way through the annual salary year there will be a one time adjustment (-) that will happen on the first installment of your pay at this new rate. This negative adjustment will be offset by the EI rebate which will be issued on this same pay. So while you will likely see an overall increase on the Feb. 7th pay, your Feb. 14th pay will be a true indication of your regular bi-weekly net.

### **Bargaining Update**



You should have received a Bargaining Update from the provincial office yesterday. These communications go directly to you and are not sent through the local office. If you did not get this information yesterday it is imperative that you go to the provincial website and update your email address/create an account. This can be done [here](#).

There has been some media coverage today on some items that the government is looking at in these initial **consultations**. Other areas include:

- Questions around hard caps at all grade levels
- ECE's in kindergarten classrooms
- Overall class size at all grade levels
- Fair hiring practices Reg, 274/12 relating to interviewing the most qualified candidates, re-examining the basis for hiring, questioning if one set of hiring practices is valid across the province

These items are collectively bargained, as such the legitimacy and impact of this consultation is questionable, at best.

### **Adverse Reporting: Reminder**

Principals should not be entertaining conversations that deal with colleague to colleague concerns.

If you have concerns about the conduct of another teacher you have the obligation to inform them you are making an adverse report.

This is part of the Teaching Profession Regulations and can be found under the heading Duties of a Member to Fellow Members. It reads:

18. (1) A member shall,

- (a) avoid interfering in an unwarranted manner between other teachers and pupils;
- (b) on making an adverse report on another member, furnish him with a written statement on the report at the earliest possible time and not later than three days after making the report; .
- (c) notwithstanding section 18 (1)(b), a member who makes an adverse report about another member respecting sexual abuse of a student by that other member need not provide him or her with a copy of the report or with any information about the report.

### **Local Communications**

All secondary teachers have had accounts made for them on our local website. Notification emails were sent to the new account holders via board accounts.

If you did not get an email but cannot remember your log-in information please contact me.

It is critical that the Association has a mechanism to communicate to all members both provincially and locally as bargaining occurs at both levels.

Thank you for your patience as I continue to move through this change in communication practice.