

## **Substitute Teachers Group 2022-2023 Annual Report**

**From:**

James Baker, Chair  
Marcia Hicks, Past Chair  
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Kent Kinsman, Executive Staff Officer



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This has been an unprecedented year as the demand for substitute teachers has been strong the entire school year and has exceeded the core supply of 900 substitutes available daily. Many are working all the days they want and have exceeded the normal number of days they usually accept. If you are a multiple year substitute or a retired teacher – now working as a substitute- you have very steady work each week. New substitute teachers start right away all week as SFE has many jobs available and urges all guest teachers to call in if available. Additional new university graduates have been employed as substitute teachers in May 2023.

Emergency Supply Teachers have been necessary as many teachers are experiencing multiple demands on their health -physical and mental stress. The diversity, complexity, and class size numbers all contribute to the increased need for substitutes who can handle different class situations and different daily school environments.

Our directorate has smaller numbers and operates efficiently: planning a Fall Orientation, three professional development sessions: with new substitutes joining us for the first time! Making the most of a Teaching Life, Classroom Management, and Mental Health 101 were all topics covered by presenters of the ATA Provincial PD department.

To end our 2023 school year the Substitute Teachers Group has an Annual General Meeting (AGM) on May 30<sup>th</sup> via Zoom; a regular directorate meeting on June 13 at the ATA local office; and a Substitute Picnic Saturday June 25<sup>th</sup> at Edworthy Park 9:00 to 2:00 with tickets available through Eventbrite.

Our STG directorate representatives made an official presentation on local matters of concern for Calgary substitutes to the Negotiating Committee's representatives. We made proposals for items of negotiation on half day job commitments and compensation; filling in of prep time; covering other teachers' assignments; improvement of working conditions; and increased demands on substitute teachers working in multiple grades and school environments.

A subgroup of the STG has been working on publishing a book that was started for the 100<sup>th</sup> Anniversary of the ATA, has gone through several revisions and is currently being printed and hopes delivery will be in June.

Respectfully submitted, James Baker, Chair.

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