

# INFOCUS

**SPECIAL EDITION**



President: Liz Baverstock  
278-2539 / 278-4320 (fax)  
E-mail: [rta.office@shaw.ca](mailto:rta.office@shaw.ca)

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## ***MUNICIPAL ELECTION***

**Saturday, October 20<sup>th</sup> 2018**

**\* Advance polls open October 6<sup>th</sup> \***

Questions were proposed to all candidates for School Trustee in Richmond as a means to obtain their personal views on educational matters.

**\* We thank those candidates who took the time to respond to our questionnaire. \***

### **CANDIDATES FOR RICHMOND SCHOOL BOARD TRUSTEES**

***Richmond Comm. Coalition***

*Keith Liedtke  
Rahim Othman  
Harv Puni*

*Grace Tsang  
Rod Belleza*

***Richmond Education Party***

*Ken Hamaguchi  
Heather Larson  
Sandra Nixon*

*Karina Reid  
Andrew Scallion  
Jeff Danis*

***Richmond First***

*Donna Sargent  
Elsa Wong  
Jason Li - *Did not respond**

*Norm Goldstein  
Eric Yung*

***Independent***

*Richard Lee  
James Li  
Ivan Pak  
Jeffrey Smith  
Debbie Tablotney*

*Sharon Wang  
Alice Wong  
Andrea Gong-Quinn  
Charvine Adl  
Sergio Arrambide*

***For election platforms of all candidates, please see links listed on page 28***

## **ANNOUNCEMENT!**

**All Candidates' Meeting for the Richmond School District Board of Trustees**  
Thursday, October 4th 2018, Burnett High School (Large Gym) • 5011 Granville Ave, Richmond

**6:30pm – 9:30pm**

**Open to all residents and employees in the Richmond Community!**  
**There will be an opportunity for audience members to submit questions.**

**Hosted by the RTA, CUPE 716, RDPA and RASA.**

***The Executive Committee of the Richmond Teachers' Association  
encourages everyone to vote!  
Municipal Elections impact issues and services within our community.***

**\*\*Responses are printed as received – they have not been edited for spelling or grammar\*\***

**1. Do you support implementation of the newly passed SOGI policy?**

Heather Larson (Richmond Education Party) - **Yes**

Andrea Gong (Independent) - **No**

Andrew Scallion (Richmond Education Party) - **Yes**

Grace Tsang (Richmond Community Coalition) - **Yes**

Charvine Adl (Independent) - **No**

Karina Reid (Richmond Education Party) - **Yes**

Norm Goldstein (Richmond First) - **Yes**

Rod Belleza (Richmond Community Coalition) - **Yes**

Harv Puni (Richmond Community Coalition) - **Yes**

Ivan Pak (Independent) - **No**

Richard Lee (Independent) - **Yes**

James Li (Independent) - **No**

Rahim Othman (Richmond Community Coalition) - **Yes**

Sandra Nixon (Richmond Education Party) - **Yes**

Debbie Tablotney (Independent) - **Yes**

Jeff Danis (Richmond Education Party) - **Yes**

Donna Sargent (Richmond First) - **Yes**

Jeffrey Smith (Independent) - **Yes**

Sharon Wang (Independent) - **Yes**

Ken Hamaguchi (Richmond Education Party) - **Yes**

Elsa Wong (Richmond First) - **No Answer**

Eric Yung (Richmond First) - **Yes**

Keith Liedtke (Richmond Community Coalition) - **Yes**

Alice Wong (Independent) - **No**

Sergio Arrambide (Independent) - **Did not respond with a Yes or No answer**

**2. The Richmond Teachers' Association has always been a proud advocate and supporter of diversity and inclusion. What do you see as the challenges facing diversity and inclusion in the Richmond School District? If elected as a trustee, what would you do to address these changes?**

**Heather Larson (Richmond Education Party)**

*I feel the challenges we face when it comes to diversity and inclusion often comes from fear and misunderstanding. Sometimes just active listening to someone's concerns can help to calm an individual and then I would want to work with the RTA, teachers and senior staff to get together with those that need more support, explanation and understanding to hopefully address the challenges which often come from fear.*

**Andrea Gong (Independent)**

*I'm against all types of bullying. All students should feel safe and comfortable regardless their family background, religion, culture and sex orientation. Code of conduct can be fine tuned if necessary to address these challenges.*

**Andrew Scallion (Richmond Education Party)**

*I think the biggest challenge facing diversity and inclusion is misinformation among parents. I will work to inform parents of the facts of the matters and to build support for diversity and inclusion in Richmond Schools.*

**Grace Tsang (Richmond Community Coalition)**

*Many of our parents are immigrants whose English is not their first language and with different cultural background. As a parent and an immigrant who attended public schools in BC and Hong Kong, I will address the challenges facing diversity and inclusion by sharing my own experience. In addition, I will bring their concerns to the school or the Richmond School Board, so that their voice can be heard.*

**Charvine Adl (Independent)**

*I also stand for inclusion and diversity, being multi-ethnic and having family members in the LGBTQ+ community. I believe that the SOGI policy needs to be revised in order to be truly inclusive of all sexual orientations and cultures. I would (1) strengthen the anti-bullying policy and (2) revise the SOGI policy to correct the Charter violations pertaining to parental, cultural, free speech and religious rights. The goals of this policy will not be achieved on paper but by building a true support network in our schools, which includes student and teacher education, parental involvement and unbiased counseling. Student health and safety should not be guided by special-interest groups.*

**Karina Reid (Richmond Education Party)**

*Support, education and advocacy, breaking down barriers and building communities that include people of all abilities. There is not enough Education Assistants to support teaching children with special needs. We need to continue to advocate the importance of Education Assistants and ensure that outside agencies are available. We need to help educate more parents on why having the SOGI policy is so vitally important for safety for all Richmond children. We need to translate materials, hold more information sessions.*

**Norm Goldstein (Richmond First)**

*Classroom integration of different learning levels is a valuable tool for socialization for all students. The challenge is to determine to what degree this is advisable, and in what circumstances/environments. I would strive for each student to reach their full potential – academically and socially.*

**Rod Belleza (Richmond Community Coalition)**

*Lack of adequate and proper funding to address the needs of public education and support for the policy of inclusion. The debate over SOGI Policy has been divisive and has alienated many parents. If elected as a Trustee I will advocate for adequate and proper funding of our public education and to have more support*

*for our teachers, students and those with special needs. I will use every available means to advocate for proper funding of public education. I will support a SOGI policy that relates to the protection of one's rights under the Charter of Rights and Freedoms, BC Human Rights, and other related legislation. I will support a policy that ensures that everybody is treated with fairness and respect and fosters a safe and inclusive learning environment for our students, parents and staff.*

**Harv Puni (Richmond Community Coalition)**

*The RTA has always done a fantastic job. I grew up in this system. If elected I would work with the RTA and ask for their input on all issues.*

**Ivan Pak (Independent)**

*Community has been divided by certain issue. We must promote more discussion in regard of any policy implementation.*

**Richard Lee (Independent)**

*The challenges are to make further changes to the policy to make it even better. As a trustee, to propose the appropriate changes and make it happen.*

**James Li (Independent)**

*I would like to address that recently passed SOGI policy make community further split apart. The policy increases the challenges teachers will face. If elected, I will working on a better inclusive policy to protect EVERYONE in school community.*

**Rahim Othman (Richmond Community Coalition)**

*Integration across multicultural groups can be difficult in the face of prejudice or negative cultural stereotypes. Also, communication can be misinterpreted or difficult to understand across languages and cultures. As a school trustee I will advocate for programs that encourage and improve awareness, and enhance the communication with the community to address misinterpretation of information.*

**Sandra Nixon (Richmond Education Party)**

*Richmond faces a number of different with respect to diversity and inclusion in our schools.*

*Creating safe and inclusive environments for LGBTQ+ students, staff and families - we still have a way to go in creating a supportive, caring environment. The board needs to prioritize ongoing staff training, funding for SOGI resources and supports, and implementation of the SOGI policy (first and foremost, getting the Advisory committee up and running, and continuing to educate parents and the community)*

*Class composition - the district is not fully in compliance regarding class composition, which affects the inclusivity of a classroom when teacher time and attention is stretched and students are without proper support. The board needs to support initiatives to recruit EAs, to ensure the classroom environment is as inclusive as possible. Better support for special needs students. The Board needs to work with the district to create more stability in EA supply an assignments, so students who benefit greatly from building a relationship with one consistent support person have the benefit of having the same person throughout the year and even year-to-year. Also need to have more on-call EAs to fill in for absences, otherwise schools are left scrambling trying to provide the support. Also need to improve the learning environment for special needs students - access to appropriate technology for students and EAs/resource staff, and more flexible learning spaces. Board needs to advocate for more funding and access to special needs assessments. ELL and other support - the district has a high ratio for ELL support compared with other districts. The board needs to budget to lower this ratio and increase the number of ELL teachers, along with counsellors, SLPs and Psychologists.*

**Debbie Tablotney (Independent)**

*Richmond is very diverse city with 60% of our population who's first language is not English. There are also many students who live in poverty or suffer from discrimination, bullying, mental illness or substance abuse. All of these are barriers to learning.*

*Our students need to be provided with a safe, inclusive supportive and caring environment for them to reach their maximum individual learning potential.*

*I am committed to continuing to advocate for all students and to working alongside our staff, stakeholders and our provincial partners to ensure appropriate practices, policies, programs, professional development as well*

*as adequate funding are in place to meet the needs of all of our students.*

**Jeff Danis (Richmond Education Party)**

*I think that there will always be resistance to change. If parents are kept informed and included in many of the forums, I feel this will be positive for everyone.*

**Donna Sargent (Richmond First)**

*The Richmond School District has always held in high regard its belief and approach to inclusion and diversity. That belief must always remain, but it must be funded appropriately and supported by ensuring there are enough support staff/learning specialist teachers. In addition, with the new curriculum changes support is even more important. Ensuring all staff are in a safe, violence free classroom is a must. Inservice and mentoring are key. I will continue to understand the issues by listening and strongly advocating to all levels of government.*

**Jeffrey Smith (Independent)**

*The challenges I see facing diversity and inclusion is providing communication to parents that they can understand so that they can not fear such policies but support them and understand that it is not indoctrination but a necessary step in providing a safe environment for all students and teachers. When elected as trustee I would work closely with the school administration to create better communication for parents, students and teachers as changes are implemented.*

**Sharon Wang (Independent)**

*Promote open dialogues involved parents and schools and others to identify various opinions, develop mutual understandings, support agreed-upon recommendations, and evaluate outcomes.*

**Ken Hamaguchi (Richmond Education Party)**

*I see 3 challenges:*

1) *Attitudes*

*Some people do not believe in diversity/inclusion and/or are afraid of it*

2) *Staffing Ratios*

*Currently, we do not have enough staff to provide support to students with special needs and/or challenging behaviours. This can affect the ability of teachers to meet the needs of all their students.*

3) *Teacher/EA safety*

*Given the challenging, and at times violent behaviours of some students, some teaching staff are being injured working with them.*

*As a trustee, I would encourage our Superintendent to provide a range of classroom options for these students to maximize student success. That means ensuring that there is sufficient student support (ie. education assistants) and teacher support (ie. resource teachers). If we have both of these, I believe our students would be more successful, teaching staff would be safer - which hopefully would change people's negative attitudes about diversity and inclusion.*

**Elsa Wong (Richmond First)**

*I believe citizens in Richmond can proudly say we're a city of diversity. I believe the major challenge is not about diversity, but about the barriers due to language & cultural challenge of students from families of new comers. Extra layer of challenge is presented when students have to comprehend academic knowledge such as science and mathematics in language they're not familiar with. If I were elected, I would advocate for more resources to help students who are not native speakers of English. I plan to evaluate whether we have enough teaching staff for ELL students and advocate more funding if necessary.*

**Eric Yung (Richmond First)**

*The implementation of the SOGI policy, the next steps (and new staff) with the Aboriginal Enhancement Agreement, and the continuing challenges with the SWIS workers and ELL instruction, as well as the ongoing staff needs for special needs students are all examples of current challenges to diversity and inclusion in the Richmond School District. As a trustee, I would like to evaluate ELL instruction, specifically looking at staffing levels of ELL teachers in the next budget, and look to advocate for increased SWIS workers embedded in our schools. Advocating for increased resources for special needs, especially in early testing and EAs would be what's needed to focus on the special needs issue. An implementation committee for the SOGI policy that includes all stakeholders would be a good next step to support the policy, and continue a dialogue with parents, staff and elders for the Aboriginal Enhancement Agreement.*

**Keith Liedtke (Richmond Community Coalition)**

*Richmond is a city of diversity, with many cultures and religions. In many cases, there is a "language barrier", which makes it very difficult for parents to understand various issues.*

*If elected, I (together with the entire team of elected Trustees), would do my best to raise and improve the level of communication between the School District and the parents. As in all things - Communication is key to achieving understanding and harmony.*

**Alice Wong (Independent)**

*Richmond is a culturally diverse community. People need to respect each others, creating a harmony school community. I will communicate with people of the diverse culture, attending and celebrate of their events.*

**Sergio Arrambide (Independent)**

- a) Resistance to change*
- b) Empowerment and inclusion of women*
- c) Difference in ethnicity and cultures*
- d) Low rates of parents' involvement in identifying and addressing these challenges*
- e) Division of the community*
- f) Budget cuts*

*If elected as trustee I would like to design new policies for the challenges of **today** and get rid of outdated and irrelevant policies. **Richmond needs policies that unite and strengthen our community.** To address these challenges as a trustee I would:*

- a) Identify and define issues with the community*
- b) Involve the community in a local policymaking process to address local issues*
- c) I would like to build the **Richmond Centre for Education Policy Studies**. An independent think-tank, a reflection group and forum for debate of Canada's education policy, with a solid internal research capacity. As the only Think Tank in Canada that covers all education policy areas, it will offer an exchange of ideas, provision of ideas and potential solutions for the formulation of public policies in Canada through research, events, and publishing. Richmond Parents and Teachers will play a leadership role in this project.*

**3. Name two specific challenges facing the Richmond School District. If elected as a trustee, what ideas do you have to address these challenges?**

**Heather Larson (Richmond Education Party)**

*I think the SOGI policy is a huge issue facing the district. I believe there is tremendous support and talent within the district to come together and address the concerns that have arisen from fear mongering raised by*

groups with the intent of destroying the policy. I believe all the district stakeholders coming together have the skills and caring to address this fear. I think there could be balking at the new curriculum as there are still a lot of parents that only understand the grading system as they experienced in school. I think the most important way to address these challenges is to support each other and approach the situation as a team rather than divided (divided never works) there is incredible talent in this district and everyone has something to offer.

**Andrea Gong (Independent)**

1. Advocate adding more resources for our school and teachers in order to achieve better academic learning.
2. Need to upgrade school facility for our teachers and students to have safer and more comfortable environment.

**Andrew Scallion (Richmond Education Party)**

Earthquake preparedness and safe schools. I will work to have every school in Richmond prepared in the event of the inevitable coming quake. Every school should have the proper equipment and supplies for minimum 72 hours and this should not come from money raised by school PAC's. On school safety I will work to increase the supports for mental health and for implementation of the SOGI policy so that every student in Richmond feels safe when they are in school.

**Grace Tsang (Richmond Community Coalition)**

Inadequate Ministry funding: To ensure students' success, I will work with the BC School Trustees Association and stakeholders to advocate for adequate, predictable, and sustainable funding to support school programs. I will support the Richmond Board of Education's annual meetings with our four MLAs to discuss local issues and to present any budget recommendations to the Select Standing Committee on Finance and Government Services.

Safe and healthy schools: I will collaborate with our community partners to utilize our resources to support initiatives for both physical and mental wellness for students, teachers and staff to create a safe and healthy learning environment. I will ensure that the Richmond School Board work closely with the Ministry of Education to monitor and complete all seismic upgrade projects.

**Charvine Adl (Independent)**

(1) Teachers are being asked for too much. In addition to delivering the Provincial curriculum, they are being asked to include all sorts of peripheral and special-interest material and deal with split-grade classes. I want to empower and support teachers to deliver the core curriculum first and foremost. (2) Having worked for government and on UBC's capital projects, the BC government has known for 20 years that schools are not earthquake-proof and, although progress is being made, help is only trickling in. We need to reprioritize projects and renovations until this work is completed, for today's students and educators.

**Karina Reid (Richmond Education Party)**

Teacher shortage- lobby city hall to make Richmond Housing more affordable housing. With the new curriculum, we to make sure there are enough resources to help monitor it and support feedback and challenges.

Education on SOGI policy. Parents' fears are rooted in a lack of understanding on what the policy means, I would work continue to educate them, have the policy translated in a few languages.

**Norm Goldstein (Richmond First)**

Program choice -- Clearly explain and advertise what programs of choice are available. Expand the options, as needed. Funding -- Advocate for adequate and stable funding, while at the same time strive to use available funds wisely.

**Rod Belleza (Richmond Community Coalition)**

1. Underfunding of our public school: We cannot have quality education unless we adequately and properly fund our public education. We need to advocate for proper funding of our public education to have more

support for our teachers, students and those with special needs. We need to empower our parents, teachers, students and other stakeholders to take proactive role in dealing with the Provincial Government for proper funding of our public education.

2. *School Safety: Safety upgrades should be done. We cannot jeopardize the lives and safety of our students and staff. No act of discrimination including bullying shall be allowed. The rights of students and staff under the Charter of Rights and Freedoms and other related legislation shall be respected and observed. We should adhere to our Inclusion Policy to promote peace and harmony in our school and our community. My commitment is to advocate for a safe and inclusive learning environment for our children and staff.*

**Harv Puni (Richmond Community Coalition)**

*-support staff underfunded*

*-need for new city center school*

*If elected I would work with council (who is approving all of these new towers) and ask them to have one of the developers being awarded huge contracts to help subsidize a new city center school.*

*And I would ask the Province to re-evaluate where cuts are made so we can stop losing support staff.*

**Ivan Pak (Independent)**

*1. Demographic change, we need more school in city centre. 2. Lack of parental engagement, reach out to parents specially new immigrant parents.*

**Richard Lee (Independent)**

*Make happen seismic upgrades to all our schools at risk, one lost life is one too many. Make happen a school in our city-centre in the next four years as your trustee in Richmond. What it takes for both ideas is additional resources for our K-12 school system, by working with and winning over our provincial government.*

**James Li (Independent)**

*1. Communication between parents and school district need to be improved. There are lots of misunderstanding between them. If elected , I will implement regular workshops to improve cooperation between family and school district.*

*2. Richmond school need Chinese immersion Program which has been implemented in Vancouver , Burnaby and Coquitlam. Our children are losing advantage in future job market and international business. If I am elected, I will advocate implementation of Chinese immersion program in Richmond public school.*

**Rahim Othman (Richmond Community Coalition)**

*Many challenges; just to list two:*

*1- Bullying and Mental Health. We need to support our children if they are dealing with bullying or mental health issues at school.*

*If elected I will advocate to implement a multilingual 24/7 anti-bullying and mental health hotline for children and parents in partnership with organizations like Vancouver Coastal Health.*

*2- Lack of practical education. We need to make sure our children are learning skills for the real world. I will support the continuation and enhancement of the financial literacy program in schools, and will advocate to partner with non-profit organizations and post-secondary institutions to teach the technical and entrepreneurial skills that will prepare our children to succeed in the real world.*

**Sandra Nixon (Richmond Education Party)**

*New curriculum & Assessment/reporting - need to advocate for additional time/funding for Pro-D and classroom resources to ensure teachers feel confident and empowered to deliver the new curriculum. Need more pro-D and consultation regarding Assessment and Reporting, along with continued education/information for parents. Need to ensure a fair and productive bargaining process which maintains morale and ensures teachers feel supported and valued.*

*Facilities planning/upgrading - need consultation and good planning process that involves all stakeholders in planning for future enrolment and setting strategic priorities for managing seismic upgrades to minimize disruption to schools, students and the learning environment. As seismic upgrades happen, the board*

*specifically needs to look at using some of its capital reserves to ensure essential upgrades such as replacing lead pipes, etc - as well as supporting space enhancements which support the new curriculum and a flexible learning environment. The board also needs to consider a strategy for use of reserves to facilitate replacing rather than fixing up old schools which are in poor overall condition.*

**Debbie Tablotney (Independent)**

*Funding always has been and still is a major challenge in our district as well as others across the province. The Ministry of Education is currently reviewing the per student funding allocation due to inequities between rural and urban school districts. It will be important for Trustees to work with our Provincial organizations as well as our stakeholders to provide input into this process so that the outcome provides stable, adequate and equitable funding across the province.*

*Equally as important is our Long-Range Facilities Plan. The draft plan was adopted at our last meeting in June and has been submitted to the Ministry of Education however it is not final. Conducting an extensive and transparent consultation process with our stakeholders and community on this 10 year plan which includes upgrades to our Seismically Challenged facilities, shifting boundaries and planning programs in response to changing demographics will be an important focus for the new Board moving forward. A robust plan could eventually see monetary savings that could then be put back into educational programs.*

**Jeff Danis (Richmond Education Party)**

*School closures in combination with a growing population. The density around the Richmond Oval and along #3 road will need to be addressed. The second issue is the lack funding for special needs children. More emphasis will be required in this area.*

**Donna Sargent (Richmond First)**

*Adequate, predictable and stable funding-We are currently in a Provincial Funding Review, it is very important that the views/issues are shared and reflected in whatever model will be approved. I will continue to be at the local and provincial table advocating for supports needed for staff and students.*

*Capital/LRFP/Seismic-we currently have a draft LRFP. Each recommendation in the plan needs to be pulled out and discussed in an inclusive/collaborative process and then action taken to ensure our buildings/programs are the best for the success and safety of our students and staff.*

**Jeffrey Smith (Independent)**

*1. Funding of Incentive and other similar programs throughout the district- To address this problem, I would work with the other members of the school board and Superintendent to re-allocate financial resources to ensure that adequate teachers are provided and programs are not discontinued. More full-time positions must be offered to attract long-term teachers.*

*2. Providing more electives/ new curriculum for students that are aligned with new Provincial mandates- My idea of addressing this issue is to pressure the government to speed up the process in reviewing curriculum the teachers are suggesting that will meet well-thought out deadlines as it is introduced to the student population and work with Universities to help them change how they view new student assessment standards and curriculum in accepting new students.*

**Sharon Wang (Independent)**

*1. For ageing school infrastructure and overcrowded class size: I will advocate for adequate funds allocated and utilized according to the needs and demands efficiently and effectively*

*2. For safer and healthier learning environment: Through various avenues engaging the schools/parents/others (PAC, open forum, community programs) I will aim to promote and reinforce a learning culture that is more positive, inclusive, and supportive to every child going to our schools.*

**Ken Hamaguchi (Richmond Education Party)**

*1) Student safety*

*Our buildings need to be seismically upgraded and our schools need emergency preparedness kits.*

*If re-elected I would strongly advocate to the government for the need to continue with the recent announcement for seismic funding, until all our schools have been brought up to standard*

*2) Implementing the new curriculum. I believe teachers still have many questions about the new curriculum. If re-elected I would ensure that our teachers have time (through Collaboration Days) and training (workshops and Professional days) to help them better implement the new curriculum.*

### **Elsa Wong (Richmond First)**

*1. The growing population of Richmond Centre, which cause over capacity in adjacent schools. Solution: Since we're already doing both catchment review and seismic upgrade. It is an opportunity for us to upgrade the school facilities for both seismic and capacity purpose at once.*

*11. Due to the change in demographic, a lot of parents are not able to communicate with other stakeholders in existing channels due to language barriers. Solution: the challenge can only be solved by more effort of communication and I'm willing to act as an ambassador to reach out to the parents of our children, while exploring the possibility of alternative communication channels provided by today's technological innovation.*

### **Eric Yung (Richmond First)**

*Continuing to advocate for the complete seismic remediation of all the schools in Richmond, and dealing with the complex issues in the LRF (catchment/enrollment pressures resulting in full schools, facility utilization, and forward planning for things like the need for a City Centre site) are the two of the specific challenges facing the District. A wide-consultation process needs to be developed for the catchment review, and a final decision on the need for a City Centre site with consultation with all stakeholders would be processes that I would look to put into place if elected. I would also propose potentially funding additional expansion/capital projects like outside education areas by strategic disposal of surplus land assets of the school district.*

### **Keith Liedtke (Richmond Community Coalition)**

*1. Seismic Upgrading:*

*-even though work has started on a small number of schools, many more schools are in dire need of seismic upgrading.*

*If elected, I would do everything possible to advocate for more approvals from the Provincial Government, to get more schools upgraded to protect the students, teachers and support workers.*

*2. Build a new City Centre School*

*- With the fast pace of development in Richmond's City Centre, many families that move into the new towers have children. The children need to be enrolled in schools at great distance from their homes. This takes away from a feeling of community, puts stress on the families affected, and over crowds schools in other areas. If elected, I would like to see the School District accomplish the task of sourcing a location, and implementing a plan to purchase and build a new City Centre School. I would like to see a site sourced and purchased during my first term in office.*

### **Alice Wong (Independent)**

*Long Ranges Facilities Plan:*

*School District need have a long-term plan, as now facing is some of schools have not enough space provide for the student population grow and ensure City Center Area need a new school for increasing students.*

*The demographic need to change to fit the students' need, students can enrol to their catchment school. With the rapid development in Richmond City Center, new family with children who live in City Center area that will need a new school been built for student accommodate.*

*Seismic Upgrade*

*Richmond School District has over 20 schools are needed for Seismic Upgrade.*

*If I elected, I will work closely with government, requesting accelerate to prove and deliver the school mitigation projects in Richmond. Hoping that it will meet the goal of all the schools can be completed by 2030.*

### **Sergio Arrambide (Independent)**

a) *Low levels of community involvement in education public policy making*

b) *Low rankings of our schools by organizations like the Fraser Institute*

*If elected as a trustee I would like to position the Richmond School District with the highest academic level, highest parent satisfaction and highest teacher satisfaction ranking levels in Canada. For this to happen I would like to do two things: first, create a new system to address student, parent, teacher concerns. Secondly, I would like to build an independent and transparent think tank, **The Richmond Centre for Education Policy Studies**.*

*For the new system, I would change two policies (**Policy 801 and Policy 801-R**) that significantly affect and reduce parent involvement in Student Education. Parents concerns should be placed on the agenda of Board discussion or at least for the Board appointment of a responsible party to solve the concern. This guarantees that the issue or concern is registered in public records and that the public has full visibility. The objective of this initiative and change in policy is to promote the efficiency of all parties involved in matters that have to do with addressing and efficiently resolving parental concerns. Ideally, we should keep a Score Board online that shows: a) how many incidents have been reported, b) how many have been solved, c) and also show which person is delaying the resolution of the concern. A similar mechanism should be in place for children and teachers concerns. **My Priorities are Child, Parental and Teacher Satisfaction**. Moreover, a change in Policy 801-R will empower any member of the Board of Education to place a parental concern on the agenda for consideration. If other Board members believe or think that a parental concern is not as important then something is wrong. Every Parent is Important*

## **4. What have you done specifically to support public education in Richmond?**

### **Heather Larson (Richmond Education Party)**

*I worked as an EA in Richmond for 9 years in elementary and 4 years in secondary. I worked for 4 years in purchasing and then 2 years in International where I helped develop the homestay program. I volunteered in all aspects of school life and loved it. I believe wholeheartedly in public education especially in Richmond!*

### **Andrea Gong (Independent)**

*Participate all school events and donate prizes and money to PAC.*

### **Andrew Scallion (Richmond Education Party)**

*I have been an active member of my school PAC for eight years and have been PAC chair for six. I have also been a RDPA member for five years and VP for three. I have, and still do, sit on many committees at the district level including Code of Conduct, Policy 100, Calendar and others. I have an excellent working relationship with senior staff and all stakeholder group leaders. I have a strong passion for public education and will work to make our district the best place to learn and lead.*

### **Grace Tsang (Richmond Community Coalition)**

*As a three-term former Richmond School Trustee, I have accomplished the following:*

- *Served as the Vice Board Chairperson, Chair/Vice Chairperson of four Standing Committees with Audit, Education, Personnel & Finance, and Policy Committees in addition to being a member on various School Board and City of Richmond Committees.*
- *Advocated for stable funding to maximize student achievement.*
- *Supported safe, healthy and environmentally sustainable schools.*
- *Encouraged accountable and transparent governance, by promoting open relationships with all stakeholders and community partners. I have been invited to phone-in news programs by CHMB Radio AM1320 and*

*Fairchild Radio AM1470 to promote the Richmond School District's issues since 2008. In addition, I have been actively volunteering in the Richmond School District since 1995 as a translator, and mentor.*

**Charvine Adl (Independent)**

*As a professional who routinely worked 60 to 80-hour weeks, I was never able to participate in any cause on a regular basis. I have dropped everything and am dedicating 100% of my time to these issues. I will suffer both professionally and financially for this decision... but I could not be happier about it.*

**Karina Reid (Richmond Education Party)**

*When my child entered the public-school system last year. I became an active member with my child's school's PAC and RDPA. I brought forward issues to the school board that I felt needed to be addressed. I feel very strongly about Emergency Preparedness. I brought forward the issue that teachers, children and administration all need supplies and a reunification plan needed to be implemented and practised. We need the Integrated Response Plan for Catastrophic Earthquakes implemented for the Education Sector.*

**Norm Goldstein (Richmond First)**

*-- Co-chaired the parent group while my son attended MacNeill Secondary.*

*-- Served on Richmond School Board SD38 2011-14.*

*-- Currently on the Board of Richmond Food Security, and we are organising/supporting gardens and aquaculture at individual schools.*

**Rod Belleza (Richmond Community Coalition)**

*As former Richmond School Trustee, I advocated for sound financial management and good governance. I helped the Board establish the Audit Committee which helps the Board in financial reporting, risk management, audit and budget process. I advocated for adequate funding of our public education and to have more support for our teachers, students, and those with special needs. I passed a motion asking staff to investigate the perceived impact of child poverty in our school district and to submit recommendations that will help improve student success for those impacted. One of the recommendations is the Feeducate project of School District 38. I promoted and supported the Professional Development of our staff and fostered for a safe, inclusive and green school environment.*

**Harv Puni (Richmond Community Coalition)**

*I have spent years as a volunteer basketball coach in Richmond at both McNair and Palmer. Also spent years as a referee.*

**Ivan Pak (Independent)**

*I am an active PAC chairman. I support school activities by volunteering.*

**Richard Lee (Independent)**

*Always ready to share my ideas on how best to support public education in Richmond with my neighbours, my co-workers, and my clients since calling Richmond home and bringing my office to Richmond in 2006.*

**James Li (Independent)**

*As PAC executive member, I am responsible of fundraising. I have worked with my fellow PAC members to raise fund helping our school teacher and student in various educational programs.*

**Rahim Othman (Richmond Community Coalition)**

*I am a board member on my children school PAC for the last 7 years 3 of which as Chair. Throughout the years I supported education initiatives including the school garden, extracurricular activities and field trips. As a board member of the Cinevolution Media Arts Society, I have supported many programs for public education including DocuAsia Forum, Digital Carnival, Media Cafe and others. As a board member of the Richmond Civic Engagement Network (RCEN) and Co-Convenor, and in collaboration with the City of Richmond, I organized the Study Circles program - a series of public meeting to discuss and learn about community issues.*

**Sandra Nixon (Richmond Education Party)**

*As a parent - getting involved in my children's education, seeking to understand the educational environment and current issues, involvement in my school PAC and volunteering at my children's schools; supporting teachers during bargaining and labour action. As a trustee - advocating to the Ministry of Education for funding and other supports, working for inclusive school environments (including SOGI-inclusive education); working to support a district culture of innovation; meeting with teachers, admins, students, support staff, and parents to understand what issues are most important to our district community.*

*As a voter - getting informed on the issues and the candidates and most importantly - VOTING!*

**Debbie Tablotney (Independent)**

*I have been supporting the education system for the past 30 years. As the Westwind PAC chair for 4 years I helped support our students and staff by raising funds for field trips, resources and new technology to enhance student learning.*

*I also served for 3 years on the Executive of the Richmond District Parents Association which assists PACS and parents in understanding and navigating the school system as well as in advocating for their schools and community.*

*As a Trustee for 14 years I have worked for a strong and viable Public Education system by advocating alongside our District Stakeholders, BCSTA, BCPSEA, and the Ministry of Education. I have and will continue to make student centered decisions with passion, integrity and understanding.*

**Jeff Danis (Richmond Education Party)**

*This will be my first experience with public education. Other than having children in school and many friends who are teachers, principles, and administration, my goal would be to work with each group to find out what the road blocks are and make sure we remove them.*

**Donna Sargent (Richmond First)**

*I believe in my heart and soul that public education is the key to everything. I have worked tirelessly as a parent leader, Trustee and BCSTA Provincial Director to ensure that system is of the highest calibre. I have dedicated most of my life to children, their well being and success. As an advocate, I believe in a multi pronged approach-through collaboration with our partner groups, being at the decision making table at all levels of government and making sure views of our community are heard and action is taken. Through my knowledge, experience and passion I believe I have made a difference but I know there is much more work to be done and I am ready for it.*

**Jeffrey Smith (Independent)**

*As a former PAC Incentive Academy Chair for the MacNeill Secondary, I helped save the program from being shut down.*

*I led parents of children in the program to work collaboratively with the school board and administration to find a solution in keeping the program alive. My son is currently a grade 11 student at MacNeill*

**Sharon Wang (Independent)**

*I participated in school/community such as PAC activities and community events. I connect with parents and families on the ongoing basis.*

**Ken Hamaguchi (Richmond Education Party)**

*Does being a school trustee count ? LOL Besides my involvement with the Richmond School District, I am also an Autism/Behaviour Consultant. I work in schools to support my clients, their families, and their teaching staff*

**Elsa Wong (Richmond First)**

*For the last 12 years, I have trained over 400 young students in leadership and community service as the president of Canada Asia Pacific Business Association. Most of these students were in high school and they were under the pressure to achieve academic acceptance for college and make the big decision for their future. I have mentored many students in the essentials of social responsibilities, business networking, and teamwork.*

**Eric Yung (Richmond First)**

*I have been a proud advocate for public education, having both gone through the Richmond public school system myself, and now raising two kids here. I've specifically continually advocated at all levels of government for additional, stable funding for our schools over the last 7 years as a Trustee, representing the Board as Chair most recently in directly speaking to the Minister of Education on Richmond-specific issues and raising awareness. I've looked to develop wide consultative processes for our annual budget (more information and consultation in 2018), and continue to work with all of our stakeholder groups to promote the needs of our District.*

**Keith Liedtke (Richmond Community Coalition)**

*1. Past Chair of the Gateway Theatre*

*- supplying an Academy for children*

*to learn and participate in theatre, which gives them confidence and self esteem*

*2. Past Chair of the Richmond Museum, which provides education and programs for students of all ages and interacts with the schools. I have also promoted and acted as a judge in the annual 'Heritage Fair'.*

*3. On the BC Children's Hospital Miracle Weekend Panel (past 10 years)*

*4. Sponsor the Richmond News "Athlete of the Month" and "Athlete of the Year"*

**Alice Wong (Independent)**

*I have been an active volunteer involving school community over 15 years.*

*I have been Vice-president of Richmond Parent' Association, PAC Chairperson of William Cook Elementary and A.R. MacNeill Secondary School. Always encourage parents to involve their children's education.*

**Sergio Arrambide (Independent)**

*a) Invest in my education and sacrifice precious time with my wife and three kids*

*b) Commit to a four-year responsibility to represent our community*

*c) Enrol my first son in one of Richmond's public schools*

**5. How will you work with the Richmond Teachers' Association to address teacher concerns?**

**Heather Larson (Richmond Education Party)**

*Listen and listen and listen. I think I have something of an ear because of all the years I sat in a small chair in the classroom to support not only the student but the teacher and other students in the classroom. The best team is one that works together and I believe we have that opportunity to do so but we have to listen and not just walk down the hall and visit the principal if there is an issue. It has to be networking at the source to build true trust otherwise it is just lip service.*

**Andrea Gong (Independent)**

*Teachers are at the front line of education. We need to address and support teachers' feedback and concerns to make our education system more effective.*

**Andrew Scallion (Richmond Education Party)**

*As someone in a leadership position with one of the district's stakeholder groups I have had the opportunity to work, and build relationships, with the leadership of the RTA. I will always be open to working closely with the RTA to address any issues going forward.*

**Grace Tsang (Richmond Community Coalition)**

*I will encourage open communication with the Richmond Teachers' Association to hear their concerns. I will visit schools and attend Professional Development Workshops.  
I will support the Richmond School Board to meet with the Richmond Teachers' Association Executive for budget consultation process.*

**Charvine Adl (Independent)**

*I will be available full-time and directly to hear and attempt to resolve concerns. We share the same concerns regarding curriculum overload, class size and composition. I am also surprised that teachers are not more concerned about the infringement of the SOGI policy on their rights to free speech, cultural and religious freedom.*

**Karina Reid (Richmond Education Party)**

*I will be open and accessible to hear teachers concerns. I will do that by holding meetings with teachers and bring forward any issues to the administration and board.*

**Norm Goldstein (Richmond First)**

*Teacher insights and ideas are critical to having a full picture of the education scene in our district. I support having regularly-scheduled communication with the teachers. Discuss issues before they become major problems.*

**Rod Belleza (Richmond Community Coalition)**

*Work collaboratively with the Richmond Teachers' Association to address teacher concerns by having a stakeholders meeting to improve bargaining process, classroom conditions, work load, professional development and wellness provisions, etc. If it is helpful, create an advisory body to advise the Board and RTA on how to improve communication and ways of addressing each other concerns and other issues on organizational sustainability. Continued engagement and dialogue with the teachers to address their concerns should be a priority of the District. We need to find a teacher-focused and results-oriented solutions to address teacher concerns.*

**Harv Puni (Richmond Community Coalition)**

*I will stay in contact with the RTA as well as CUPE unions so that I can stay abreast of their changing concerns.*

**Ivan Pak (Independent)**

*I will be open-minded to engage with teachers regarding their concerns. I support teachers to be independent and be professional in their career.*

**Richard Lee (Independent)**

*By maintaining good communications with the RTA, by focusing on concerns we have in common, driving towards our common goals.*

**James Li (Independent)**

*As a child care teacher, I totally understand all concerns and challenges teachers are facing. I believe good communication is the key to solve all issues.*

**Rahim Othman (Richmond Community Coalition)**

*I will start by meeting with RTA to educate myself by their concerns, issues and challenges and will work -on regular basis- with them and other stakeholders to come up with solutions. As a school trustee who believes that making the school staff successful means better education for our children. I will advocate for the issues*

*that are of priority for RTA*

**Sandra Nixon (Richmond Education Party)**

*First and foremost, the board needs to listen to the RTA for their input and ideas on how we should be working together to address concerns.*

*Richmond has historically been a very collaborative district, and worked hard to build relationships of trust, respect and partnership with the RTA. Open communication and mutual dialogue are essential, and the Board has an important role to play in ensuring that this happens in an intentional and consistent way. The board could do more to foster this by planning for more regular communication with the RTA Executive (such as monthly meetings with the Chair & Vice-Chair), and asking for more regular updates from staff on progress being made regarding teacher concerns (ie grievances, etc). The board needs to improve our committee structures to allow for more meaningful conversation on issues of concern for teachers, and consider a new format for a Communications Committee which could be focused primarily on improving communication with stakeholders, including teachers. Also, the Board needs to ensure fulsome teacher participation on committees and advisory groups, and consultation in the early stages when new policy is being considered.*

**Debbie Tablotney (Independent)**

*I will continue to encourage and support our unique to Richmond relationship with the RTA and our fellow stakeholders. Richmond Trustees often hear from our colleagues across the province that our district works so collaboratively and cooperatively even through difficult situations and that we are a role model for other boards.*

*Our district over the past several years has submitted presentations to the Select Standing Committee for Finance as a collective group inclusive of our stakeholders. The committee highlighted this at our presentation last year in their comments to the presentation team. Our collaborative process needs to be continued and further enhanced so we make good decisions together!*

**Jeff Danis (Richmond Education Party)**

*Visibility and be available and consultative. Take what I do everyday in my present career and apply this to our teachers. I work with business everyday addresses their needs and concerns. I feel my skills are applicable to assist our teachers.*

**Donna Sargent (Richmond First)**

*I will continue to hold teachers in the highest regard and their views are what will make a difference for children. I will continue to advocate and ensure those views are heard through a collaborative approach. My track record shows that. I believe to truly make a difference it takes time to really listen, to be open minded and then to develop an action plan together. Seek first to understand, then to be understood.*

**Jeffrey Smith (Independent)**

*I will initiate meetings with the Association on a monthly basis to address any concerns teachers may have and then bring them forward to the Board to help bring about positive and effective change. I will also gladly accept any teacher input by e-mail 24/7.*

**Sharon Wang (Independent)**

*In partnership I will work with the association for the quality of education for all children in Richmond.*

**Ken Hamaguchi (Richmond Education Party)**

*It's all about communication and respect. I am committed to meeting with RTA officials to hear their concerns (regardless of whether I am the chair/vice chair/or neither). I would also work within our superintendent to see that these matters are dealt with in a timely manner.*

**Elsa Wong (Richmond First)**

*As an entrepreneur, I'm very good at following up and following through. Also, I believe in ongoing and periodic communication, whereas RTA members can consistently talk to us to raise concerns. I believe as a new*

*trustee, I can rely on and learn from my colleagues from Richmond First whom already have good practice in terms of communication. I will adopt their best practice, so your concerns will be acknowledged.*

**Eric Yung (Richmond First)**

*I have worked with both the past and present RTA presidents to better understand RTA concerns, and have looked to bridge issues that look towards governance and oversight at the Board level. Whenever possible, I have looked to include the RTA in consultative processes, and have invited them to provide feedback on several changes to policies over the last few years. I have listened to RTA concerns, and have tried to provide forums and opportunities to work through those issues that have been brought up.*

**Keith Liedtke (Richmond Community Coalition)**

*All Trustees have a fiduciary duty to all stakeholders of the School District. Teachers, are the most important resource and asset of our School District. If teachers are not listened to and are not provided with the resources they require, then the "children" are not being served. If elected, I will listen to the teachers and have an open door policy where I can be approached at anytime by all stakeholders, and will make sure the teachers concerns are heard and addressed.*

**Alice Wong (Independent)**

*I will ensure Richmond School Board give the Richmond Teachers' Association the proper attention. Communication is the proper way to get both sides work together in efficiency. I believe consultations and discussions are an key to greater understanding and cooperation. I will work closely with RTA, commit to meet with RTA regularly, to find solutions for RTA concerned.*

**Sergio Arrambide (Independent)**

- a) Draft a flexible working plan where RTA strategic objectives and teacher concerns are clearly established. Highlight the most important processes to achieve objectives and resolve concerns. Identify decision makers and monitor progress providing full visibility to the community to increase efficiency and productivity*
- b) I suggest a brief conference call every **Thursday** for updates and a face-to-face meeting once a month.*

**6. September 1, 2017, saw the full implementation of our restored collective agreement language regarding class size and composition and non-enrolling ratios. What specific differences has this made to Richmond teachers and students?**

**Heather Larson (Richmond Education Party)**

*I believe it has created a healthier atmosphere for both teachers and students. It was destructive to all before this was implemented. SAFEtY for all students and teachers (physical and emotional) Teachers And EAs were burning out, no one can truly understand unless they have actually experienced an overloaded classroom with students identified and so many unidentified. I think the most important factor is safety for all which allows for richer teaching, support and all around health for everyone.*

**Andrea Gong (Independent)**

*From my observation as a parent, it seems more teachers are needed as the class size shrank. So the students can benefit from more quality teaching and teachers' attention.*

**Andrew Scallion (Richmond Education Party)**

*The difference has been twofold. It's great to have the language restored, smaller class sizes and more non-enrolling teachers in the schools. That's great for students and teachers. However, it also created new pressures for teachers because of the province wide shortage. This meant non-enrolling teachers having to cover in classes where there was no teacher, meaning they can't be doing the important work they need to be doing in*

*schools.*

**Grace Tsang (Richmond Community Coalition)**

*By restoring the class size and class composition ratios, this allows the Richmond School Board to allocate additional funding and resources to support teachers and students in the classroom by hiring additional Educational Assistants, ELL, Resource and classroom teachers to best meet student learning needs specific to each school.*

**Charvine Adl (Independent)**

*The ability of Districts to control class size is a huge improvement, as is the drop to a more manageable size of 20 students. Regarding class composition, I am not a fan of split-grade classes due to my personal experience with overloaded teachers. I have met parents of special-needs children who are frustrated by inadequate support but I cannot say that I have yet formed an opinion on that issue. The improved relationship between teachers and government benefits all of us, including parents and students.*

**Karina Reid (Richmond Education Party)**

*The ratios went down, and we now have smaller class sizes. Lower ratio of identified special needs students. Better balance in workload.*

**Norm Goldstein (Richmond First)**

*The restored levels of class size and composition are a welcome change for both teachers and students. The District is currently looking to further fill Richmond teaching positions in ELL and (as always) French immersion.*

**Rod Belleza (Richmond Community Coalition)**

*BC schools see significant improvement in class sizes but class composition still has some challenges that will require additional support from the provincial government and deliberation by individual school district. With the money received from the provincial government, it is expected to have some impact on some classes in the school district by having more teachers and programs to meet the needs of the students and those with special needs. We also need to pay attention on other issues that will be of critical importance because of this full implementation.*

**Harv Puni (Richmond Community Coalition)**

*This was a much needed and long overdue agreement from what I understand. The removal of this language by the Liberal government was an unjust move. This has helped reduce class sizes, and helped kids with designations get more teacher time.*

**Ivan Pak (Independent)**

*I am not familiar with this issue. I can get back to you on this when I get more knowledge.*

**Richard Lee (Independent)**

*It made go away the frustrations and ill feelings in the hearts and minds of many of our teachers, and many of our parents, and many of our students due to the poor decision made by Victoria over ten years ago. The DIFFERENCE is a giant step to an improved public education system in Richmond, and in our province.*

**James Li (Independent)**

*As the result, all schools are lacking of teachers.*

**Rahim Othman (Richmond Community Coalition)**

*More funding to support class rooms that contributed into the hiring of more teaching staff which translated to better quality education, more focus on children potential, have better and consistent communication with parents, have time and bandwidth for more and better extra-curricular... just to name few.*

**Sandra Nixon (Richmond Education Party)**

*The Supreme Court win, followed by full implementation of the restored collective agreement language has*

*been a huge benefit to teachers and students. Class sizes are more manageable for teachers who are now more able to provide each of their students with the attention they feel their students need and deserve. Class composition has improved, which is helping to ensure a more productive classroom environment for all learners, although the district still has challenges in this area. The restoration of non-enrolling positions such as counsellors and teacher-librarians has meant greater access to resources and supports. Overall, implementation of the restored agreement language has translated into a much healthier learning environment for our teachers and students!*

**Debbie Tablotney (Independent)**

*As a Trustee I first ran in opposition to the cuts to the education budget and the stripping of the collective agreement. Boards at that time were faced with deficit budgets, larger class sizes and far less supports for students. I was overjoyed to hear of the Supreme court ruling.*

*We now have smaller class sizes and more supports for students. Young teachers who could not obtain a continued posting now have some stability while other teachers can pursue placements closer to their home. While we have seen the advantages to the restored class size and composition in regard to increased support for students and improved working conditions for teachers, there have been some difficulties in recruiting specialized and resource teachers. There have also been challenges in meeting the requirements of the collective agreement due to these shortages.*

*The smaller class sizes and the additional classroom space needed has also resulted in schools being classed as full. As a result, some students entering kindergarten or those who have newly moved into the district cannot attend their catchment school.*

*The Board needs to continually work with staff and the RTA to mitigate these challenges so the benefits of the restored language can be reaped.*

**Jeff Danis (Richmond Education Party)**

*Without talking directly to teachers and support staff, it would be difficult to answer this question. My goal would be to get the teachers opinion on how these changes have impacted there day to day. I know class size has always been a topic of discussion and I have to believe both teachers and students will have similar answers. More children in class, less one on one time. No one benefits.*

**Donna Sargent (Richmond First)**

*First stripping language from an agreement is wrong. The restored language shows the respect teachers deserve. Morale in the district has increased which has a direct affect in the classroom. Student success increases when students have more time with their teachers. Our classrooms today are so much more diverse. That diversity must continue be recognized and supported by stable, predictable and adequate funding.*

**Jeffrey Smith (Independent)**

*This has been a blessing for our students. They are now receiving better instruction, and more teachers are being offered full time positions. However, I have noticed that some schools are having challenges in hiring enough teachers quick enough to meet the demand of added classes.*

**Sharon Wang (Independent)**

*I see smaller class size as a more positive change, and will support this change.*

**Ken Hamaguchi (Richmond Education Party)**

*It has made it possible for teachers to return to class sizes where they can effectively use their teaching skills and for students it means they are now receiving the quality of education that they should have been receiving*

*before the collective agreement was changed*

**Elsa Wong (Richmond First)**

*With the restored language, teachers have lessened burden, which allow them to give extra personalized care and diligence to individual students. In other words, smaller class size is good for the quality of our education in the long run. Also, the lowered class size has increased the utilization of our capacity—reducing the waste of our facility space.*

**Eric Yung (Richmond First)**

*The restoration of the collective agreement language has made a huge difference in the Richmond School District. Starting Sep 2017, we have hired over 300 teachers (enrolling and non-enrolling), expanding our teaching ranks drastically. This has lowered the class size (as per the Agreement), and composition issues have further reduced class sizes. The resulting increase in classrooms has resulted in several of our schools using all of their available classroom spaces, and will continue to result in much high utilization of our facilities that previously considered. The continuing challenge in finding specialty teachers (French Immersion for example), and the supports needed as we expanded our ranks so quickly (Pro-D, HR, administration requirements, etc.) have made the last year, and this year, major challenges for our system.*

**Keith Liedtke (Richmond Community Coalition)**

*Finally, the teachers have been listened to - teachers are on the front line and know what conditions are needed to provide the best conditions for the teachers to do their jobs - to educate the students. Smaller class sizes and smaller teacher to student ratios - provide a better atmosphere for students to learn. The situation, though always needing improvement, is a step in the right direction. If elected, as a trustee, I want the teachers to have the confidence that our Board will continue to strive to constantly improve the conditions for teachers and students.*

**Alice Wong (Independent)**

The workload of teachers decrease, more benefit for students are in small class size. Hiring more teachers in schools can give more support ELL and special need students.

**Sergio Arrambide (Independent)**

*It is hard to talk about specific differences. We still have teacher shortages and not enough teachers on call. There is a lack of funding from the Ministry of Education to support operational costs.*

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**7. Currently, there is a province-wide teacher shortage. What do you think the government of BC can do to address recruitment and retention issues?**

**Heather Larson (Richmond Education Party)**

*Provide safer working environments and support. Often the support is fabulous if you are able to get it from outside agencies but often the wait lists are ridiculous. There are still not enough educational assistants to support the students and teachers. I think support is one of the biggest issues and also salaries !!,!, are something that should be examined. Most people have no idea what the dynamics of a classroom are like today.*

**Andrea Gong (Independent)**

I think the provincial government need to work out a long term plan in order to train, attract and retain more teachers.

**Andrew Scallion (Richmond Education Party)**

*The government needs to look at a number of factors to address recruitment and retention. Compensation is a big issue, especially in cities like Richmond where the cost of living is making it harder and harder to work and live here. There needs to be more teachers graduated from our universities to fill the gaps left by retiring and relocating teachers. There should also be some thought on supports for housing for new teachers in districts like Richmond so they can live and work in the same city.*

**Grace Tsang (Richmond Community Coalition)**

*I will work with the BC School Trustees Association and stakeholders to advocate for funding to support the following initiatives: mentorship, relief for training in speciality areas and incentives to recruit teachers due to the high cost of living in the Metro Vancouver Area. The BC Government may consider providing additional incentives, such as grants and free interest loan to encourage post secondary students or teachers to enroll in a BC university's Faculty of Education program.*

**Charvine Adl (Independent)**

*The budget priorities of the Provincial government need to be re-focused towards education, but this is unfortunately not within the power of School trustees. What I can do is maintain a good relationship with the Ministry and ask for more funding for hiring and retaining teachers. This issue is further complicated by B.C.'s cost of living and by the SOGI policy, which is pushing more students and teachers into private schools.*

**Karina Reid (Richmond Education Party)**

*Affordable housing, moving allowances, losing the seniority and make seniority portable across municipal districts and provinces. Focus on retention and make sure that the needs of the educators are heard and respected.*

**Norm Goldstein (Richmond First)**

*Improve working conditions, such as having a sufficient number of adequately trained EAs. Make BC known as a jurisdiction where teachers have sufficient training, prep time and manageable class size and composition. If this is not the case, make it so.*

**Rod Belleza (Richmond Community Coalition)**

*Our public education system is experiencing an increasing demand for teachers and important personnel shortages because of the restoration of collective agreement language for class size and composition and teachers requirements. Systemic recruitment, retention and mentorship of teachers will be very important. School District 38 needs a funded recruitment plan for the new professionals and retention plan for those who are already teaching in the district. I will recommend to follow BCTF recommendations on recruitment and retention initiatives to address the need of the school district.*

**Harv Puni (Richmond Community Coalition)**

*The core of this issue goes a lot deeper than my jurisdiction and relates back to transportation and affordability.*

**Ivan Pak (Independent)**

*I think we should increase benefit to teachers, such as salary,*

**Richard Lee (Independent)**

*A good collective agreement would go a long way to address this.*

**James Li (Independent)**

*I believe provincial government should allocate more funding into education.*

**Rahim Othman (Richmond Community Coalition)**

*This is one of the important topics that I will with RTA to identify what needs to be done and advocate with the government. However, some of what can be done to address these issues would be to provide grants for post secondary students to enroll in the BC education programs, and provide incentives to retain teachers including career development programs.*

**Sandra Nixon (Richmond Education Party)**

*The provincial government needs to work harder to address housing affordability and cost of living issues which are discouraging many teachers from working in BC. Incentives (such as assistance with moving expenses) for moving to high cost-of-living or remote areas need to be provided. Student loan forgiveness programs may also provide incentive. BC starting-teacher salaries are also lower than in many provinces, and this needs to be rectified. Continuing to improve classroom conditions, teacher workload, pro-D and wellness initiatives (through the next collective bargaining process) will also help to retain teachers. To retain new teachers, the district also needs to have a strong mentorship program, supported by the board in its strategic plan and budget.*

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on October 20<sup>th</sup>!**



**Debbie Tablotney (Independent)**

*I believe that the government should raise the starting salary for new teachers. The high cost of housing makes it hard for young teachers to make ends meet and unattractive for them to seek jobs in the lower mainland and in Richmond.*

*The government could offer an allowance for living expenses as an incentive for new teachers.*

*I would be in favor of a further increase in the number of seats that are available in our University teaching programs.*

*The standards for teachers from other provinces or countries needs to be reviewed and changed to allow for more teachers to qualify for certification.*

**Jeff Danis (Richmond Education Party)**

*Recruitment is what I do every day. There are shortages in all sectors. Retirement and changing occupations hit every area. Retention would be one of my main focuses. I have been able to create programs with my present clients that have stopped some of the movement of their teams to their competitors. As for recruitment, I think this starts at the university/college level. Appeal to the younger generation to look at teaching as rewarding career.*

**Donna Sargent (Richmond First)**

*I believe the teacher profession must be respected and held in high regard by all. Teachers/staff make the difference for students. Teachers must have the supports needed, high quality pro-d inservice offerings and mentoring programs. Increased funding assistance and increasing the remote and retention allowance will help. Much more discussion and action is needed.*

**Jeffrey Smith (Independent)**

*I think the government of BC. should work more closely with Universities that provide teacher accreditation to ensure a wider range of new recruits to meet the growing demands of our growing school systems and provide incentives for teacher referrals. To ensure teacher retention, the government should allocate more funding to raise teacher salaries because of the high cost of living and provide more full-time teaching positions.*

**Sharon Wang (Independent)**

*BC government can do many things, especially securing the funds/resources for training new teachers, and creating a more supportive and positive overall atmosphere to retain working teachers.*

**Ken Hamaguchi (Richmond Education Party)**

*This may sound very simplistic, but you have to increase the pay. Although we live in a beautiful part of the world, we also have some of the most expensive housing in the world. The only solution is to pay teachers more to come (and stay) here.*

**Elsa Wong (Richmond First)**

*From what I understand, to become a teacher in this province, one has to satisfy post-secondary accreditation mandated by BC Cabinet. Considering we have only a limited number of accredited schools in the province, we have to source teachers from the accredited post-secondary schools in other provinces. I believe the BC government should attract talents from all schools in Canada to fulfill our teaching demand. As for retention, I'm very willing to consult with school board and RTA to find out the most common reasons for turnover, so I can help address such challenges.*

**Eric Yung (Richmond First)**

*Recruitment and retention should be dealt with by 1) training more teachers and 2) attracting teachers to both stay, and come from other locations. We need to work with local university/colleges to increase the numbers of teachers being trained, and licensed. This should be tied into a discussion of funding and financial need so teachers are less indebted and want to join the profession. We need to attract teachers by looking at compensation, and possibly targeted measures like housing/moving allowances to bring more teachers here. I would propose to advocate for increased local bargaining to allow greater flexibility to address local needs and propose local solutions.*

**Keith Liedtke (Richmond Community Coalition)**

*This is a problem being faced by many professions, as the population ages and professionals retire. Some solutions;*

- *increase course sizes (available seats) at the universities, enabling more aspiring teachers to work towards a degree in education*
- *recruit new teachers from other Provinces across Canada. Many aspiring teachers are not finding full time positions in Ontario for example, Offer positions and employment incentives for teachers to relocate to BC.*
- *Until the supply of new teachers reaches the level needed to fill all positions, offer positions to retired teachers - having them stay on until there are enough new teachers to replace them. (the retired teachers have experience, and could also be valuable mentors to the new recruits that are just beginning their teaching careers).*

**Alice Wong (Independent)**

*Raise up the salaries in standard for teachers, improve the working environment, support staff training and professional development, support the mentoring program*

**Sergio Arrambide (Independent)**

- a) *Increase budget to hire more teachers,*
- b) *Raise wages/salaries to attract and retain more talent, build more schools*
- c) *Improve benefits and paid leaves*
- d) *Increase affordable housing in Richmond*
- e) *Analyze policies of other governments in other countries and implement in BC.*
- f) *Provide funds to build the Richmond Centre for Education Policy Studies*
- g) *Support continuous learning programs for teachers with grants, scholarships, etc.*

**8. If elected as a trustee, what would you do to ensure teachers are able to successfully conclude a fairly negotiated agreement by June 30<sup>th</sup>, 2019.**

**Heather Larson (Richmond Education Party)**

*Listen to their platform and needs and go to the schools and not just talk to the principal but visit classrooms for more than just 10 minutes or so. Listening is one of the most important actions and we don't do enough of it. I worked with teachers for 13 years on the front lines. Classrooms and the make up of the students are no longer like the ones we remember. Even the bullying from parents that sometimes goes on. We have to listen and trust and advocate to the best of our ability to support the needs of the teachers.*

**Andrea Gong (Independent)**

*I don't have enough information in regards this issue. Nevertheless, I fully support teachers to reach a fair deal in order to reflect their hard work and effort in our schools.*

**Andrew Scallion (Richmond Education Party)**

*The teachers of Richmond have my support and backing 100%. I will advocate for a fairly negotiated collective agreement for Richmond teachers.*

**Grace Tsang (Richmond Community Coalition)**

*I will work with the BC School Trustees Association and BC Public School employers' Association to reach a contractual agreement on teacher salary and benefits in good faith through a collective bargaining process before the current agreement expires on June 30th, 2019.*

**Charvine Adl (Independent)**

*I am good at building networks and trust, which is essential in order to negotiate difficult matters. I can also campaign to help sway public opinion in teachers' favour.*

**Karina Reid (Richmond Education Party)**

*Advocacy and support, meeting with different groups. Would work through BCPSEA and BC Trustee Associations getting feedback. Write letters to ministry about the teacher's approach.*

**Norm Goldstein (Richmond First)**

*I would fully understand the issues raised by teachers, and the issues raised by the BC government, to be able to inject meaningful opinions and ideas into the negotiating process.*

**Rod Belleza (Richmond Community Coalition)**

*As a trustee, I will support the right of teachers to negotiate fairly and freely on any issues that would promote the interest and well-being of the teachers, students and staff including local issues that will be dealt locally. Continued collaboration and positive engagement are necessary to improve communication and to achieve organizational success.*

**Harv Puni (Richmond Community Coalition)**

*I would definitely be vocal in my support of teachers once I have fully understood the issues involved.*

**Ivan Pak (Independent)**

*I support teachers in any negotiation with the government.*

**Richard Lee (Independent)**

*As a trustee, make happen good faith bargaining at the bargaining table from both sides, working with fellow trustees within our BCSTA will contribute to a successful outcome. I am prepared to make that extra effort.*

**James Li (Independent)**

*I do not think a provincial wide grid is a good idea. I believe RTA should negotiate individually with government because the living cost in Richmond is much higher than other areas in BC. Richmond teacher should have higher income to maintain life.*

**Rahim Othman (Richmond Community Coalition)**

*School staff deserve fair and competitive work environment that encourages excellence in education and continuous advancement in the world of globalization*

**Sandra Nixon (Richmond Education Party)**

*The collective agreement is a vehicle which should support teachers in the delivery of education, foster teacher excellence, and lay the groundwork for the future.*

*As a trustee, I see the board's role as ensuring local bargaining happens in good faith where both parties are committed to achieving a collective agreement. The board also needs to ensure the process engages participants in meaningful conversation, with parties staying grounded in agreed-upon principles and objectives. The two trustees who represent the Board on the Bargaining Committee need to keep the Board informed and committed to good process.*

**Debbie Tablotney (Independent)**

*I will work through our newly restored Trustee representatives to BCPSEA as well as BCSTA to advocate for a fair settlement for Teachers.*

*Trustees across the province worked hard to advocate for a strong voice on BCPSEA. With our representatives now at the table Trustees will have the ability to advocate more effectively for our Teachers.*

**Jeff Danis (Richmond Education Party)**

*As a recruiter I deal with offer letters every week. My job is to bridge the gap between candidate and company. These negotiations can get contentious at times and my job is to keep all parties calm and on the same page. I feel that all these years of negotiating will help me find a happy ground for all parties.*

**Donna Sargent (Richmond First)**

*I value and respect the right to bargain and believe good productive talks need to happen at the table. I will continue to work locally and provincially through our Associations to ensure there is a collective agreement that is good for staff and students. As a Provincial Trustee leader through our BCPSEA Board, I will continue to work hard to ensure good communication happens as it is key.*

**Jeffrey Smith (Independent)**

*When elected, I will work tirelessly and collaboratively to listen and understand the issues facing teachers and work with administration in concluding a fairly negotiated agreement. I am a champion for teachers!*

**Sharon Wang (Independent)**

*Yes*

**Ken Hamaguchi (Richmond Education Party)**

*As a trustee, I would not be directly involved in the negotiations. But indirectly I would hope to have an impact by writing letters to the government to ensure that the bargaining is being done in good faith*

**Elsa Wong (Richmond First)**

*Like any type of negotiation, the parties will have common interests and conflicting interests. Our common interest would be that both the schools board and RTA want to have the best for our students. Therefore, we should strengthen our shared belief and work together, so students' best interests are included. As for conflicting interests, I'm very willing to keep an open mind and an open communication, so the unique needs of*

our district will be reflected in the local language.

**Eric Yung (Richmond First)**

*We start by proposing what the District needs. As Chair, I have invited all stakeholders to include feedback for the District's annual presentation to the Select Standing Committee on Finance and Government Services. In addition, we will continue to advocate to the provincial government for what the District needs for its teaching staff - the total number of FTE, discrepancies in the remedies etc. We would add what we think we would need for these new staff, and what complexities the local bargaining language presents and make sure the Ministry is advised of all of Richmond's needs. Given the actual negotiation is provincial, as trustees, we can only provide information, and then advocate that the teachers be given a fair agreement. I would look to keep the communication lines open with the RTA to see what joint communications we could do for advocacy.*

**Keith Liedtke (Richmond Community Coalition)**

*Teachers are the District's most valuable resource! I would make myself available to hear the teacher's concerns and then advocate on their behalf to the Ministry of Education. It is important that Victoria hears from the District's elected officials (the Trustees) who should be there to support the teachers. I want to do everything possible to make the workplace and the life of a teacher - a happy and productive one.*

**Alice Wong (Independent)**

*Request Provincial bargaining provides for a common and equitable base. Collect all stakeholders input.*

**Sergio Arrambide (Independent)**

*If elected as your trustee, **Teacher Satisfaction will be one of my priorities.** A generous collective agreement by **June 30th, 2019** will allow students to have access to committed and focused teachers. I will use my studies, my skills, and six years of experience working with international labour union leaders to add value to Richmond teachers.*

**9. Will you attend the All Candidates Meeting on October 4<sup>th</sup>, from 6:30pm - 9:30pm at Burnett Secondary? (Large Gym)**

Candidate:	YES	NO	DID NOT ANSWER
Heather Larson (Richmond Education Party)	✓		
Andrea Gong (Independent)		✓	
Andrew Scallion (Richmond Education Party)	✓		
Grace Tsang (Richmond Community Coalition)	✓		
Charvine Adl (Independent)	✓		
Karina Reid (Richmond Education Party)	✓		
Norm Goldstein (Richmond First)	✓		
Rod Belleza (Richmond Community Coalition)	✓		
Harv Puni (Richmond Community Coalition)	✓		
Ivan Pak (Independent)	✓		
Richard Lee (Independent)	✓		
James Li (Independent)	✓		
Rahim Othman (Richmond Community Coalition)	✓		

<b>Sandra Nixon (Richmond Education Party)</b>	✓		
<b>Debbie Tablotney (Independent)</b>	✓		
<b>Jeff Danis (Richmond Education Party)</b>	✓		
<b>Donna Sargent (Richmond First)</b>	✓		
<b>Jeffrey Smith (Independent)</b>	✓		
<b>Sharon Wang (Independent)</b>	✓		
<b>Ken Hamaguchi (Richmond Education Party)</b>	✓		
<b>Elsa Wong (Richmond First)</b>	✓		
<b>Eric Yung (Richmond First)</b>	✓		
<b>Keith Liedtke (Richmond Community Coalition)</b>	✓		
<b>Alice Wong (Independent)</b>	✓		
<b>Sergio Arrambide (Independent)</b>	✓		

# ARE YOU REGISTERED TO VOTE?

To register, update or confirm your status:  
online at [www.elections.bc.ca](http://www.elections.bc.ca) OR phone toll free at 1-800-661-8683

## **Who Can Vote?**

You can if you are:

- ✓ a Canadian citizen;
- ✓ 18 years of age or older on General Voting Day (October 20);
- ✓ a resident of British Columbia for at least 6 months.

\*All voters must prove their identity and residential address in order to receive a ballot or to register when they go to vote. A list of acceptable forms of identification is available from Elections BC.

## **Voter Registration is Easy**

Register online at

<https://www.richmond.ca/electionservices.htm>

or call toll-free 604-278-5139

## **General Voting Day**

Voting hours on General Voting Day are from 8 a.m. to 8 p.m., Pacific time. General Voting Day is October 20, 2018.

## **All Voters Can**

### **Vote in any district electoral office**

from now until 4 p.m. (Pacific time) on General

### **More Election Information Visit:**

<https://www.richmond.ca/electionservices/overview.htm>

### **More Candidate Information Visit:**

<https://www.richmond.ca/electionservices/candidates/schooltrustee.htm>

<https://bcsogi.ca/background-stories/trustee-candidates-standing-against-sogi-123/>

<http://www.richmondsentinel.ca/Lateststories/4343/board-of-education-race-has-26-contenders>

Voting Day, Saturday, October 20, 2018.

## **Vote by Mail**

Voters can ask for a vote by mail package from now until 4 p.m. on General Voting Day. Packages can be requested by calling 1-800-661-8683 or by using the online form.

**Important note:** Voters are responsible for ensuring that their voting package is received by the district electoral office that issued it before **8 p.m. (Pacific time) on October 20<sup>th</sup>**. Packages received after the deadline cannot be counted.

## **Vote at advance voting**

Voters can vote at any advance voting location in the province from 8 a.m. to 8 p.m. (local time), October 6-13. All advance voting locations are wheelchair accessible.

## **Vote on General Voting Day**

Voters can attend any general voting location in the province from 8 a.m. to 8 p.m. (Pacific time), Tuesday, October 20, 2018.

For further information visit the Elections BC website at [www.elections.bc.ca](http://www.elections.bc.ca) or call toll-free 1-800-661-8683. Operators are available from 8 am to 8 pm (Pacific time) Monday to Friday and 10 am to 4 pm (Pacific time) Saturday and Sunday.