Richmond, BC V6Y 3E3

Dear Debbie,

Re: Budget Brief

On behalf of the Richmond Teachers' Association, we thank you for

positive signs for the budget, such as growth in student enrollment and some inflation adjustments. Unfortunately, increased enrollment is only adding to the continued difficulty recruiting and retaining teachers and other staff.

Across the District, schools are experiencing daily teacher shortages, which is increasing pessures at schools as teachers must be redeployed to cover classroom positions leaving less s f&-ær at

we continue to experience high staffrng shortages. This may mean elements of the District Strategic Plan Will need to be paused or shifted until there is suffrcient staffing.

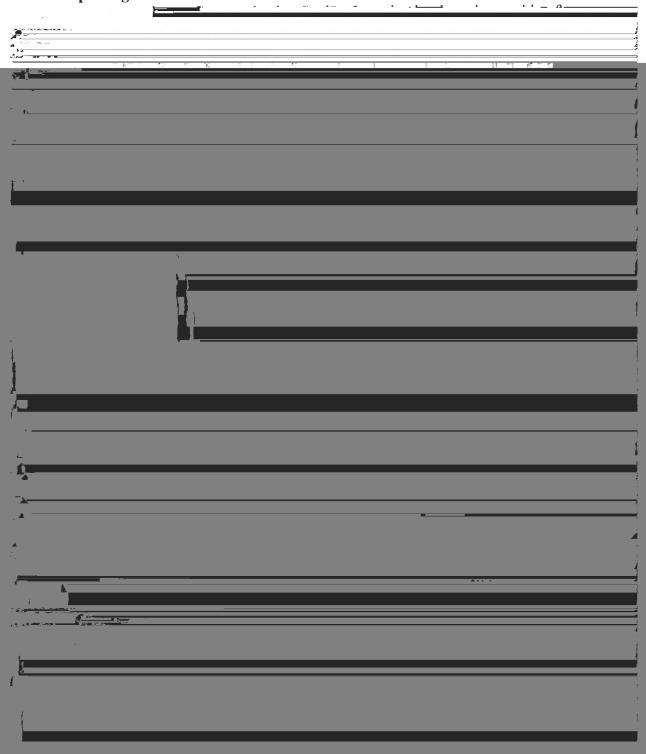
The RTA provides the following suggested budget priorities that are in alignment with the District Strategic Plan and the staffing shortages that

а

retention of staff is the greatest barrier to ensuring the District can fulfill the Priorities, Goals and Objectives of the Board's Strategic Plan. Securing staff must be a priority, which means the District must be flexible and agile with staffing. The teaching profession is not known for flexibility due to the rigid hours of instruction. This reality is in direct contrast to the changing workforce that is looking for increased flexibility. The District cannot change

Board of	Trustees 2
3	
,	
	hours of instruction, but they can offer a greater range of flexible teaching options, including: increased number of shared and part time assignments for classroom and specialist positions. all classroom or specialist temporary assignments should be posted as continuing or permanent.
T	
4	
-	<u>*</u>
·	
t.	

• Teacher Training/In-service/Collaboration Time/Release Time Support for Reporting



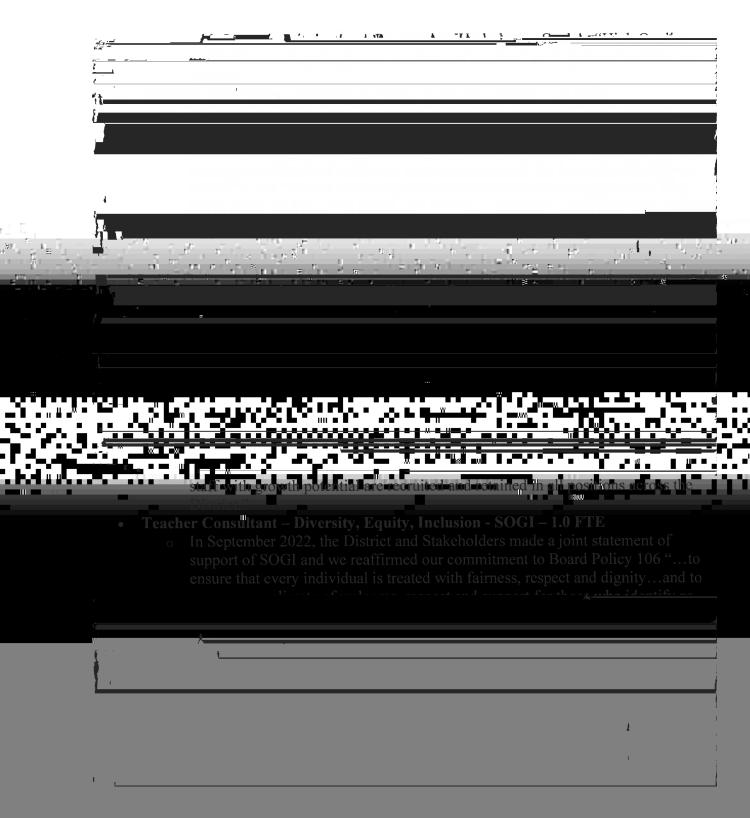
• Teacher Consultant - Indigenous Education - 1.0 FTE

o 2023/2024 is the implementation year for the new Indigenous Focused Graduation requirement. Teachers are excited to teach BC First Peoples and English First Peoples, and enrollment numbers indicate that many teachers will be needed to teach these courses. The current workload for Teacher Consultants – Indigenous



Principles of learning across elementary and secondary schools. Implementation and honouring this work will require increased support in order to ensure teachers are able to provide authentic learning opportunities, select appropriate resources and have magningful emperturities to collaborate in a well supported.

W			



• A	dditional 3.0 FT	E of Counse	elling	hat atjidante race	iro mora necas	se to montal
	()=			1		<u> </u>
••						
· -	L-14	4 <u>% #</u>	. 1 . 1	1 3.41.1 1	•	
,						
1						
P						
1						

<u>.</u>	Cantinued support for Sustainability and Climate Action Projects such as Solar
,	
- F	
Yes Yes Yes	THE PROPERTY OF THE PARTY OF TH
	Impacts of climate change are ever present in today's world. Students and understand these realities and expect and desire to be part of action. Adding solar
Sc.	ngnels electric charaing stations and the ability to safely store electric hikes
<u>.</u>	
ء ۽ پ	