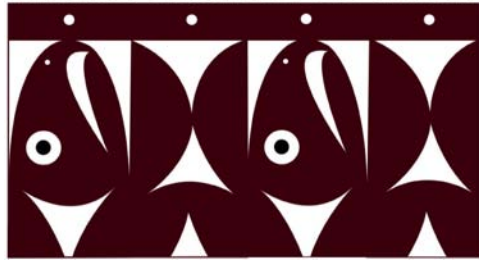




Sean Hayes  
STA President



## President's Newsletter

### STA Annual General Meeting

If practice really does make perfect, we should have a great Annual General Meeting this year. Attendance at our emergent General Meetings has been very good, and I hope all of you will also take the time to attend our regularly scheduled AGM in May. This is the meeting where we set the STA budget for the following year, review and amend our constitution and bylaws, and elect our 2012/2013 STA Executive Committee. This is *your* meeting, so please make every effort to attend.

**What: STA Annual General Meeting**

**When: Wednesday, May 2<sup>nd</sup>, 2012 @ 4:00 p.m.**

**Where: Bayside Middle School**

**Why (should you attend): Elections, STA budget deliberations & door prizes!**

#### Call For Nominations

The following positions on the STA Executive will be up for election at this year's AGM:

- ⇒ President
- ⇒ First Vice President
- ⇒ Second Vice President
- ⇒ Treasurer
- ⇒ Local Representative (2)
- ⇒ Secretary
- ⇒ Pro D Chair
- ⇒ Health and Safety Chair
- ⇒ First Nations Chair
- ⇒ Social Justice Chair
- ⇒ Teacher-on-Call Chair
- ⇒ Program Chair
- ⇒ Professional Communications Chair
- ⇒ Bargaining Chair

This year we had a full Executive Committee - a godsend during difficult times. Next year promises to be challenging as well (lest we forget that we will start bargaining again next spring!). Please consider taking your turn representing your colleagues. Contact Sally ([sally@saanichteachers.com](mailto:sally@saanichteachers.com)) if you would like your name to stand for an Executive Committee position.

## BCTF AGM

Speaking of AGMs, over 700 teachers from all over the province descended on Vancouver over spring break for the 96<sup>th</sup> BCTF Annual General Meeting. As you will have heard by now, one of the most important (and hotly debated) decisions of the AGM was the establishment of a Bill 22 Action Plan (as well as several other motions that will help the BCTF plot a course through our post-Bill 22 reality).

The AGM is also responsible for choosing the BCTF leadership for the coming year. This year's elections saw all positions filled by members of the BCTF's Coalition Party (you didn't know there were parties in the BCTF? Come to the AGM next year), with all three Full-Time Table Officers (Susan, Jim and Glen) returning for another year.

Finally, the AGM is responsible for setting the BCTF budget. Legal challenges, advertising campaigns and strike pay are all expensive items, and with our battles not yet over, the AGM voted (reluctantly) to increase membership dues from 1.49%-1.69% - an increase for an average teacher of approximately \$10 per month (after tax benefits are factored in). The good news is that the AGM voted to give some of this increase right back to teachers as the amount we will each pay into the Salary Indemnity Plan (SIP) has been decreased from 1.73% to 1.63%. The net change for teachers (after tax considerations) will be a loss of ~\$2.50 per month.



### Saanich AGM delegation (L to R):

Amanda Wilson, Sean Hayes, Mark Skanks, Marnie Scaife, Joe Winkler, Patsy McCarter, Irina Ostrovsky, Donnie Peterson, Colin Plant (missing: Mike Ewan)

**Thank you to the Saanich delegates for a very enjoyable (and spirited) AGM.**

## ERIP Deadline Reminder

The deadline for applying to retire under Saanich's Early Retirement Incentive Plan (ERIP) is fast approaching. Article B.39: Early Retirement/Career Change Incentive Plan states that teachers who are planning on retiring mid-year “**shall notify the Board in writing no later than May 1 prior to the year of retirement.**” So, if you are thinking about retiring, have a look at Article B.39 to see if you qualify for the ERIP, and **contact Paul Standring in HR before May 1<sup>st</sup>.**

By the way, now is a good time to remind teachers thinking about retirement of the rules around getting on the Saanich TOC list. Human Resources has made it clear that retired teachers will only be added to the TOC list if they possess specialist qualifications for which “the district has a shortage of available qualified Teachers-on-Call” (Article C.16.18.c). Please take this into consideration when making your retirement plans.

## BC Teachers' Council Fees

The Teacher Regulation Branch (TRB) has assumed the administrative function of the old College of Teachers, and in this role is now responsible for the collection of fees from teachers. School districts have been asked to deduct the new fee (\$80) from teachers' paycheques in the month of April, so watch for that on next month's statement.

In addition to the new amount (down from \$120), the TRB is changing the way TOCs will pay their fees. Instead of directly remitting their fees as in years past, TOCs will also have their fees directly deducted from their cheques. TOCs who work in multiple districts are encouraged to communicate with each payroll department to ensure they do not suffer multiple deductions. **Any Saanich TOC who is paying his/her fees through the Sooke or Victoria districts is encouraged to write Brenda Robinson (brendarobinson@sd63.bc.ca) to request that no Saanich deduction be made.** Any TOC who does not have the \$80 fee remitted (due to lack of April earnings) will be contacted by the Saanich Board to inform them of their responsibility to remit directly.

## Spring Break Feedback

The Saanich Board of Education is looking for feedback on the possible implementation of a two-week Spring Break for the 2012/2013 school year. The proposal would see next year's schools days lengthened by eight minutes in order to have March 11-15 as a week of school closure. The move would save the district an estimated \$150,000 in replacement staff and utilities costs (not from reduced CUPE hours).

Information on the proposal can be found on the SD63 website (link below). Send feedback to Leigh Glancy (lglancie@sd63.bc.ca) by Tuesday May 1, 2012 at 5:00 p.m.

[http://www.sd63.bc.ca/sites/default/files/2 Week Spring Break Proposal 2013.pdf](http://www.sd63.bc.ca/sites/default/files/2%20Week%20Spring%20Break%20Proposal%202013.pdf)

## Government Appoints Mediator

I must admit I had secretly hoped that the Liberals would appoint a truly independent mediator (one of the two judges recommended by the BCTF, for instance) to work with the BCTF and BCPSEA. Instead, they have chosen Dr. Charles Jugo.

Dr. Jugo has no mediation or arbitration experience, nor does he have any experience in the K-12 system. It appears that his appointment was at least partially based on a 2006 discussion paper he wrote for the BC Progress Board. In this paper, Dr. Jugo applauds the Liberal government for their accountability framework, argues for the expanded use of standardized tests, and identifies teacher control of professional development and seniority-based hiring as impediments to principals' abilities to do their jobs effectively. It is important to note that the issues of administrative control of professional development and hiring based in suitability (as determined by the administrator) are two of the areas that Bill 22 insists must be changed.

The BCTF will participate in this "mediation," but my secret hopes that the mediator chosen would be truly independent appear to have been naïve.

## Spring Staffing Process

Now is the time of year when we begin our staffing process for next year and folks start talking about NOIL lines and pink slips. **It is very important that teachers reacquaint themselves with our Staffing Process Letter of Understanding which outlines the rules and processes for staffing** (you will find a copy of this LOU on the STA website). The current bargaining reality has not allowed the STA and SD63 to sign a new version of this LOU, but in the absence of a new version, the parties have agreed to continue to use the terms of the most recent version. Below I have included some of the key dates so you can mark your calendars. Remember, the presence of the Mobility Round(s) means **ALL** teachers should pay attention to the staffing process, not just teachers facing a potential layoff.

### Important Dates for Staffing (subject to slight adjustments)

May 1	Deadline for teachers wishing to express intention to retire during the 2012/2013 school year.
May 2	Round 1 (Mobility Round) – all known vacancies based on retirements, leave requests, etc. posted for all teachers to apply for. Seniority and qualifications rule the day.
Mid May	Notices of Intent to Layoff (NOILs) issued.
May 16/17	Meeting of teachers in receipt of a NOIL (likely at the DRC).
May 22	Round 2 (NOIL Round) – available positions published for NOIL teachers. NOIL teachers submit (on-line) list of preferences to HR.
June 1	District staffing meeting at the DRC.
June 6 and 13	Round 1 (Mobility) postings continue.
June 20 and 27	Round 3 (Employment Round) postings. These postings see junior, underemployed applicants have a “leg up” over senior, fully employed applicants.

## Article E.15.1 and the New Bill 22 Rules

As we continue to face declining enrolment and budget deficits in Saanich, there are a few important procedures we need to turn our minds to as we plan for next year. The first is Article E.15.1, which calls for meetings that allow teachers to have some input into the staffing process at each school:

***E.15.1** The administrative officer in consultation with the Staff Committee or staff shall meet prior to May 15 as part of the school planning process for the upcoming school year for the purpose of discussing the timetable and staff assignments available for the next school year and, if necessary, any new or existing teaching positions that require filling in the school.*

Planning for next year will be further complicated by the new rules that have resulted from the passage of Bill 22. The first twist is the requirement that Boards pay teachers extra money for classes over 30 in Grades 4-12 (“cash for kids”). I suspect this requirement will force administrators to pay close attention to the distribution of students at any given grade, something that should certainly be discussed at the E.15 meetings.

The other twist comes with the implementation of the **Learning Improvement Fund**. Saanich’s share of the \$30 million LIF for 2012/2013 is **\$406,941**. The Ministry of Education has recently released the rules for the local distribution of these funds. These rules call for meetings between the principal and the teaching staff (or staff committee or staff rep) at each school to identify classes that might need extra support (and therefore a piece of the pie). We do not know how, when or where these meetings will occur, but these meetings are now required by law. Stay tuned for more details...