

Substitute Teachers' Group Directorate 2023-2024 Annual Report

From: James Baker, Chair
Marcia Hicks – Past President
Val Fuchshuber - Treasurer
Pansy Pilgrim - Secretary
Valsa Peter – CSR Rep
Penny Smith – CSR Rep
Marcheta Titterington – CSR Rep
Natalie Wong – CSR Rep
Debbie Hawkins – STG PD Group
Bola Mebude – STG PD Group
Katelynn Dutton – TWC Rep
Darren Moroz – District Representative
Kent Kinsman – Executive Staff Officer
Stephani Clements - President



This year the Substitute Teachers Group (STG) hosted three Professional Development opportunities that were exclusively for substitute teachers from Calgary Public. These sessions were:

- Addressing Diverse Learning Needs in Classrooms May 2024
- Power of Play: Engaging Learners of All Ages April 2024
- Making the Most of a Teaching Life Oct. 2023

After many years of work from dedicated volunteers from our STG Directorate, publication and distribution of over 137 "Stories and Poems Written from the Heart by Substitute Teachers of Alberta" Books was completed.

The STG hosted the Fall Orientation for substitute teachers on October 12th, and the Annual General Meeting for the STG on May 29th.

The STG observed the passing of Fran Fuselli, long time employee of the CBE who managed the Substitute Teachers of the CBE with passion and dedication for many years.

The annual STG Directorate Picnic in Bowness Park is on Sunday June 9th.

The STG ordered 300 Yellow Safety vests, branded in Calgary Public Local 38 ATA badging, for distribution to new substitute teachers starting next Fall.

Across the province, public education Collective Agreements are set to expire on August 31st, 2024, and so we are at the beginning of a Central Table bargaining year for teachers. There are many important items that impact substitute teachers that are addressed at this level of bargaining, this will be an important year ahead.

Substitute Teachers have been in great demand this 2023-24 school year. Our Local 38 substitute roster has over 900 full-time (primary) working guest teachers and an overall total of over 2200 sub

roster members. Many of the 6000+ teachers working with the CBE need substitute teachers throughout the year. There have been days in the months of Feb - May when over 100 sub jobs have remained unfilled. Now it is time to attract new teachers to the Calgary Board of Education, and the province, and this is best achieved with higher compensation and improved benefits. With the increased enrolment and teacher absences, many substitute teachers who are new university graduates are quickly hired onto temporary contracts, the need for more teachers and more substitutes is evident. To continue the addition of teachers to the Calgary Public Sub Roster we must seek improvements in salary and benefits to the substitute system, which will require the support of all teachers, staying informed and getting involved in the bargaining process and with Alberta Teachers' Association events and communications. I encourage all teachers to register for their ATA account at <https://teachers.ab.ca> and sign up for the bargaining updates.

Respectfully submitted,

James Baker, Chair
Substitute Teachers' Group Directorate

JB/KK/mjh