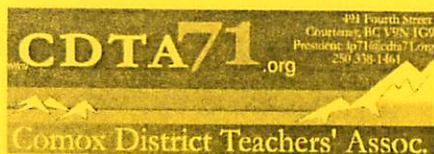


# Comox District Teachers' Job Action 2011 Phase 1



**Taking a stand**  
*Because kids matter and teachers care*

- Job action is being undertaken because there has been no negotiated resolution to bargaining due to the "Net-Zero" mandate of BCPSEA and the government.
- Teachers are concerned that class size and composition funding levels have not been increased despite the Bill 27/28 court ruling.
- The purpose of Phase 1 of job action is to increase pressure on the employer while minimizing the impact on students.
- Phase 1 of the BCTF Job Action Plan is a legally authorized strike action as determined by the Labour Relations Board (LRB).
- Members must comply with the BCTF job action strategy. BCTF Code of Ethics, #8: *"The teacher acts in a manner not prejudicial to job actions or other collective strategies of his/her professional union."*
- The Phase 1 job action begins September 6. Phase 1 job actions continue if Phase 2 job actions were to occur.

## GOT QUESTIONS?

Should members have questions concerning LRB rulings and/or job action, those questions should be directed through their Staff Representative.

CDTA Pres. Steve Stanley . . 250-338-1461 Ext 1  
CDTA VPres. Barb Conners 250-338-1461 Ext 2

## During Phase 1 of job action, BCTF members will:

1. Continue instruction and related assessment of students.
2. Continue to communicate and meet with parents in the usual manner on an individual, informal basis.
3. Respond in an emergency where a student's health or safety is at risk.
4. Use BCeSIS for attendance and submit to the office in the usual manner.
5. Continue to volunteer and participate in extra-curricular activities if you so choose.

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## Phase 1

### 1. Members will not undertake any mandated supervision of students outside regularly scheduled classes.

#### *This means:*

- no supervision of detentions before, after, or during instructional time
- no supervision of school-wide homework rooms
- Teachers In Charge will only perform necessary duties when NO administrative officer is in the school during hours of instruction
- Positions of Special Responsibility duties shall only be done within the timetable

### 2. Members will not attend meetings organized with or by management.

#### *This means:*

- no meetings of any kind with administrators **except** school H&S committees, meetings held due to an emergency, or for Bill 33 consultations
- **no staff meetings**
- no school-based or extended resource team meetings with administrators present **except if the administrator is an LST or referring teacher and attends only in that capacity**
- no IEP meetings with administrators; however, administrators may attend IEP meetings if they are providing direct service to the student under discussion at the IEP
- no committees or ad hoc committees/working groups
- no parent/teacher interviews or Meet-the-Teacher night

## Phase 1

- no screening meetings for the purposes of student identification or referral to district programs with administrators present
  - no Board or Ministry initiated workshops or inservice sessions, even if those sessions were to be presented by BCTF members or guest speakers. This includes but is not limited to the following: Safety Training sessions, IEP training, BCeSIS training, Earthquake Preparedness
  - no participation in the preparation or organization of assemblies, unless during instructional time with coverage provided
  - no participation in any Professional Development that is not teacher directed
  - no participation in district-led staff development
  - Elementary teachers will meet with the principal between Sept 6-9 to discuss **only the topic of class organization/ composition and formation**
  - Secondary teachers will meet with the principal between Sept 6-16 to discuss **only the topic of class organization/ composition and formation**
- ### 3. Members will not provide administrative officers with any routine printed, written, or electronic communications. *This means:*
- no writing of report cards or interim reports, except/or IEPs
  - no administration of any district mandated assessments

## Phase 1

- no FSA administration
  - no student assessment data to administration or the school office, **except Grade 12 marks required for graduation, post-secondary applications, and scholarship programmes**
  - no completion of any documentation for the Board with respect to Accountability Contracts
  - no assisting with administrative tasks
  - no inventories
  - no textbook ordering, **unless needed immediately to effectively maintain ongoing instruction**
  - no answering school phones
- ### 4. Members will not accept any printed, written, or electronic communications from an administrator, unless it relates to an emergency. *This means:*
- no district or school-based memos
  - no distribution of district or administrative letters or announcements to students **unless they are emergency health or safety related**
  - no collection of money for such things as school photos, fundraising, agendas, school supplies, and food day orders
  - *Members will not pack up classrooms to facilitate painting, renovations, or maintenance*

**Kids matter.**

**Teachers Care.**

**Taking a stand.**