



## A Message from Susan Yao - DTA President

In the spirit of #GivingTuesday, the DTA donated \$250\* to Deltassist Family and Community Services Society for their emergency food program. The DTA EC will consider a larger amount at the next scheduled EC meeting in early December. The DTA donation policy can be found in the Constitution and Bylaws on our website. Deltassist, as a non-profit group, fulfills the criteria of providing services that directly benefit students and/or teachers in the Delta School District and that are consistent with the social justice goals of the BCTF. While teachers' wages improved in the last bargaining round, the DTA knows that some DTA members are struggling with the current inflationary pressures, including the rise in cost of food and gas, as well as housing affordability. And if some teachers are struggling, we know that the community in which we live, work, and teach has many others who are suffering.

### Teacher Appreciation Night

Creating connections with others is one way to alleviate suffering and foster positive mental health. To that end, the DTA hopes you will join us for an upcoming social event. Last year the DTA presented a Teacher Appreciation Night in concert with the Abbotsford Canucks. DTA 2nd VP Kathy Macfarlane spearheaded that event which was attended by many DTA members and their families. Kathy is working on this again and members will be offered discounted prices as we access the BCTF Member Outreach Grant to make this a fun and affordable evening for everyone. The date for this is January 20th, 2024. More details to come so stay tuned!

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\*Donation Policy 26.05 Donations up to \$250 and meet the above criteria may be approved by the full-time table officers of the DTA.



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## Dates to Remember

### December

Dec 12 - EC Meeting - DTA  
Dec 13 - PD Committee Mtg - DTA  
Dec 14 - Health & Safety Mtg - Virtual  
Dec 19 - SJ Book Club - DTA  
Dec 23 - Jan 7 Holiday Break

### January

Jan 10 - Ab Ed Meeting - DTA  
Jan 16 - EC Meeting - Virtual  
Jan 17 - Health & Safety Mtg - DTA  
Jan 18 - Staff Rep Training - DMEC  
Jan 22 - General Meeting &  
Staff Rep Assembly - SE  
Jan 24 - PD Committee Mtg - Virtual  
Jan 26 - Non Instructional Day

## DTA General Meeting

**Monday, January 22, 2024**

Seaquam Library, 4:00 pm - 4:30 pm

*(to be followed by the January Staff Rep Assembly 4:30pm - 6:00pm)*

Election of BCTF AGM Delegates for the BCTF Annual General Meeting, March 16 - 19, 2023

Attend the BCTF Annual General Meeting and learn about your union, discuss and debate issues that matter to you and your colleagues, hear guest speakers discuss education and labour issues locally and worldwide, elect Executive Committee members, and connect with teachers from around the province!

If you are interested in letting your name stand for election to our delegation, please call the DTA office at 604-946-0391 or email Jane [jane@deltateachers.org](mailto:jane@deltateachers.org).

Preparatory meetings for elected delegates will be held:

Thursday, February 15, 4:00 - 5:00 pm

Thursday, February 29, 4:00 - 7:00 pm

Delegates should plan to attend both of these meetings.

## Presidents' Message cont'd

As so many are acutely aware of the ongoing housing affordability crisis, did you know that there is also a current shortage of hotel rooms in the Lower Mainland and that these are becoming more costly as well as posing difficulties for large groups to book meetings? The number of hotel rooms has decreased from 15,000 to 13,000 over the past few years. This has impacted the BCTF—they have had to reschedule the upcoming Winter Rep Assembly from February 2nd and 3rd to January 28th and 29th. As a result, the DTA has rescheduled our upcoming DTA General Meeting to January 22nd (business to be added to the monthly Staff Rep Assembly). Stay tuned for more information on that but just a heads up that January's meeting agenda will include electing delegates to the 2024 BCTF AGM (March 16 to 19) in Vancouver.

### Bargaining Update!

Yes, it is nearing that time again. Recently the BCTF Executive Committee ratified a Letter of Agreement regarding the 2025 Local Bargaining Procedure. Here are highlights:

- March 4, 2024—Deadline for priorities and resolutions to the Bargaining Conference.
- Joint training will be offered by BCTF and BCPSEA for district staffs and local bargaining chairpersons prior to May 31, 2024.
- Local tables will open Monday, November 4, 2024, and must close by Friday, February 28, 2025.
- Once ratified, items bargained locally may be implemented after either a) successful ratification, or b) July 1, 2025, or c) upon ratification at the conclusion of provincial bargaining.
- March 1, 2025—Latest the provincial table can open unless there is an extension by mutual agreement.

The DTA's bargaining committee meets this Friday, December 8th to begin planning. The committee may reach out to members for feedback to help plan for local or provincial bargaining items. So, stay tuned!

Current members of the DTA Bargaining Committee: Alison Roche (Chair), Susan Yao (President), Kathy Macfarlane (2nd VP), Jeanie McKay (PD Chair), Amar Sull (Social Justice Chair), Trish McCullough (Elementary rep), Mike Bylsma (Secondary rep), Julie Kelly (Adult Ed rep).



*Best Wishes for a  
Happy Holiday  
Season and a  
Joyous New Year  
from all of us at the  
DTA Office*

### Sick? Stay Home!

Covid times really reminded us that if we are sick, we need to self-isolate and keep our germs to ourselves. Now that we are moving beyond the pandemic, we need to remind ourselves that working while sick is not best practice. What if you are only sick for a day or two? After your initial day plan, what is the expectation? TTOCs at elementary know that the expectation is that they leave a day plan for the next day for whoever comes in—be it the teacher back from a sick day or another TTOC in for the day. We know there are different expectations for elementary and secondary but a sick day is meant for self-care.

What if you do work (marking, etc.) while on a medical leave? Well, you won't necessarily get your sick days put back in your sick bank. And, no, you don't have to make day plans or mark student work when you are on medical leave. If you do need to communicate with admin at your school about marks, etc., or are asked to mark late summative assessments and input marks, then we would advise that this work be handed over to admin at your school. Let us know your thoughts about this or anything else!

Wishing you a restful and rejuvenating Winter Break and Happy Holidays!



### BCRTA - Online Retirement Planning Workshops *Understanding your Benefits and Pension Income in Retirement*

- The important decisions that will determine your retirement lifestyle should not be made at the last minute as you fill out your forms. This seminar will prepare you to confidently make choices that are right for you.
- The agenda includes: TPP, CPP and Old Age Security and voluntary group benefits. As you will no longer have access to your health benefits from the employer, we include information about choosing your group benefits (dental, extended health and travel), and show some of the difference between the plans to equip you to select the plan that best suits your needs.
- All teachers age 50+ should plan to attend one of the BCRTA's Pre-Retirement online (Zoom) workshops. The workshops are free. You get great planning materials along with answers to questions you have about your retirement. Please pre-register at <https://bcрта.ca/workshop>.

January 18, 2024 7pm  
February 29, 2024 7pm  
April 3, 2024 7pm



April 16, 2024 7pm  
May 9, 2024 7 pm  
May 29, 2024 7pm

### Those who we have lost

**Lyle Gatley** - September 23rd the day after his 98th birthday, Lyle passed away. He was a beloved teacher at SDSS and an Olympic rower at the 1968 Mexico City Olympics.