



SAANICH TEACHERS' ASSOCIATION

November 2018

# S.T.A. in TOUCH

A Newsletter of the Saanich Teachers' Association -- BCTF Members of Local #63 (Saanich)



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## *President's Message*

This month marks the two-year anniversary of our win in the Supreme Court of Canada.

During the first year of the implementation of the restored language, we saw significant improvements to class size across the District. The biggest improvement was at the Intermediate level. At the intermediate level we saw 16% decrease in class size.

When I started in the position of President, the FTE as reported by the employer on Sept. 30<sup>th</sup>, 2016, was 398, this year on Sept. 30<sup>th</sup>, 2018, it was 452. That is a 13.6% increase in the number of members we have.

As we all know, the implementation of the restored language has resulted some significant challenges: D.1.5, tracking remedy, and there are still some classes that are either too large or too complex to be appropriate learning environments. These are all issues that the Association will be working with the Employer on this year.

**Don Peterson**  
S.T.A. President  
Lp63@bctf.ca

# President's Report

by Don Peterson

## *Bargaining*

We are in a bargaining year, but I will leave the details to Mark Skanks, the STA Bargaining Chairperson, who has written a report that you will see in his Bargaining section of this newsletter.

## *D.1.5*

What is important to say about D.1.5 is that schools are all at different points in the process. Some schools have completed the process, but other schools are only just getting started. Last week, I did have the opportunity to meet at the district level to discuss some of the D.1.5 disagreements. I was disappointed to learn that some of the disagreements that we discussed were situations where there was agreement at the school level, but the district disagreed with both the member and school-based administrator. All D.1.5 forms that have gone through Mark Fraser have gone back to the schools. Forms have gone back to schools in the following batches:

- **Consensus Achieved:** These will be the forms where there is an agreement on the D.1.5 number.
- **Consensus Not Achieved:** This will be the cases where agreement has not been reached. I am currently in the process of emailing these members where I will be suggesting that they either keep their original D.1.5 number or adjust their number. In situations where the school-based teacher and school-based administrator agreed, but the district staff member disagreed, I will be suggesting that the number stay the same.
- **HOLD:** These are the forms where there is disagreement, but the lowest D.1.5 number on the form would not result in remedy. As a result, it has been suggested that these forms

be put aside. If more students are enrolled in the class, they can be revisited.

If you are not sure of the status of your D.1.5 form, please ask your administrator. Now that remedy is being applied, it will be important for you to know if your remedy calculations have taken your D.1.5 form into account, and, at this point in time, that is not clear for many members.

## *Remedy*

Many of you have likely received a remedy email. At the STA office, we have received many questions about these emails. If you have questions about your remedy email, I would encourage you to communicate with your Staff Representative if you have any questions about your remedy email. Here is some information I can give you.

## *How was my remedy calculated?*

I will be communicating with the employer to discuss some suggested changes to the remedy email. Currently, the remedy email speaks directly to the requirements of the Memorandum of Agreement; but it misses important points that are specific to Saanich. For example, it lists the types of remedy as being S1 and S2; however, it is more common in Saanich for us to refer to these as D.1.5 remedy and D.3.4 remedy. I will also be advocating that the emails include the numbers that are used to calculate the remedy. For example, it would be helpful if the email included the number of the students in the class and, the D.1.5 number that was used. Including this information would allow members a better understanding of how their remedy was calculated, it would help identify errors more easily and therefore reduce questions.



### *My S1(D.1.5) remedy does not look correct?*

As I mentioned many schools are at different stages with D.1.5. There are also still disagreements with D.1.5. The employer is currently providing whatever remedy that is known. If there is still a disagreement with your D.1.5 form, for now, the employer is going with the higher number so at least some remedy can be going out to you. I believe this is a better option than withholding all remedy until an agreement is reached.

### *The size of my class is at the D.1.1 number, and I have been told I will not receive D.1.5 remedy.*

This will be an error. If your class is already at the maximum size, and you have students who have designations, learning challenges or behaviour challenges, your class will be a D.1.5 class and it shall be smaller. The Employer has acknowledged in the past that “all, if not most” classes will be D.1.5 classes. Therefore, without submitting D.1.5 paperwork, your class should have an automatic reduction of 1. This will be consistent to the result of our D.1.5 Grievance from last year. If you have a class where the enrollment is at the D.1.1 number and you have been told that you will not be receiving D.1.5 remedy, please contact either your staff representative or myself.

### *I received my remedy email at the end of October. What about October remedy?*

Currently, the Employer is updating members on their remedy at the end of the month, as if it was the beginning of the month. So, the email that you just received is your remedy for October. The reason for this is if a new student is introduced to the class that increases the amount of remedy owed, the member will receive remedy for the full month. As a result, the Employer says that they do not know the actual amount of remedy until the end of the month. The STA will be encouraging the Employer to update the remedy banks at the beginning of the month and make adjustments at the end of the month where those adjustments are required.

### *Appointments:*

The following appointments were made this month:

- **Kyle Goy** – Middle School Representative for JIC
- **Alice Kedves** – Secondary School Representative for JIC
- **Shari Warsfold** – Elementary Representative for Joint Pro-D Committee
- **Chelsea Craddock** – TTOC Representative on the Executive Committee

Please thank these dedicated individuals for putting their names forward for these volunteer positions!

### *Compassionate Care Leave:*

Please be aware that there are a number of changes to Compassionate Care Leave. There is also new family care benefits that are offered through Employment Insurance.

### **Compassionate Care Leave**

G.2.2. Upon request, the employer shall grant an employee Compassionate Care Leave pursuant to Part 6 of the BC Employment Standards Act for a period up to eight (8) weeks or such other period as provided by the Act. Such leave shall be taken in units of one or more weeks.

### **Change:**

As of May 2018, employees may now take up to 27 weeks of unpaid leave within a 52-week period to provide care or support to a family member who has a serious medical condition with a significant risk of death within 26 weeks. Prior to May 2018, employees could only take 8 weeks of unpaid leave. This leave cannot be denied by the Employer.

G.2.3. Compassionate care leave supplemental employment insurance benefits:

When an employee is eligible to receive employment insurance benefits, the employer shall pay the employee:

- a. one hundred percent (100%) of the employee's current salary for the first two (2) weeks of the leave,
- b. for an additional six (6) weeks, one hundred percent (100%) of the employee's current salary less any amount received as EI benefits.
- c. current salary shall be calculated as 1/40 of annual salary where payment is made over ten months or 1/52 of annual salary where payment is made over twelve months.

### *Benefits for Compassionate Care Leave*

#### **Change:**

As of December 2017, Canadians can now access improved **Compassionate Care Benefits** from Employment Insurance. Previously, Canadians could access 6 weeks of benefits after a 2-week waiting period. As of December 2017, Canadians can now access 26 weeks of benefits after a 1-week waiting period. The duration of time that a member will receive top up to 100% of their salary from the Employer, according to G.2.3, remains the same. Members receiving **Compassionate Care Benefits** will receive 8 weeks top up.

### *New Family Caregiver Benefits*

This is a new benefit through the Employment Insurance. There are two types of benefits:

- **Family caregiver benefit for children** up to 35 weeks a critically ill or injured person **under 18**
- **Family caregiver benefit for adults** up to 15 weeks a critically ill or injured person **18 or over**

There are a few important notes to mention:

- The Employment Standards Act and our Collective Agreement do not have a leave that is specific to the **Family Caregiver Benefit**; however, any member can request a partial leave through C.15 of the Collective Agreement, should they need to access **Family Caregiver Benefits**.
- We do not have a clause in our Collective Agreement that allows for a member's salary to be topped up when they are on **Family Caregiver benefits**. If a member is in a position that accessing **Family Caregiver benefit**, they should also consider if their situation would allow them to be qualified for **Compassionate Care Benefits** instead, as our

Collective Agreements allows for members to collect top up for **Compassionate Care Benefits**.

- If a member plans on accessing **Compassionate Care Benefits**, please be aware that their claim with Employment Insurance could take up to a month before it is approved. During this time, they will be on an unpaid leave.

### *Contract Awareness Seminars & Presentations*

All the Contract Awareness Seminars and Presentations will be held at the STA office. Please RSVP as seating is limited. Depending on demand on a particular topic, we may change the location to accommodate more members. RSVP by sending the STA an email at: [staoffice@SaanichTeachers.com](mailto:staoffice@SaanichTeachers.com)

#### **4:00pm, November 21<sup>st</sup>, 2018 – Leaves of Absences:**

Our Collective Agreement offers a variety of Leaves of Absences. This seminar will cover all such leaves, except for Pregnancy and Parental Leaves.

#### **4:00pm, January 16<sup>th</sup>, 2018 – Pregnancy and Parental Leaves:**

Pregnancy and Parental leaves are some of the most complicated leaves that we have in our Collective Agreement. I will give you up to date information on not only what our Collective Agreement says about them, but also what the Employment Standards Act, and Employment Insurance Act says.

**Don Peterson**  
S.T.A. President

# Local Representatives Report



## LOCAL REPRESENTATIVE REPORT

NOVEMBER 2 & 3, 2018

RESPECTFULLY SUBMITTED BY LUANNE MARCHAND & ELAINE TING

On Friday, November 2, and Saturday, November 3, Luanne, Elaine and Michael MacEwan (replacing Don at the table), attended the first Representative Assembly of the year on the un-ceded territory of the Musqueam, Squamish and Tsleil-Waututh First Nations.

### **President's Report**

- There were significant wins in the Trustee Elections over the Anti-SOGI slates that existed in many districts. The one district that did elect Anti-SOGI trustees was Chilliwack. In Saanich all trustees acclaimed and elected believe in safe and inclusive schools. The trustee elections play a large role in our upcoming bargaining as 4 trustees sit at the bargaining table.
- FSAs – the fight continues, the BCTF is looking at alternative strategies as the opt out campaign seems to have played itself out – stay tuned.
- Since being elected the NDP government has been making many infrastructure announcements but no funding announcements that directly affect teachers in classrooms. After being appointed Education Minister, Rob Fleming committed to a funding review, however, the BCTF has yet to be invited to the table. and the committee was not allowed to increase the funding envelope. Basically, they were just allowed to move money around. The push right now is toward prevalence funding in Special Education whereby students are not designated. Instead, districts are funded on the “prevalence” of a disability in the population. The ministry believes this would free up funding as districts would no longer have to test students or fill on paperwork, therefore that money can be reallocated to front lines. Currently, prevalence funding is used in Ontario and is creating a disconnect between where the funds are going and who needs it. As well, there is a potential loss of many teachers with many less designated students.

### **Financial Update**

- BCTF is in a good financial position with operating revenues and surpluses up.
- One thing to note is that our legal fees have more than doubled due to an increase in arbitration from the court win and TRB cases.

### **Motions Passed**

- Due to Saanich's initiative from 2 years ago, and the successful piloting of a clicker voting system at the May RA, we passed a motion to use clickers to vote at this year's AGM and the Spring RA.

### **Elections**

At the RA this weekend we filled four positions:

- Racialized Member-at-Large – Susan Trabant, Prince George
- Member-at-Large – Karen Edwards, Tumbler Ridge
- Judicial Committee – Carol Berube, Salmon Arm
- Agenda Committee – Naomi Nilsson, Cowichan

### **Bargaining Update**

- We head to the table at the end of January, which gives us 5 months to negotiate before our contract expires.
- Important to members is that our current Collective Bargaining Defense fund (your strike pay) is on track. As of June 2018 our fund balance was 28 million. By June 2019 we are projecting a balance of 40 million. At approximately 2 million dollars a day for strike pay – that is 20 days' worth.
- There were many issues discussed in committee, updates will be provided on your BCTF Member Portal shortly. Please check it regularly to stay informed.

### **Pension Report**

Our pension has recently gone through a review. The Coles' notes are that our pension is very healthy. What does that mean for you?

- As of January 1, 2018 we pay 12.92% of our salary into our pension. However, as of January, 2019, due to the health of our pension fund, that percentage will be decreasing to 11.17%. **This equates to an unexpected salary increase.** For a person making \$75,000, your payments will decrease by \$1312.50.
- There are some major upgrades to My Account. These changes include: update/change your beneficiaries on line, apply online to retire, and review payment history.
- Fun facts that effect your pension: there are 7000 new teachers in BC paying into the pension plan, 1400 of those teachers are under the age of 25, average age of BCTF teachers is 43.

## 2017 valuation contribution rates

Contribution rates as a percentage of salary



# Health & Safety Report

by Joel Danyluk

Hi everyone,

I hope you are all settling in to the new school year. Health and safety is now being Chaired by Joel Danyluk jdanyluk at saanichschools.ca

### *Flu Season*

Flu season is approaching, and the district is making flu shot clinics available starting at the end of October. Please see your school office staff for information. If you choose to have your shot administered elsewhere, you can find a flu shot reimbursement claim form under the health and safety tab of ESS.



### *Safety Concerns?*

If you as a staff member have safety concerns within your schools, you have a few options. Feel free to ask your site Health and Safety Rep, bring the issue to your site-based health and safety committee, or you can also send an email to myself, Joel Danyluk.

### *Joint Occupational Health & Safety Committee in your school*

All SD63 sites are required to have a Joint Occupational Health and Safety Committee, and each site should have a bulletin board to post important health and safety information. Please check that information out, or better yet, have a say and join your building's committee.

### *ESS*

New health and safety resources have been added by the district under the health and safety tab of our ESS page, specifically focusing on computer ergonomics and safety in the Science and Technology classrooms. Please have a look when you have time, there are some great reminders of safe practices.

Have a safe year,

Joel Danyluk  
Health & Safety Chair

# Bargaining Chair Report

by Mark Skanks



Hi everyone,

This past month has been a busy one for your bargaining team as we ramp up for negotiations. Much of the details we can't share in a public document that is easily viewed by or shared with non-STA or non-BCTF members, but we can share the broad strokes of what has been happening.

First, we met at Stelly's at the beginning of October for our Fall General meeting, where the bargaining team presented our proposed set of Local Bargaining Objectives. This set of objectives was passed by the members present, but there were also many helpful comments and suggestions from the floor, which will help direct our team as we continue to meet to draft specific proposals for new and amended contract language. Also, members from North Saanich brought a motion asking our Bargaining Conference to seek a specific item. For specific details, speak to a colleague who was present at this meeting.

Next, the bargaining chairs (and many other local executive members) met at the Island Zone meeting in Nanaimo on Oct 12-13. In addition to general preparation for local bargaining, the chairs also discussed the impending Provincial Bargaining Conference, and compared the resolutions that we had all submitted last summer on behalf of our locals, based on our local surveys. Our Saanich team had already met to compare our local resolutions to those of every other local, and to the Recommendations of the BCTF Executive.

## BARGAINING



Finally, on Oct 26-27, delegates from around the province met at the Bargaining Conference in Richmond to debate and approve the Provincial Bargaining Objectives and elements of bargaining strategy. Our delegation was comprised of Amanda Byrne-Jungen, Anne Stewart and me. In addition to the opening reports from Glen Hansman and a dozen or so committees, the agenda included 5 recommendations from the BCTF Exec, and 253 local resolutions! Our own Don Peterson was one of 4 chairs for the conference, and their careful preparation made

for a smooth and orderly meeting. This was not an easy task when one Exec recommendation alone required over 11 hours of debate over 2 days, and dozens and dozens of amendments. If you see Don, congratulate him for his good chairing, and ask him about the Sea Lion.

At the Bargaining conference, we were quite successful in getting Saanich's motions reflected in the Provincial Objectives. Of the 8 local resolutions we sent in the summer and the extra resolution brought forward by NSMS which, two we knew for sure were covered by the Exec recommendation on bargaining objectives, one more was also covered by the Exec recommendation but which we only confirmed during the debate at the conference, and then 3 more we were successful in adding to the official Provincial Objectives by amending the Exec recommendation. Two of the remaining three were put on the floor as amendments, but were defeated, and the last remaining resolution was similar to another amendment put on the floor by another local, which was also defeated.

I'm sorry to be so vague, but it is important that all our discussions of bargaining remain "in committee", which includes not discussing the particulars over the employers' email system and only discussing the particulars with other BCTF members. I will prepare a more detailed report for the staff reps for them to hear in person at the November Rep Assembly, after which they can in turn share the details with you in person.

Now that we have set our goals at both the local and provincial levels, the hard work of prep and negotiations begins. Fingers crossed that we are able to get a deal at the table at both levels before the end of the school year!

Cheers,

Mark Skanks  
bargaining@saanichteachers.com

## Staff Committee Corner

by Don Peterson

### D.3.10

#### D.3.10 School Based Team/Consultation Funding

The Board shall establish a district-wide fund in the total annual amount of \$30,000.00 per annum which will be increased to \$35,000 effective July, 1993, the purpose of which is to provide release time for school-based team meetings and teacher/teacher assistant consultations. The school staff committee and the administrative officer shall jointly determine the portions of each school's allocation which will be applied for the above purposes.

A joint committee of the Board and the Association shall review annually the methods of allocation of the district-wide fund and the level of expenditures at each school of the funds allocated to that school and shall determine how the district-wide fund will be allocated for the next school year.



This last week, Staff representatives were just updated on the actual allocation that your school will receive for D.3.10. If you have not yet completed your annual D.3.10 agreement, you are encouraged to do so.

## What Does the Union do for Me?

- ★ *Do you have a work-related dispute that is getting worse and you don't know what to do?*
- ★ *Are you feeling stressed because of a break down in a work relationship?*
- ★ *Are you less effective as a teacher because of a workplace conflict?*

The BCTF offers an internal mediation service that is available for members to access. The goal of the service is to aid in resolving disputes between members and others. It is a carefully designed process that brings people together in conversations, with mediators present, to help them reach a resolution to a dispute.



If you answered yes to any of the above questions, please consider checking out the below link for more information.

<https://bctf.ca/ProfessionalDevelopment.aspx?id=31876>

# Questions from the Membership

Please have a look at the remedy section for this month's "Questions from the Membership".

## Know Your Collective Agreement

This is a new section that will include various scenarios that are related to the Collective Agreement and end with a question. If you know the answer to the question, and the Collective Agreement article that it is related to, please write to us at the STA office. When you write to us, please let us know your thought, and what Collective Agreement article covers the question.

### File Fiddling

You are in your principal's office one day, and you notice a 3-inch thick file with your name on it. You ask her what it is, and she tells you it is your personnel file. You ask if you can have a look at it. At first, she tells you absolutely not, but when you insist that you have a right to see it, she says to come back tomorrow to have a look at the "stuff" you are allowed to see."

**What are your rights? Include the Contract Clause.**

## Social Justice Report

by Amanda Byrne-Jungen & Ayala Johnson



### *Social Justice Dates for November & December*

- ★ A full calendar of events can be found on the BCTF website: **National/International SJ Calendar**
- ★ Looking for more information on Social Justice? Check out the **BCTF Social Justice** tab.
- ★ This month's Seed of Justice: **Spotlight on Antipoverty**
- ★ For past issues of the BCTF Social Justice Newsletter: **Seeds of Justice**

November	
5-11:	Veteran's Week
11:	Remembrance Day
11-17:	BC Multiculturalism Week
20:	National Child Day
20:	Transgender Day of Remembrance
23:	Buy Nothing Day
25:	International Day for the Elimination of Violence Against Women—16 days of action begins
<b>Antipoverty Month</b>	



December	
1:	World AIDS Day
2:	International Day for the Abolition of Slavery
3:	International Day of Disabled Persons
5:	International Volunteer Day
6:	National Day of Remembrance and Action on Violence Against Women
10:	Human Rights Day
18:	International Migrants Day



Amanda Byrne-Jungen & Ayala Johnson  
socialjustice@saanichteachers.com

# Notes from the STA Office

by Audrey Hayes



## *Are you retiring this year?*



Don't leave without saying good-bye! Let the STA office know when you are retiring and be sure to give us your forwarding email address so that we can send you details about the STA Retirement Banquet in June.

## *Emailing the STA Office?*



Need to email the STA office, but not sure who to email?

We have **two** email addresses:

- ★ If it is highly confidential, email Don Peterson at: [Lp63@bctf.ca](mailto:Lp63@bctf.ca)
- ★ If it is confidential and you do not wish it to be sent through the district email account, email us at: [staoffice@saanichteachers.com](mailto:staoffice@saanichteachers.com)
- ★ Want to send an email to our (non-confidential) Outlook account (replacing the Zimbra address): [sta\\_office@saanichschools.ca](mailto:sta_office@saanichschools.ca)



## *Are you moving? Has your name changed?*

Are you moving or have you moved in the past year? Have you changed your name? Don't forget to let the us know.

- ★ Please send the STA office an email with your new name and/or contact information. [sta\\_office@saanichschools.ca](mailto:sta_office@saanichschools.ca)

- ★ Also, be sure to update your personal information at:

- [BCTF Member Portal](#)
- [School District 63](#)
- [Teachers' Pension Plan](#)
- [Teacher Regulation Branch](#)



# Monthly Contest



Every month we have a very challenging question that can be answered by reading the current edition of the STA- in-Touch. If you answer the contest question correctly, you will be entered in the draw for the monthly prize.

**Congratulations to Clint Surry at SIDES for winning last month's contest!**



***This month's question:*** *As of January 1, 2019, what will be the new percentage of salary teachers will be paying to our pensions?*

Please email your answer to Deryck Ball [dball@saanichschools.ca](mailto:dball@saanichschools.ca) by **Monday, November 26, 2018.**

**Good Luck!**

## Let's Get Social!

**The STA is getting more and more connected to the world of Social Media. Join us!**

Our **website:**



[www.saanichteachers.com](http://www.saanichteachers.com)

Follow us on **Facebook:**



**Saanich Teachers' Association**

Follow us on **Twitter:**



**@BCTF63**

**Phone us:**



**778-426-1426**

Our **mailing address is:**



**6843 Central Saanich Rd.  
Victoria, BC V8Z 5V4**

**Email us:**



[staoffice@saanichteachers.com](mailto:staoffice@saanichteachers.com)  
[sta\\_office@saanichschools.ca](mailto:sta_office@saanichschools.ca)

# IMPORTANT DATES FOR STA TEACHERS

## EARLY DISMISSAL DAYS: 1 HR TO FACILITATE PARENT/TEACHER INTERVIEWS

Brentwood Elementary	Nov 14	Nov 15	Mar 6	Mar 7
Cordova Bay Elementary	<del>Oct 23</del>	<del>Oct 24</del>	<del>Oct 25</del>	
Deep Cove Elementary	<del>Oct 10</del>	<del>Oct 11</del>	Nov 27	Mar 7
Keating Elementary	Nov 22	Feb 28		
KELSET Elementary	<del>Oct 4</del>	Nov 21	Nov 22	Feb 28
Lochside Elementary	<del>Nov 6</del>	<del>Nov 7</del>	<del>Nov 8</del>	Mar 7
Prospect Lake Elementary	<del>Oct 23</del>	<del>Oct 24</del>	<del>Oct 25</del>	Feb 28
Sidney Elementary	<del>Sept 26</del>	<del>Sept 27</del>	Dec 5	Mar 6
Bayside Middle	<del>Sept 20</del>	<del>Oct 10</del>	<del>Oct 11</del>	
North Saanich Middle	<del>Sept 19</del>	<del>Sept 20</del>		
Royal Oak Middle	<del>Oct 16</del>	<del>Oct 17</del>		
Claremont Secondary	<del>Sept 26</del>	Nov 29	Feb 12	Apr 11
Parkland Secondary	<del>Oct 18</del>	Nov 29	Feb 7	May 9
Stelly's Secondary	<del>Sept 27</del>	Nov 21	Feb 21	May 2

## NON-INSTRUCTIONAL DAYS

<del>Friday, October 19, 2018</del>	Province Wide
Friday, November 23, 2018	School Based
Monday, January 28, 2019	Curriculum Implementation
Friday, February 15, 2019	Tri-District
Monday, March 4, 2019	School Based
Monday, April 8, 2019	School Based
Friday, May 10, 2019	Ministry Priorities

**Winter Break:** December 24 – January 4, 2019

**Spring Break/School Closure:** March 18 – March 29, 2019

**LAST DAY OF CLASSES: THURSDAY, JUNE 27<sup>TH</sup>, 2019**