

# Substitute Teachers' Group 2018-2019 Annual Report

## Committee Members:

Tetyana Markova  
Barb Speers  
Penny Smith  
Jacinth Salmon-Brissett  
Marcheta Titterington  
Ebere Nwabuogor  
James Baker  
Ted Rafuse

Pansy Pilgrim  
Deepa Vakil  
Karen Williams  
Ted Rafuse  
Valsa Peters  
Derrick White  
Ardath Bartlett  
Dennis Espetveidt



The Substitute Teachers' Group started off the year organizing the Fall Annual General Meeting in September. Substitute Teachers from across the board came out to attend the meeting. From veteran teachers to newly inducted members of our board, dozens attended the meeting to become informed on the current affairs of our profession. This year we were fortunate to have a mindfulness seminar to provide informative strategies to support our mental health. A principal's panel, a seminar on collective bargaining, and informative sessions about Smart Find express and lockdown drills, made this a successful fall meeting for all those who attended.

The next Professional Development opportunity held considerable success as well. Informing our members about Cannabis education was critical with the legalization of Marijuana in October. This enlightening session was held by the Calgary Police Services on November 23<sup>rd</sup>, and provided our members with vital information on what to expect in regards to Cannabis & legalization.

The Substitute Teachers' Group was fortunate to have many of its members attend the 101<sup>st</sup> annual ARA meeting in May. They represented substitutes across the province, and voted on various policies related to educational matters. The provincial conference in Edmonton was also a considerable success, with numerous members voicing their concerns, and networking at the provincial level.

At the CSR local meetings, along with our focus group with the Teacher Welfare Committee, the STG group has advocated many concerns this year. These issues include: Lack of compensation for holiday pay; the change in the weekday schedule (particularly Friday), which is ultimately impacting the amount of work that can be achieved in a week; fighting for a change in benefits; and the inability to apply for internal jobs. Although not all of these concerns have been resolved, we will continue to advocate for our members across the board. Thanks goes to the local and in particular the TWC for their continual support and commitment in raising these concerns on substitute teacher's behalf.

This was the first year that substitute teachers got paid for attending Teacher's Convention in February. With an increase in teacher participation at this event, new skills and proficiencies were developed to better serve our students in the future. We would like to thank the Convention Committee for all their hard work organizing this event and making sure substitute teachers were appropriately compensated as professionals on this board.

Sadly, we must also report some upsetting news. This past year we lost Anne Deeves, who was a dedicated member of the STG in the past. She provided a strong voice for this committee, and was a devoted teacher throughout the years.

Lastly, we would like to thank our fellow colleagues for continually supporting us with the role we play on the board. We will continue to be relentlessly devoted to our students and fight tirelessly for the betterment of public education.

Respectfully submitted,  
Derrick White, Chair of The Substitute Teachers' Group

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