



*Canadian Association of Educators
of the Deaf and Hard of Hearing - British Columbia*

CAEDHH-BC

CAEDHH-BC Recommendations for BCTF Retention and Recruitment of TDHHS Document

Key points to make for Itinerant Teachers are:

- a) the caseloads will be in the next contract negotiations, with recommendation of either 0.1FTE per DHH student, resulting in 10 students being the maximum on a TDHHS caseload, or 12-14 being set as maximum. Recognition of non-designated DHH students who receive support from TDHHS should be acknowledged with some formula.
- b) collaboration and consultation time to work with classroom teachers on IEP development and implementation will have release time provisions in the contract
- c) provisions for travel time as a total of instructional time
- d) travel expense reimbursement, along with insurance allowance since TDHHS must carry business insurance
- e) appropriate working space provisions with every school for working with students
- f) access to phone, computer, supplies, storage, clerical time
- g) employment descriptions and postings should have standardized language and terms, across BC

Key points for Resource Room or BCSD Teachers:

- a) the caseloads should be negotiated in the next contract, maximum 6 (?) per class
- b) collaboration and consultation time to work with other professionals working with your students will have release time provisions in the contract
- c) appropriate working space provisions
- d) access to phone, computer, supplies, storage, clerical time
- e) employment descriptions and postings should have standardized language and terms, across BC

Key Points for BC School for the Deaf:

- a) Recommend the creation of a committee from BCTF, Ministry of Education, UBC and CAEDHH-BC to work on creating consistent and equitable caseload limits/language; professional development access and funding; policies and structures to diminish or remove existing barriers to recruitment and retention of TDHHS.
- b) CAEDHH-BC Advocacy Working Group work with BCTF to ensure structures, mechanisms and networks are leveraged to improve TDHHS working and professional conditions. That may involve contract language for the next negotiations.
- c) CAEDHH-BC should send the recommendations from #1 point, to BCTF with a request they be part of the negotiations at the provincial level.

**CAEDHH-BC,
c/o POPDHH, 4446 Watling St.,
Burnaby, BC V5J 3V5**