



September 6, 2011

Dear Parents/Guardians:

Re: Teacher Job Action (Strike)

Teachers will be starting limited job action effective immediately (Tuesday, September 6, 2011). This is considered Phase One of a legal strike by the B.C. Teachers' Federation.

During Phase One, teachers will be in classrooms providing instruction, assessing student progress and taking attendance. Also, the teachers have advised us that there will be no picket lines. However, teachers will not be providing certain duties.

Specifically, during job action, teachers have indicated they will not:

- participate in meetings or interviews with parents/guardians and/or district teaching staff outside of instructional time, or during instructional time unless coverage is provided
- participate in meet the teacher activities outside of instructional time, or during instructional time unless coverage is provided
- prepare or distribute report cards
- provide any student assessment data to Administrative Officers or the school office, except Grade 12 marks required for graduation, post-secondary applications and scholarship purposes
- complete and submit student referral forms outside of instructional time
- attend staff meetings
- attend staff committee meetings
- attend any meeting called by School District management
- participate in any standing or ad hoc District committees
- attend school based meetings called by an Administrative Officer, unless the meetings are related to an emergency
- provide Administrative Officers with any routine printed, written or electronic communications
- accept any printed, written or electronic communication from an Administrative Officer, unless it relates to an emergency
- participate in the preparation or the organization of assemblies outside of instructional time, or during instruction time unless coverage is provided
- participate in any School District or Ministry in-service
- participate in any professional development that is not teacher directed
- participate in any school photo organization
- provide coverage for a teacher who is absent, except for a Teacher on Call hired specifically for that purpose
- administer or supervise the Foundation Skills Assessment (FSA) or any District or Ministry test
- collect money from students or participate in fundraising
- order supplies, textbooks, etc. unless needed immediately to effectively maintain ongoing instruction
- assist the Administrative Officer in administrative tasks like building timetables or computer organization
- do inventory
- organize textbooks
- answer school office phones

- supervise detentions before, during or after instructional time
- prepare overviews or previews for the Administrative Officers, except when associated with a teacher evaluation process
- distribute School District or administrative letters, newsletters, memos or announcements to students, unless it is health and safety related
- pack up classrooms to facilitate painting, renovations or maintenance
- perform department head/position of responsibility duties except during allocated time in the timetable
- perform before school, recess, noon-hour or after school supervision, unless there are not enough management and exempt staff resources to provide this coverage

Extra-curricular activities are expected to continue provided the teacher continues to volunteer to sponsor the activity. In addition, teachers will respond in an emergency where a student's health or safety is at risk.

While noon-hour supervision will be provided by each school's student supervisors, recess breaks require significant involvement of teaching staff. As the District has limited exempt personnel to cover supervision, it will be necessary to change the traditional timetable of each elementary school by eliminating recess breaks. **This measure is being taken to ensure that each school can adequately supervise students and ensure safety. Accordingly, all schools will conclude their day 15 minutes early, including middle and secondary schools.** District bus transportation schedules will be adjusted to align with this dismissal time.

The School District is asking parents' cooperation with the following:

- If your child does not ride a bus, please arrange to have your child arrive at school close to the school starting time and to leave immediately after dismissal, since there will only be limited supervision of students at the school during these times.
- Please understand that your school Principal and Vice-Principal may be limited in their abilities to talk to you about your child's progress, as they will also be carrying an extra workload.

The School District sincerely hopes that this labour dispute will be resolved as quickly as possible. We will keep parents informed through whatever means possible. While we may not always be able to send information updates home with students, we will be regularly updating our website (www.sd23.bc.ca) and sending news releases to the local media.

If you have any questions about the specifics of this job action, please contact the school office, your Principal, or the School District Administration Office at 250-860-8888.

Sincerely



Hugh Gloster
Superintendent of Schools

Copy to:

Central Okanagan Teachers' Association (COTA)
Canadian Union of Public Employees Local 3523 (CUPE Local 3523)
Central Okanagan Parent Advisory Council (COPAC)
Central Okanagan Principals' and Vice-Principals' Association (COPVPA)
School Parent Advisory Councils
District Student Council (DSC)