

# President's Agenda October - November

## October

- 1 TEP presentation to 30 students Thebacha Campus, Fort Smith
- 1 School visits: PWK, JBT, Fort Smith; Chief Sunrise, DJ, PA, HC, Hay River, Ecole Boréale, Hay River
- 2 South Slave/Fort Smith LRO Orientation, Hay River
- 4 NWTTA meeting at Deh Cho Regional Conference
- 4 Deh Cho Long Service Awards Banquet
- 5 Code of Ethics presentation NJ Macpherson, YK #1
- 6 Meeting with Nitya Iyer Equal Pay Commissioner
- 7 Meeting with Janet Letzing, CJCD, Advertising Manager
- 8 Meeting with Elise Maltin, Parks Canada
- 12 Official launch of Anti- Smoking Campaign Butthead, Kaw Tay Whee, Dettah
- 13 Meeting with Joanne McGrath re: Principals' Conference
- 14 Meeting with ECE re: PI.
- 14 Code of Ethics presentation Sir John Franklin High School, YK#1
- 15 Sattu LRO Orientation, Norman Wells
- 16 Travel to Inuvik for Aboriginal Education Award Presentation
- 18 BDEC Charter, school visit Sachs Harbour, airport visits, Holman, Paulatuk, Presentation to Velma Illasisak postponed due to death in community, back to YK
- 21 Code of Ethics presentation K'alemi Dene, YK
- 22 NWTTA website live online
- 22 Meeting with Mike Vaydik, Chamber of Mines
- 25/26 NWT Principals' Conference
- 26 Presentation at School Administrators' Council (SAC)
- 27 Meeting with Anne Taylor, Media Awareness Network

- 27 - 29 Northern Teachers' Council, Yukon Teachers' Association (YTA), Federation of Nunavut Teachers (FNT)
- 27 Press Interviews CJCD, YK/Hay River; Live interview on CBC noon show, Whitehorse, CKRW, Whitehorse
- 28 Visit to Legislative Assembly, CBC Interview with all FNT, NWTTA, and YTA presidents

## November

- 2 Meeting with Lynn Elkin re: HR reorganization
- 2 Code of Ethics presentation JH Sissions, YK #1
- 4 Code of Ethics presentation Weledh, St. Pats, & ESJS, YCS
- 5 Code of Ethics presentation, William McDonald, YK #1
- 17 Code of Ethics presentation Princess Alexandra, Hay River
- 17 Interview with The Hub
- 17 Granted M. ED Educational Policy Studies, U of Alberta
- 18 Travel to Edmonton, meeting with NWTTA lawyer, Barry Chivers

- 19 Visit to ATA, meeting with the PD department
- 21-23 Travel to Ottawa, CTF Board of Directors
- 23 Meeting with Noreen O'Haire, Professional Development Officer CTF
- 24-26 Inclusion conference, Ottawa
- 27 Travel back to YK
- 29/30 Professional Improvement Forum with all regional PI committees & CPI, YK.

## NWTTA INFORMATION

🕒 Office Hours:  
Monday - Friday  
08:00 am - 05:30 pm

### Urgent calls, after hours, please call:

Amanda Mallon (President)  
(867) 920 - 2016

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(867) 873 - 2717  
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Your NWTTA Office, located at 5018-48th Street, Yellowknife.



# NWTTA Newsletter

## From the President's Desk

### It's All About Process

As a new president, one of the most important pieces of advice I received was from Ian Oostindie, president of the Yukon Teachers' Association. Ian used the phrase, "It's all about the process" to explain the work of teachers' associations. He explained almost every problem emerging over the school year starts out when process is ignored.



The NWTTA has a well established set of by-laws and policies. These have been developed and refined over the 52 years of the association's history. Just last year, the discipline and code of ethics by laws were rewritten to better serve our members.

At the April 2004 Annual Meeting of Central Councillors (AMCC) the following resolution was approved, "Be it resolved that the NWTTA President and Executive Director continue to make education among its membership a high priority."

As part of this resolution, Dave and I have presented our Code of Ethics to over 30 staffs, at every Local Receiving Officers' Orientation, at the NWT Principals' Conference and to approximately 40 students and staff enrolled in the Teacher Education Program in both Yellowknife and Fort Smith.

The Code of Ethics has a very clear process for dealing with member to member issues. First you talk to the person about the issue in private. If things don't change, you then write the person a letter informing them that because there has been no change you will then bring this matter forward to the appropriate body.

We are now well into the school year, report cards are in the works, Christmas is coming and, of course, teachers are BUSIER than ever. It's when we get busy that we get tired. Please treat yourself and your fellow educators with care. You are important to us.

Professionally yours,

Amanda Mallon  
President

*Meeting of Northern Teachers' Council in Yellowknife October 28, 2004. Top : Dennis Rankin, YTA, Dave Roebuck, NWTTA, Jimmy Jacquard, FNT. Bottom: Ian Oostindie, FNT, Amanda Mallon, NWTTA, Lou Budgett, FNT*



From the President's Desk	1
Executive Director	2
Negotiations in the NWT	2
Professional Development Opportunities	3
Classroom Rights & Responsibilities	5
President's Agenda	8

AND MUCH MUCH MORE!!

**Contributions, pictures, comments and suggestions are welcome and can be forwarded to:**

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## Songs from the Sahtu

Every year as the planes fly towards Norman Wells for the annual 'Beginning of the Year Teachers' Conference', a strange sound can be heard around the Sahtu. It ranges from a high pitched chorus to chants to low bass voices muttering, humming, punctuated with the occasional strum of a guitar, or harmonica. In my previous job with the Induction Program, I always made a point to be OUT of the Wells by Wednesday so I wouldn't have to sing.

Well, new job... new responsibilities. Luckily, one of Mr. Roebuck's many talents is adapting music. Your NWTTA, with Don Kindt as guest backup, sang to the tune of Queen's We Will Rock You.. We will, we will...teach you.

The Sahtu schools put a lot of work into their songs, as you can appreciate. We did not get all the different song sheets with lyrics. We are sharing a number of our favorite verses for your inspiration.

### Chief Albert Wright School

*Some of us were born here and we live what we believe. Some folks come up from the south they stay and never leave. We know that we can rely on people we know so let us thank the Creator-by exclaiming Mahsi cho.*

*Let us give thanks that we live on the banks, of the mighty Mackenzie longest river in the land home of the Metis and Tulita Dene Band.*

### Mackenzie Mountain School (Sung to the tune of ABBA, "SOS")



*Where are those happy days/before the acronyms? I try to \_\_ decode/these alphabetical whims. Whatever happened to real words? I wish I understood. It used to be so nice/it used to be so good.*

*One night they called me/saying that they want me MMS. The job they gave me/maybe it can save me? E.B.S., I.E.P., D.E.A., A.A.T. All these terms/are going to drive me/CRA--ZY!*

*N.W.T.T.A./is ringing in my ear. It's only clear as mud/though it has been a year. I really tried to make it out I wish I understood I wish they'd spell it out/oh that would be so good.*



### Language Centre

*From the land of the Sahtu, we are the teachers, who are here to keep our language/culture alive. Sometimes we do the jig...*

*We use our elders, the people to keep the language/culture alive, we sometimes sing and say: AAAA Negha Dagoht'e sooni aaaaa.*

### Sahtu Divisional Education Council

*In the valley of Mackenzie, a majestic place to be, with the students and the teachers of the Sahtu DEC.*

*Supervision and probation, little trials sent from hell, Mr. Rose will pay a visit, he might have to ring your bell.*

*If you need a special favour, something just outside the rules, Seamus just might have the answer, if it's going to help your schools.*

*We're so lucky in the Sahtu, teachers seldom ever grieve, we have answers to your problems, you may never want to leave.*



## Media Awareness Network

An excellent teaching resource for NWT Teachers is the Media Awareness Network at [www.media-awareness.ca](http://www.media-awareness.ca) In the teacher resource section you can find lesson plans, classroom activities, background articles including iWeb Awareness for Teachers. There is a curricular review of media education across the country including the NWT.

## **EECOM, COEO and OSEE Conference 2005**

**September 30 – October 2, 2005**

**Creating Ripples: Education, Environment and Culture**

**Call for Proposals in either French or English – Deadline Dec 31, 2004**

**[www.eecom.org/ripples2005](http://www.eecom.org/ripples2005)**

The Canadian Network for Environmental Education and Communication (EECOM), The Council of Outdoor Educators of Ontario (COEO) and The Ontario Society for Environmental Education (OSEE) invite you to create ripples at our conference held amongst the spectacular fall colours of the Haliburton Highlands. Join other educators, researchers and students from across Canada and across the world in sharing ideas around education, environment and culture.

### SUGGESTED STRANDS

Community Engagement; Critical Reflection; Ethics; Global Education; Leadership; Outdoor Experiences

### TYPES OF SESSIONS

Workshops; Outdoor Option; Presentations; Work-in-progress; and/or Poster

For further details, please visit

[www.eecom.org/ripples2005](http://www.eecom.org/ripples2005)

Deadline: December 31, 2004

Sent by: Elise Maltin

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## **KnowTIPS Online Conference**

February 23 - 27 Knowplace is presenting the KnowTIPS online conference, Survive and Thrive online in 2005 by putting Theory into Practice (TIPs). This online conference is designed for anyone interested in working online and developing online skills. Conference fee: early registration before February 1, 2005, \$100, full fee after February 1, \$150. Online payment and registration is available .

Visit <http://knowtips.ca/> or contact [flong@knowplace.ca](mailto:flong@knowplace.ca) for more information.

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## **Workplace Safety**



*Gale Martin, William McDonald School.*

### Classroom Safety Checklist:

- ◇ I use the windows, and any fans or ventilators to improve the air quality in the room.
- ◇ My fire exit doors are free of blockages.
- ◇ Nothing flammable is hanging from the ceiling or light fixtures.
- ◇ No more than 20 percent of my classroom wallspace is covered with flammable material.
- ◇ Fire routes are clearly posted.
- ◇ There is a clear path to the fire exit(s).
- ◇ I can hear the fire alarm when it rings.
- ◇ All of the shelving is secured to prevent tipping.
- ◇ My overhead screen is mounted securely.
- ◇ All furnishings and carpets in my classroom are in good repair.
- ◇ I use extension cords only on a temporary basis.
- ◇ I never plug power bars into other power bars.
- ◇ I store materials in my class in a way that does not create a hazard and that allows the cleaning staff to dust and clean effectively.
- ◇ My paper cutter is guarded properly.
- ◇ All containers in my classroom are clearly labeled as to their contents.
- ◇ I use appropriate storage for chemicals.

*Source: AN ETFO Guide to Occupational Health & Safety Schools.*

## Executive Director

In the September newsletter, I reported that my articles would deal with the negotiating process. September's article recounted the process by which each of our units (GNWT, YK#1 and YCS) select their negotiating teams, develop their proposals and open negotiations. In this article, I will look at the actual negotiations themselves.



## Negotiations in the NWT

Negotiations in all three units follow a pattern. Usually, non monetary items and monetary items are identified. Non monetary items are negotiated first. This is done because they are seen as easier to negotiate, usually do not lead to conflict and confrontation, and provide an impetus and momentum to the negotiation process. As more and more non monetary articles are agreed to by the parties, the negotiations become more tense. Monetary items are the crux of the process. The idea is to get a fair and equitable settlement for ones members without giving away the farm. At times, negotiations are concluded relatively quickly, at other times they can become acrimonious, glacial and confrontational. This can lead to mediation (GNWT) or conciliation (YCS and

YK#1). These processes lead to either a tentative settlement or a final offer to be voted on by the membership. Please remember, a negative vote on an employer's final offer is a vote to take job action. If members' demands are not met by the employer, the members must be willing to take the critical step of backing up those demand with job action.

The NWTTA went on strike against the GNWT in January 2000. All regions held rotating strikes coupled with work to rule. Each region was off for a total of three days. The effect was immediate and is still being felt to this day. Besides monetary gains in salaries and allowances, the legislature brought in statutes mandating student support be increased from 8% of the overall budget to 15% over a four year period and also a statute mandating the pupil to teacher ratio be reduced from 18 to 1 to 16 to 1 over those same four years. These changes to the Education Act have created many more positions for our members in the whole of the NWT not just in the bargaining unit, which segues very nicely into my next article.

### The Dynamics of Territorial Negotiations

One thing anyone negotiating a contract between educators and their employers in the NWT must realize is this: everything depends on the GNWT bargaining unit. Why? You might ask! Aren't YK#1 and YCS separate employers with their own Boards of Trustees, their own budgets and their own contracts? Yes, you are absolutely right; they do have all of the above. But! Isn't there always a but...80.19% of the budgets of both YK#1 and YCS School Districts are directly funded under the GNWT formula. The other 19.81% is raised by YK#1 and YCS through the mill rate and special grants in the municipality of Yellowknife. Both Boards are loathe to raise people's taxes in this city. One must always remember that only 30% of any population has children in the school system at one time. That means 70% of the homeowners and business people would be furious with the Boards

if the mill rate was raised to fund an extra increase in salaries not funded by the GNWT. These people are politicians or have further political ambitions and raising taxes is not the way to win votes and influence people up here.

So that leaves the GNWT funding formula. The GNWT schools are funded at 100% because the communities where these schools are located do not have the tax base necessary to fund, even partially, the school system. Logic then dictates that the GNWT bargaining unit is the critical piece in the negotiation process. If the GNWT members can obtain a 4% and 3% or 40% and 30% raise in two years of a contract, it is not difficult to see that YK#1 and YCS could follow suit.

There you have the dynamics of bargaining in the NWT. It is a difficult environment in which to negotiate. Add in the GNWT debt wall problem, lack of resource revenue sharing, and various other outside factors (oil prices=heating costs) and you have the ingredients for difficult negotiations in all three of the NWTTA's bargaining units.

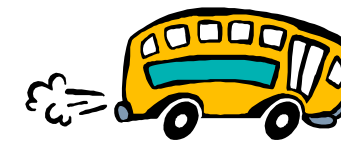
### You Be The Judge

On behalf of the NWTTA, Sara McGarry of St. Pat's High School, attended a conference hosted by the Canadian Association of Superior Courts Judges in Ottawa in October. Sara is introducing a resource called You Be The Judge at a number of PD sessions. It is a multimedia educational program designed for integration into high school social studies and law courses. You Be The Judge introduces students to the role of judges within our judicial system, and encourages exploration of important concepts such as the rule of law, judicial independence and judicial impartiality. This resource is suitable for grades 9 - 12 students. Participants will receive a package of resources in either French or English and lots of great ideas.

For further information contact Sara\_McGarry@mail.ycs.nt.ca or 867 873 4888.



## And on a laughable note...



### Things kids share...and their parents...

As a beginning teacher here in YK, I was teaching a health class on the dangers of smoking. My grade three class were relating their experiences with the dreaded evil 'tobacco'. After one kid proudly proclaimed that her parents don't smoke, another hand shot up. When called on, this student informed the whole class that, " My parents don't smoke but sometimes their friends come over and they all share one!"

*Submitted by Amanda Mallon*

### Teacher's Pay

Teachers are paid too much! I'm fed up with teachers and their hefty salaries for only 9 months work! What we need here is a little perspective. If I had my way, I'd pay teachers baby sitting wages.

That's right. Instead of paying these outrageous taxes, I'd give them \$3.00 an hour. And, I'm only going to pay them for 5 hours, not planning time. That would be \$15.00 a day. Each parent should pay \$15.00 a day for these teachers to baby sit their children. Even if they have more than one child, it's still cheaper than private day care.

Now how many children do they teach a day - maybe 20? That's  $\$15.00 \times 20 = \$300.00$  a day. But remember, they only work 180 days a year! I'm not going to pay them for all the vacations:  $\$300.00 \times 180 = \$54,000$ .

(Just a minute my calculator must need batteries.)

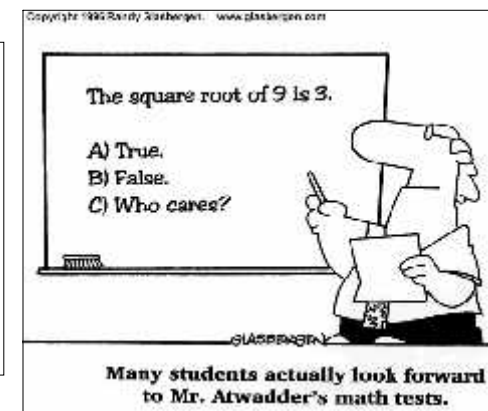
What will teachers say about those who have 10 years of experience and a master's degree? Well, maybe (just to be fair) they could get the minimum wage. We can round that off to about \$6.00 an hour, times 5 hours, times 20 children.  $\$6.00 \times 5 \times 20$ . That's \$600 a day times 180 days. That's only \$108,000.

Wait a minute! There is something wrong here.....

Source:<http://www.basicjokes.com/dtitles.php?cid=154>

**" I love subbing...one day reminds me why I taught for thirty years...three days reminds me why I'm retired."**

Mrs. Donnetta Holtorf  
Joseph B. Tyrrell School  
Fort Smith, NT



## Things We Can Learn From a Dog

Contributed by Lori Heiser

1. Never pass up the opportunity to go for a joy ride.
2. Allow the experience of fresh air and the wind in your face to be pure ecstasy.
3. When loved ones come home, always run to greet them.
4. When its in your best interest, always practice obedience.
5. Let others know when they've invaded your territory.
6. Take naps and always stretch before rising.
7. Run, romp and play daily.
8. Eat with gusto and enthusiasm.
9. Be loyal.
10. Never pretend to be something your not.
11. If what you wants lies buried, dig until you find it.
12. When someone is having a bad day, be silent, sit close by and nuzzle then gently. (NOT your students!)
13. Delight in the simply joy of a long walk.
14. Thrive on attention and let people touch you.
15. Avoid biting when a simple growl will do.
16. On hot days, drink lots of water and lie under a shady tree.
17. When you are happy, dance around and wag your entire body.
18. No matter how often you are criticized, don't buy into the guilt thing and pout. Run right back and make friends.