

Special Edition

A Newsletter for Specialist Council Executive Members

Volume 4:2 April 2015

Discovering Makerspaces

Ryan Layton



As a child I would often try to find a large box that I could turn into a fort, a spaceship, a race car or any other interesting item. As time went by, I spent less time with cardboard but continued to find a creative outlet in building Lego with my niece and nephews or putting together a model car or plane. My desire to explore, create and

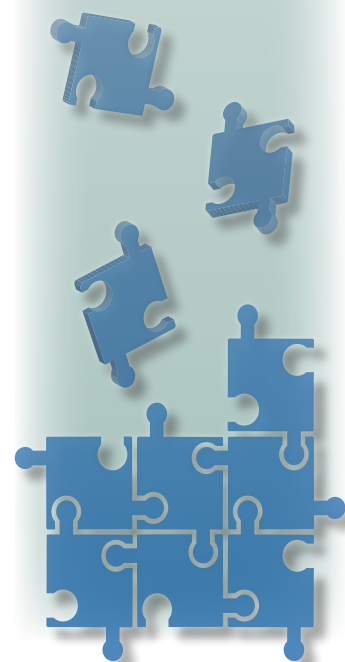
design has always been important in my life, as it is for students, but how do we encourage the development of these competencies in the 21st-century school?

The answer: makerspaces! A makerspace is workspace where people with common interests can meet together and collaborate on projects that usually focus on computers, machining, technology, science, digital or electronic art, and within that space are the tools necessary to facilitate the completion of those projects. The makerspace movement within a school setting enables teachers and students to engage in interactive and hands-on learning experiences. Examples of makerspace projects include musical recordings, 3-D printing, programming, construction with a variety of materials (wood, metal, paper and so on) and creating electronic books.

During the September Educational Technology Council (ETC) conference, Susan Crichton, associate professor in the Faculty of Education, at UBC, and the director of the Innovative Learning Centre, spoke about the need to create and foster areas in schools where students have the opportunity to plan, collaborate, construct and revise. These areas can include basic crafting supplies or can be as advanced as having CNC laser cutters or 3-D printers.

In order to implement a makerspace, one must have an understanding of design thinking, that is, how to approach “the world’s messy problems together” (Stanford University Institute of Design 2011a). During our ETC makerspace day, participants were led through an activity entitled the Gift Giving Experience (Stanford University Institute of Design 2011b). This activity, created by the Stanford University Institute of Design, introduced everyone to a process of how to approach problems and situations and how to work through those issues in an attempt to come

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up with solutions. This process required participants to gain empathy for their partner, reframe the problem, ideate solutions to the problem, iterate solutions based on feedback, then finally build and test prototypes. By the end of this one-hour activity, each table was filled with wonderful creations.

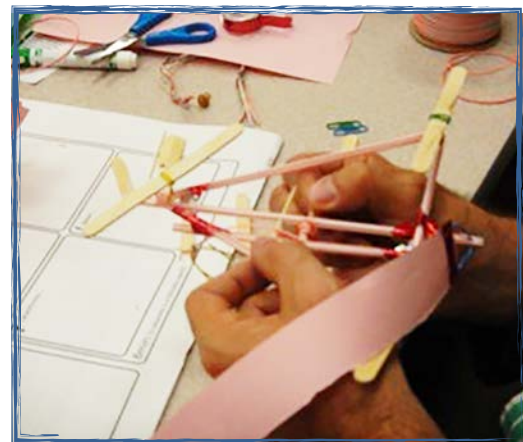
Many schools are making the transition from merely having a library to creating a learning commons, but if you have ever wondered what is next, the answer is makerspaces, places where students can create, learn, collaborate, explore, design, ideate and discover. For teachers in the 21st century, makerspaces are the key to helping students develop the skills necessary to become productive and successful leaders of tomorrow.

To learn more about existing makerspaces in Alberta visit www.epl.ca/makerspace and www.calgarymakerspace.com as well as <http://goo.gl/A4FIOT> to learn more about a makerspace event hosted by Edmonton Catholic Schools on June 9, 2014.

References

- Stanford University Institute of Design.
2011a. *Our Point of View-d School*. <http://dschool.stanford.edu/our-point-of-view> (accessed January 30, 2015).
———. 2011b. *The Gift-Giving Project-d School*. https://dschool.stanford.edu/groups/designresources/wiki/ed894/The_GiftGiving_Project.html (accessed January 30, 2015).

This article previously appeared in Bits & Bytes, a newsletter of the Educational Technology Council, February 2015.



Hands-on learning for teachers.

Frequently Asked Questions

Send your questions to Gaylene Schreiber at gaylene.schreiber@ata.ab.ca for immediate response and for possible inclusion in upcoming issues of *Special Edition*.

Question: Our council is considering cohosting a joint conference with another council. What do we need to do to finalize our agreement?

Answer: There are several steps to finalizing an agreement to cohost a conference and a few practical problems that need to be solved.

You should include your respective staff advisors in an open conversation about the parameters of the collaboration. The conversation should involve establishing procedures for decision making, communication between the joint conference committee and the sponsoring councils, financial matters—sharing risk and profit, and whether there will be any sort of recognition for conference committee members. More information and guidelines are on page 111 of the *Handbook for ATA Specialist Councils* (2014). It is good practice to have the agreement ratified by each council through motion and for secretaries of both councils to keep a copy of the agreement.

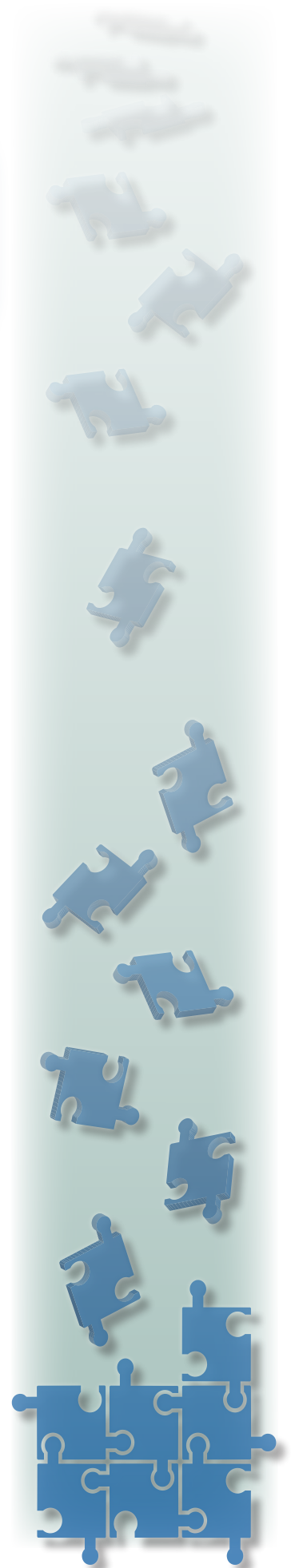
Once you have considered all practical aspects, affected councils *must* apply to the Association for a date change through your staff advisor. Provincial Executive Council will approve or deny the request and communicate this to

the council. Venue or keynote contracts are finalized after receiving permission to ensure no council faces unnecessary financial liability.

Permission to change a conference date does not release a council from adhering to the constitutional requirement for an annual general meeting (AGM). Councils must meet this requirement, and staff advisors will ensure that councils provide appropriate notice to members as prescribed in the constitution to ensure that the business of an AGM is accessible to the membership.

Question: Our council's conference start time means that conference committee members must be absent from school to set up. Can the president write a letter on behalf of the conference committee members requesting leave?

Answer: No. If teachers wish to be absent from work, they are required to obtain prior permission from their employer directly. If necessary, the president or designate may issue correspondence confirming the purpose and details of the absence to support the request. The request for leave is by the individual, not a request of the Association.



Special Project Spotlight: Guidance Council Creates *Informed Consent and Records Management Guidelines for Alberta School Counsellors*

Thomas Holmes
Guidance Council



Volunteer work through our ATA specialist councils can be tremendously rewarding both personally and professionally. The rewards of our work are constantly juxtaposed by the reality of inadequate time to accomplish what we would like to. The tension between making a difference and the limitation of time is the reason the Guidance Council would like to share our experience accessing special project funds from the ATA.

Two years ago at our annual conference, I facilitated a strategic planning session on school counselling for conference participants. Following the session, the outcome was clear: school counsellors were having challenges managing counselling records. At first blush, this may not seem the

most interesting topic, but consider this: with no clear records management guidelines since the 1960s (creation of the Guidance Council), school counsellors tried to piece together best practice in records management. Some counsellors we talked to had filing cabinets in their basement with over 30 years' worth of private student information! This of course was the first step in selecting a special project—determine a need. We decided on a resource for school counsellors that would support informed consent and records management.

The next step was to select a champion. Our project has always been a group effort, but a champion can motivate everyone when the shine of a new project fades. The council had selected me as a champion based on the fact that I had recently registered as a psychologist, had working experience as a school counsellor and now supervise school counsellors. Most important, I had a strange interest in legislation and regulation review.

Almost more important than a champion is the importance of filling a working committee full of the best professionals. It was not hard to find a handful of people passionate and knowledgeable about record keeping.

We used our professional connections and conference presenters to reach out to Dawn McBride, from the University of Lethbridge; Chris Pawluk, from Rocky View School Division; and Maggie Shane and Marv Hackman, from the ATA.

We looked at our committee and estimated a cost to facilitate a retreat that would plan the larger aspects of the project. Following this preparation session, we formulated a proposal very similar to the requirements of a strategic planning grant. Included was the overall objective of the special project, action items, timelines, most responsible persons and measurable outcomes. Our staff advisor, Andrea Berg, was an important resource in getting us on the right track with our proposal. The special project funds were essential to getting our project off the ground.

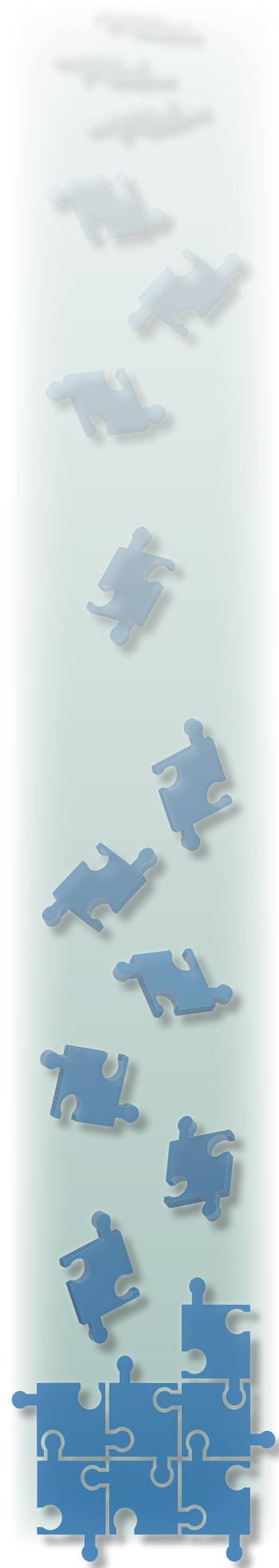
We used our council executive committee throughout the process to review and work on our project in between drafts. It was important to have people outside the executive working on the project because the council still had other work to do in forwarding our other advocacy, communications and professional development objectives. The working committee drafted our resource and passed it through the council executive for the constructive feedback required to ensure the end outcome was of the highest quality. We used Google Docs and Dropbox to facilitate collaboration without the added costs and time needed to meet face to face. There just wasn't extra money and time to meet in person beyond regularly scheduled executive meetings.

The draft process took time. We knew with all of the legislative and regulatory review required that this would be a long-term project. It

took us 18 months to complete a first draft. We continued to shape the document by tweaking it as a council. We then voted as an executive to approve the final draft and submitted it through our staff advisor for a vote by the ATA's Table Officers Committee. The turnaround time was efficient, and exactly five days before our conference this past November, we had an approved draft of our resource. Several weeks later, the ATA Document Production staff turned our draft into a clear and visually appealing document. The final product was *Informed Consent and Records Management Guidelines for Alberta School Counsellors*.

The response to our project has been overwhelming. School counsellors across the province are interested in our resource. We have seen an increase in our membership as counsellors see the benefit to membership the Guidance Council offers. The relief and appreciation from our membership have outmatched the time investment in this project. We look forward to supporting school counsellors across Alberta to elevate their practice. This is the next phase of this project that is currently under way.

Thank you for volunteering with your specialist council. Like many areas of education, it can be tiring and thankless. But the work we do is critical to elevating the professionalism of Alberta teachers. As teams of dedicated professionals, we can overcome the conflict between best intentions and time restrictions. An application and project with special funds from the Association is an investment of time as a council. In those decisive moments when I have to decide if I have time, the words of my mentor ring true: "We make time for the things that truly matter." Our hope as a Guidance Council is that you do just that.



Did You Know?

Gaylene Schreiber

Executive Staff Officer,
Professional Development
Specialist Council Factotum



Finances a Burden?

Councils can arrange for enhanced bookkeeping services with Didi Heer, Finance. There is a formal agreement to sign. The treasurer continues to authorize expenditures and write cheques, but the bookkeeping service is provided free of charge. Upon request, Finance staff will also draw up a draft proposed budget for an AGM. Your council should discuss (and amend as needed), then approve the proposed budget at a separate meeting prior to the AGM. Please allow staff a few weeks to prepare budgets.

Consider hosting all the council's finances under the provincial treasurer, including the conference accounts, in order to streamline communications and reporting.

Regional Trouble?

Some councils are having difficulty finding volunteers to run all their regionals. There are alternative structures you might try; for example, your council could declare a regional inactive and appoint a PD representative to that area. The English Language Arts Council has done this successfully in several regions. In their model, the PD rep submits a year plan and budget, which is approved by the council executive, then proceeds to use volunteers from their members-at-large list to host events.

This releases the regional from having to have a full executive, hold business meetings or have an AGM. Because the regional has not been closed, only declared inactive by motion, the provincial council executive can reactivate it upon request. This model allows a council to continue to provide service at the regional level without the formal structure of a regional.

Looking to Renew Your Membership?

Consider reducing or eliminating your student membership fee altogether. Health and Physical Education Council President Sonia Sheehan recently wrote, "The membership fee reduction has definitely helped our student membership numbers. We have gone from 4 to 54 student members. We also have more student membership applications ready for processing at the ATA. We are very excited with our postsecondary student interest in our council and the university professor partnerships that are making that interest happen."

Upcoming Events

Please note the following important upcoming activities and deadlines:

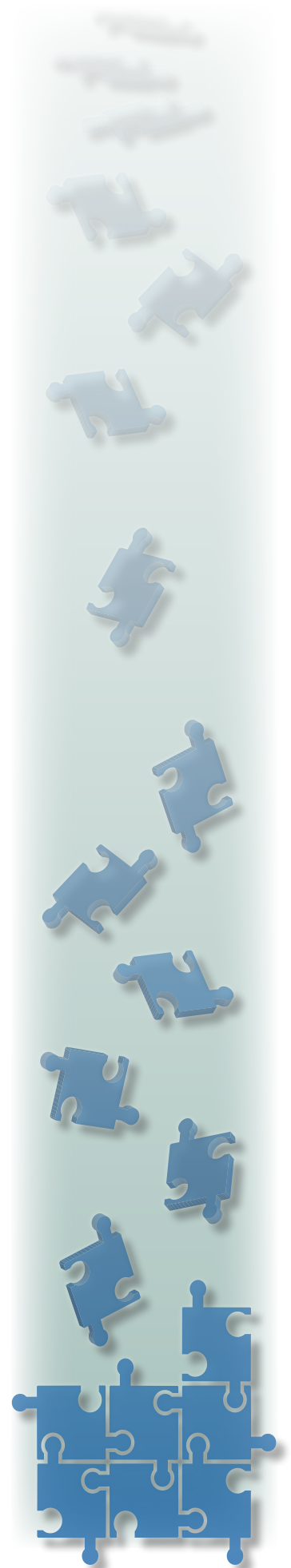
2015 04 24–25 Inclusive Education Symposium/Spring Regional Professional Development Area Conference (PDAC), Edmonton. Specialist council presidents or designates are invited to attend. Extra delegates may attend at the council's expense. For registration information, contact Barb Bossert at 1-800-232-7208.

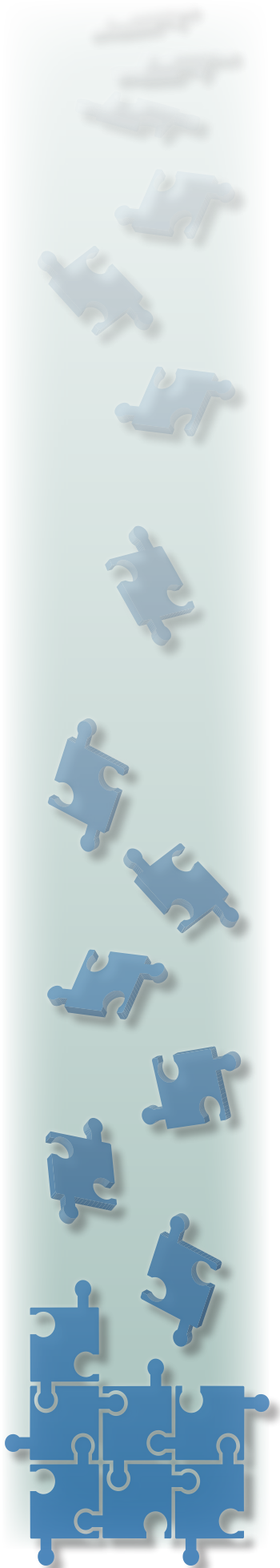
2015 04 30 \$2,000 Diversity, Equity and Human Rights Project Grant deadline. The Alberta Teachers' Association offers grants of up to \$2,000 to help fund innovative projects designed to build inclusive learning communities. An inclusive learning community is based on the principles of respect for diversity, equity and human rights. Go to www.teachers.ab.ca and click on For Members>Grants, Awards and Scholarships for application forms. You may wish to advertise these grants to your members in an upcoming publication.

2015 05 01 \$600 Continuing Education Bursaries deadline. Each year, the ATA Educational Trust awards a number of bursaries to certificated Alberta teachers wishing to take courses related to their teaching responsibilities. To qualify for a bursary, applicants must plan to take a course in the upcoming summer or school year. Go to www.teachers.ab.ca and click on For Members>Grants, Awards and Scholarships for application forms. You may wish to advertise these grants to your members in an upcoming publication.

2015 05 01 Educational Trust Project Grants deadline. Each year, the ATA Educational Trust awards a number of project grants of up to \$3,000 to help individuals and groups (including specialist councils) conduct research or develop practical classroom materials for Alberta teachers. The materials and resources produced through these grants are placed in the ATA library where they can be borrowed by interested teachers. Go to www.teachers.ab.ca and click on For Members>Grants, Awards and Scholarships for more information.

2015 05 16–18 Annual Representative Assembly (ARA) (Edmonton). Each council is invited to send an observer to ARA. Please consult the memo sent to councils dated 2015 02 04 for more information.





2015 08 10-14 Summer Conference, Banff Centre.

Specialist council presidents and conference directors are invited to attend. See ATA website for more information. Please contact Marianne Moffat at marianne.moffat@ata.ab.ca for questions regarding registration.

2015 08 31 Specialist Council Annual Reports due to the ATA, including audited financial statement for July 1, 2014 to June 30, 2015. Please submit to Cheryl O'Brien at cheryl.obrien@ata.ab.ca.

2015 09 24-26 and 10 1-3 Beginning Teachers' Conferences. Each year, the ATA hosts conferences in Edmonton and Calgary. Specialist councils are encouraged to offer sessions, host a council booth and donate prizes for draws. This event is an excellent opportunity to sign up new members. For more information, contact Cheryl O'Brien at cheryl.obrien@ata.ab.ca.

2015 09 15 and 11 14 Strategic Planning Grant deadline. Each year, the Association offers its subgroups—locals, specialist councils and convention associations—matching grants of up to \$2,000 each to offset the costs of organizing strategic planning retreats to discuss their plans and set long-term goals. Applications will be considered in two rounds. The first deadline is September 15, following which five applications will be chosen to receive grants. The second deadline is November 14, following which five additional applications will be selected. Go to www.teachers.ab.ca and click on For Members>Grants, Awards and Scholarships for more information.

2015 09 30 \$400 Educational Trust Conference Grants deadline. Each year, the ATA Educational Trust awards a number of grants to help defray the costs associated with attending an ATA specialist council conference. Eligible expenses include registration, accommodation, fuel, food and (if applicable) the cost of a substitute teacher. Go to www.teachers.ab.ca and click on For Members>Grants, Awards, Scholarships for application forms. You may wish to advertise these grants to your members in an upcoming publication.

Taxes: One of Two Sure Things in Life

Didi Heer

Accountant, Subgroup Services



Reporting Requirements for Tax Purposes

By now, you would have (hopefully) completed the reporting requirements for honoraria paid by your respective councils and conferences. The Alberta Teachers' Association (ATA) compiles the information and files tax returns with the CRA for all subgroups (specialist councils, locals and convention boards). It is very time-consuming and even more so if we have to refile due to errors or omissions by the reporting subgroup.

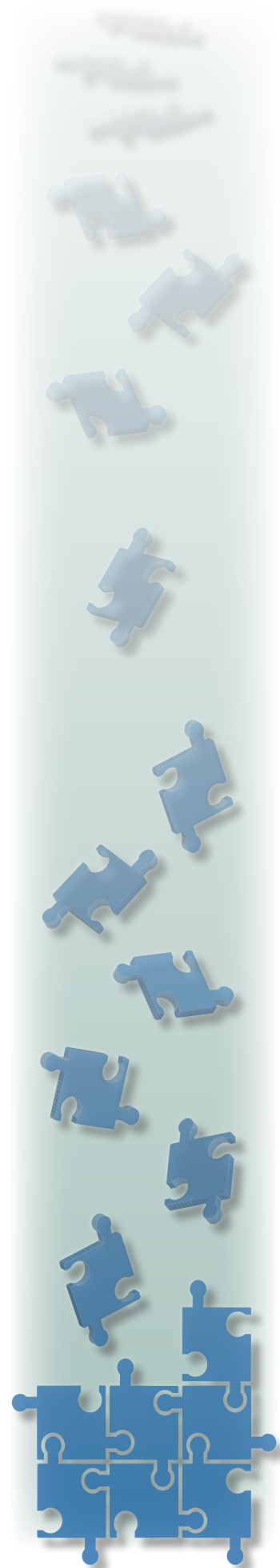
Generally, the CRA position is that any form of remuneration to an individual is considered a taxable income or taxable benefit. Therefore, if it is not reimbursement for specific expenses substantiated by actual receipts incurred on behalf of council business, the payment is taxable. The decision to report must start with this assumption, followed by

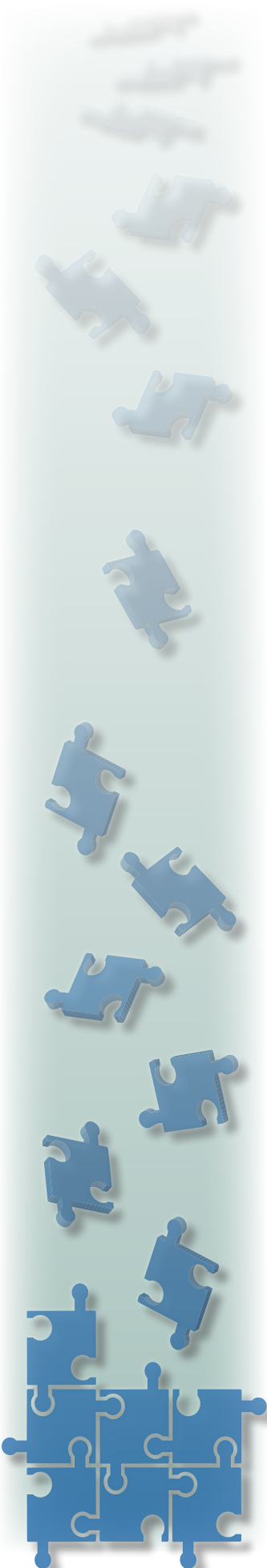
applying a successive set of facts to justify that the payment is not a taxable income or benefit and therefore does not require to be reported to the Association. Presumed guilty until proven innocent is a good rule when it comes to personal tax. I worry about the individuals that end up with a nasty surprise when they get a reassessment for one reason or another. I get phone calls on this issue every year, but there is not a whole lot we can do after the fact, although we are always sympathetic. It's best that we are proactive about tax reporting, not only for the council's sake but also for individuals.

Tax Waiver Form for Nonresident Individuals

Just a reminder that this form must be filled out by individuals and corporations before they enter Canada. The purpose of the form is for individuals and corporations to obtain permission in advance from CRA not to pay taxes for fees earned in Canada. This authorizes the councils not to withhold tax. It does not mean that individuals or corporations do not pay tax, it just means that they will be paying it in their country of origin subject to whatever tax treaty is in place between Canada and another country. This is the other (but little known) purpose of the waiver. The CRA can actually let you know if you should withhold tax. The US and Canada have a tax treaty to avoid double taxation for their citizens, hence the tax waiver provision.

If the CRA approves the request to waive payment of taxes in Canada, it will provide an approval letter to the individual or corporation who requested the waiver. A copy of the letter should be forwarded to the council or conference treasurer, and only then should the treasurer issue payment to the individual or corporation.





Please remember that an honorarium must be reported in the year it was paid (earned), so that the T4A is issued for that fiscal year. If a deposit is paid for future speaker services, the deposit must be reported in the year that it was paid. This is a common enough situation for many councils that it warrants a special mention. It sounds complex, right? How do you manage tax withholding for the deposit portion where speakers might elect to pay taxes in their home country for the full fee (with final payment due in the following year)? The CRA in fact deems the deposit and final fee as two separate honoraria (regardless of what it says in the service contract). Legislation almost always trumps legally valid private contracts. The easiest way to do this is to ensure that you receive the tax waiver form from the speaker before you pay anything. This way, you don't have to worry about tax reporting at all.

And while we are on the subject...

In case you might have missed a few treasurers' seminars (yes, you know who you are), here are some useful tips to add to your already considerable tax knowledge and expertise:

Canada Revenue Agency Policy on PD Funds

Generally, any scholarships, bursaries or reimbursement for tuition and training are taxable benefits if they primarily benefit the recipient.

In determining if a professional development allowance or payment is either a taxable or nontaxable benefit to the recipient, please consider the following CRA guidelines:

- Specific council-related training (related to an individual's executive position within the council)

Professional development taken to maintain or upgrade related skills which are mainly for the benefit of the council are not a taxable benefit; for example, tuition fees and other associated costs such as books, meals, travel and accommodation that a council pays for in a field related to the individual's current or future responsibilities in the council.

- General council-related training

CRA generally considers this as other business-related courses—although not directly related to current council positions but primarily for the benefit of the council are not taxable benefits. For example, fees paid for leadership, presentation and contract negotiation training is not a taxable benefit.

- Personal interest training

Learning activities for personal interest or technical skills not related to a current position or council business and mainly for the individual's benefit are a taxable benefit. By way of example, if an individual is a Math Council executive who received a PD allowance and subsequently went to Buenos Aires for tango lessons, the PD allowance is a taxable benefit.

ATA Policy on PD Funds

To close out this illuminating discussion, you should know that the Association has a very specific policy on the appropriate use of PD funds provided under the collective agreement, or by locals, as part of its policy to provide learning opportunities for those serving in local executive positions. This policy is aligned with the CRA. I will endeavour to include this information in the next issue. As always, my best wishes for a bountiful year. Thank you for the privilege of working with you throughout the year.

2015 Meeting Planning Trends

Leanne Calderwood

Director, Global Accounts,
HelmsBriscoe



The life of a meeting planner is never boring, and we are always inundated with change. Over recent years we've seen a seller's market change to a buyer's market overnight, and back again to our current state of a strong seller's market. Technology and social media have changed how we deliver content and interact with one another at events, and conference design itself is changing as we have fewer funds and less time to devote to professional development.

There are lots of views on how meetings will take shape over the next year. The following are some of the trends I see affecting the Canadian meetings' landscape:

MOOC (massive open online course)—some of you may be participating in this already. Ted Talks is a great example of online keynote content. YouTube, iTunes and educational institutions also offer free online content.

Changing learning styles—including mobile devices, shorter fast-paced AV delivery and edutainment.

Regionalization of meetings—large meetings are broken up into small regional events, and the use of midscale properties is on the rise as compared with their luxury counterparts. Cost of air travel will keep us close to home.

Guest room rates on the rise—higher occupancies mean higher rates; hotels across the country are seeing compression. Better for them, but harder for planners. This is where HelmsBriscoe (HB) can really make a positive impact for your bottom line.

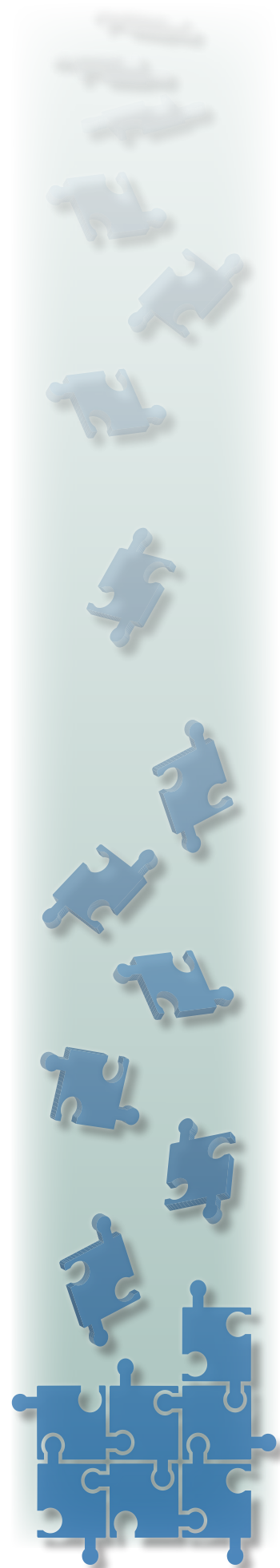
Inflexible attrition and cancellation at hotels—compression equals tougher contract terms; again HB is here to help you through this changing contract landscape.

Facilitated networking—engaging delegated different “after hours” versus sitting at the lobby bar.

Information overload and fragmentation—tis the curse of this generation; a fire hose of information coming at us at every turn. Ensure your meetings also include some organization and takeaways, so attendees have a strategy for dealing with all the information.

Social media integration—this has been happening for quite a few years, especially in the association market. Now it'll be a “given,” not a “nice to have.” Let me know if you need some help; I'm well versed in social media engagement and have been helping clients in this area!

Catering confusion—changing diets and food sensitivities change the way we work with banquet and catering teams at venues. Ensure



your venue is up to the task of compliance for dietary needs.

Meetings consolidation—rates are going up, and clauses are getting tighter. Now is the time for organizations to look at a meetings consolidation strategy. HB has been helping clients' meetings consolidation for years; please ask how this can affect your ATA meetings.

If increasing your social media savvy is on your radar for this year, feel free to peruse my blog at www.lcalderwood.com; I did a series on Twitter that you may find useful. We also have a Facebook page, exclusively for HB clients in Canada

(by invite only), that features meetings and events articles.

Here's wishing you a great and wonderful 2015. All the best in the months ahead!



Leanne Calderwood
Director, Global Accounts
HelmsBriscoe
lcalderwood@helmsbriscoe.com

HelmsBriscoe helps specialist councils find and contract with hotels that will suit their needs for conferences and meetings.

Specialist Council Membership Initiative

2014 Beginning Teachers' Conference

2014 09 25(eve)–27, Edmonton, and 2014 10 02(eve)–04, Calgary

During the Edmonton Beginning Teachers' Conference, 366 new specialist council no-cost memberships were collected. To date 287 have been processed, 22 had already selected their no-cost membership and 57 are still to be processed (once the boards have provided their updated employment information).

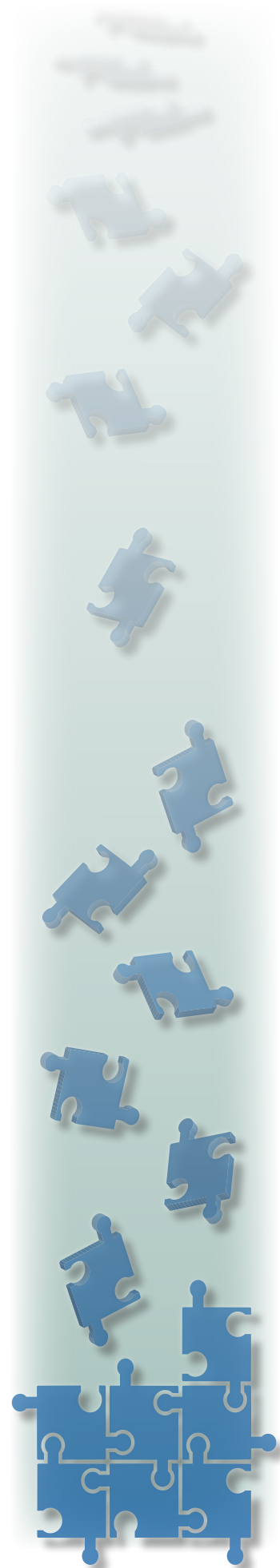
During the Calgary Beginning Teachers' Conference, 263 new specialist council no-cost memberships were collected. To date 191 have been processed, 35 had already selected their no-cost membership and 37 are still to be processed (once the boards have provided their updated employment information).

Tips and Tricks for Specialist Councils—Save the Date!

Each year councils are asked to contribute to ATA events or invited to send a representative. Consider preorganizing in advance of these events to ensure everyone has a chance to express their interest. A list of specific annual dates is available in September from your staff advisor. Sarah Clarke, president of the English as a Second Language Council, provided this list as a sample. Thanks, Sarah!

List of ESL Council Commitments

Commitment and Date of Commitment	Person(s)	Contact Info	Backup Person	Contact Info
PEWTS (November) -PD/info session for president, editor, webmaster	Recommend at least two or more if council can afford it: president editor webmaster treasurer		N/A if at least two attend	
Annual Representative Assembly (ARA) (May long weekend)	Only if you are interested in going			
Fall PDAC (November) -Professional Development Area Conference -Good PD opportunity	Recommend at least two or all to go if we can afford it: president vice-president PD North PD South			
Spring PDAC (April) -Professional Development Area Conference -Good PD opportunity	Recommend at least two or all to go if we can afford it: president vice-president PD North PD South			
Banff Summer Conference (second week of August) -Training for president and conference chairs	-President or incoming president -Conference chair(s)			
Beginning Teachers' Conference, Edmonton (end of September) -Man ESL Specialist Council table, hand out prizes	All executives in Northern Alberta. Strongly recommend members at large (MALs)			
Beginning Teachers' Conference, Calgary (first weekend in October) -Man ESL Specialist Council table, hand out prizes	All executives in Southern Alberta. Strongly recommend MALs			
Ten teachers' conventions (February to March) -Give one hour of your convention time to man the specialist council table	All executive members are encouraged to participate			



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 gaylene.schreiber@ata.ab.ca.

PD-SC-27 2015 03

Collaboration and File Sharing on the Internet

Gregory J Romaniuk
 Information and
 Technology Services



The Association provides a variety of online services for specialist councils and its other subgroups. Many councils already use Association-hosted online services to publish websites; however, are you aware that the Association also

provides a “cloud” service within our collaboration sites? A council can store many types of files within a collaboration site, which include Word documents, Excel spreadsheets, PowerPoint presentations and PDFs.

Access to the collaboration site files is configured and managed by your council webmanager. The council may choose to make files available to its entire membership or restrict access to specific members. As well, the council may determine whether a member has access to both edit and read a file, or simply to read it. There is no need to learn a new account ID and password, as collaboration sites are a component of ATA’s online services—members use their existing ATA account to gain access.

Collaboration sites are available to all Association subgroups, even those that do not use ATA-hosted services to publish a public website. If you are interested to learn more about the collaboration services available to your council, or you would like to discuss new ways to leverage your existing collaboration space, please contact Gregory Romaniuk, ATA Information and Technology Services; e-mail greg.romaniuk@ata.ab.ca; phone 780-447-9415 direct or 1-800-232-7208 (extension 415) toll free.

Executive Collaboration Area

- Shared Documents
- Team Discussion
- Blog
- Wiki

Recycle Bin
 All Site Content

Welcome to your collaboration site!

Use this collaboration space to share documents and discuss events. Get the discussion started by going to the [Team Discussion!](#)

Shared Documents

Type	Name	Modified	Modified By
There are no items to show in this view of the "Shared Documents" document library. To add a new item, click "New" or "Upload".			
Add document			

Team Discussion

Subject	Created By	Replies	Last Updated
There are no items to show in this view of the "Team Discussion" discussion board. To add a new item, click "New".			
Add new discussion			



ATA Tweets

Alberta Teachers Asn Grants available to help develop skills & inclusive behaviour among students, staff & the community. Apply by April 30 <http://t.co/Zspo5JYSuf>
 Posted at 4/10/2014 8:44:05 PM
 Reply Retweet Favorite

Alberta Teachers Asn @HicSuntDraconis @630CHED - it was an error. Retweet has been removed.
 Posted at 4/10/2014 8:40:49 PM
 Reply Retweet Favorite

Alberta Teachers Asn @CarcelHousineau - that was an error. Thanks for picking up on it. Posted at 4/10/2014 8:40:19 PM
 Reply Retweet Favorite

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