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STA President



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# President's Newsletter

October, 2011

## Tables Update

With the BCTF meeting with BCPSEA and/or government representatives at no fewer than three separate tables, this is a very complicated time to be associated with public education. Here is an update of these various tables:

### College of Teachers

The BCTF has had several meetings with Minister of Education George Abbott to discuss the future of the College of Teachers. Government is determined to redesign the College in response to last year's inflammatory report by fact-finder Don Avison. Discussions have focused primarily on structural changes (including potential changes to the number appointed and elected councilors), but have also contemplated changes to the roles the College should play (including potential control over teacher professional development). All signs are pointing to the government introducing its vision for the BCCT via legislation, perhaps as early as this fall.

### Bills 27/28

As you know, the BC Supreme Court issued a ruling last April that found Bills 27 and 28 – the legislation that stripped collective agreements of all class size, composition, and non-enrolling ratio language, and made it illegal to ever bargain these items again - to be unconstitutional and invalid. The decision gave government one year to “address the repercussions of this ruling.” The BCTF has met several times with government representatives to attempt to come to terms with this decision. Unfortunately, it has become clear that the BCTF and government have very different understandings of this ruling, with the BCTF believing that we have won back this stripped language as well as the right to bargain working conditions again. The government, on the other hand, believes that their only mistake was the way in which the legislation was introduced (without sufficient consultation with teachers), and has announced their intention to consult with the BCTF, and then pass “corrective legislation” as soon as possible. As a result, the BCTF has left this table, and has gone back to the Supreme Court to see which interpretation is correct. A further ruling is expected later this fall.

### Bargaining

The BCTF and BCPSEA have had over 40 bargaining sessions, with no significant progress to report. The “net zero” mandate given to BCSPEA by government is certainly making it difficult to engage in meaningful negotiations, especially when teachers feel there is a compelling case to be made for improvements to salary, benefits, and working conditions (prep time, class size, etc.). In response to our Phase 1 job action, BCPSEA is asking trustees to consider possible ways of increasing pressure on teachers, including: a reduction in pay, a refusal to pay teacher benefits, or a lockout. In other words, teachers should be prepared for potential escalation in tensions in the coming weeks.

## The Government Wants to Hear From You!

The Select Standing Committee on Finance and Government Services is once again seeking public input as they build the 2012 provincial budget. The all-party committee is asking British Columbians about our priorities (including the following question: *should we hold the line on public sector wage increases?*). It is very important that the voices of public school teachers are heard loud and clear, especially when it comes to government's "net zero" bargaining mandate.

You can give your feedback by attending a public meeting, sending in a written submission or video file, or (most conveniently) filling out an on-line survey. Please click on the following link, and spend a few minutes letting this government know your thoughts on the current state of bargaining and public education funding.

<http://www.leg.bc.ca/budgetconsultations/>

This is also a good time to remind you all how important it is to find other ways of getting teachers' messages "out there." Our polling shows us time and again that the public trusts classroom teachers' voices more than any other. It is critical that we find ways to capitalize on the media attention that education is getting right now. We need to share our stories with government and the public. Here are a couple of ways to get your voice heard:

**Write a letter to the editor** (the Times Colonist or Black Press papers). A single letter from a Vancouver teacher last month (describing the challenges she and her students face every day) generated more earned media than a million dollar BCTF ad campaign could have ever done.

**Share your stories with government** (write your MLA, the Minister of Education, and the Premier). Minister Abbott admits that hearing from teachers has forced him to take a hard look at the supports given to special needs students. He also needs to hear about class sizes, safety concerns, inadequate resource budgets, etc.

Times Colonist: <http://www.timescolonist.com/opinion/letters/letters-to-the-editor.html>

Black Press: editor@vicnews.com; editor@saanichnews.com; editor@peninsulanewsreview.com

MLA Finder: <http://www.leg.bc.ca/mla/3-1-1.htm>

Minister Abbott: george.abbott.mla@leg.bc.ca

Premier Clark: premier@gov.bc.ca

## Teachers' Garage Sale

What: Greater Victoria Teachers' Association 2011 Teachers' Garage Sale

When: Saturday, October 15<sup>th</sup>, 2011 (10:00 a.m. to 2:00 p.m.)

Where: Uplands Campus, 3461 Henderson Road

What is for sale: Anything you might find in a classroom

This is a great opportunity for new teachers to pick up resources from retiring teachers, or from teachers who might be changing schools/levels/subjects.

For more information, contact Katy at 250-380-2899.

## Retirement Seminars

Once again, the Teachers' Pension Plan is putting on two different retirement/pension seminars for teachers (offered in Victoria a total of four times this school year):

### Your Pension, Your Future

- 🍏 for teachers not yet near retirement who want to learn about the Teachers' Pension Plan. How is it calculated? How do I read my statement every year? Can I buy back pensionable service?
- 🍏 6:00-7:30 p.m. on February 23<sup>rd</sup>, 2012 at the Comfort Hotel and Conference Centre.

### Thinking About Retiring

- 🍏 for teachers nearing retirement who want to consider their pension options.
- 🍏 6:00-8:00 p.m. on November 24<sup>th</sup>, 2011 at the Comfort Hotel and Conference Centre; 9:00-11:00 a.m. and 12:30-2:30 p.m. on February 25<sup>th</sup>, 2012 at the Coast Victoria Harbourside Hotel and Marina.

Register online at:

<http://tpp.pensionsbc.ca>

## Non Instructional Days

With one NID already behind us, and another later this month, I thought it would be a good idea to remind everyone the rules and regulations around NIDs. Here is the relevant Collective Agreement language, followed by some explanations.

- D.14.3** The regular work year for teachers shall include no fewer than five (5) non-instructional days for professional development and/or parent-teacher interviews and/or report card preparation.
- F.4.2** Two of the five available non-instructional days as prescribed in Article D.14.3 shall be used for teacher professional development activities as approved by the Joint Professional Development Committee.
- F.4.3** Three of the five available non-instructional days as prescribed in Article D.14.3 shall be used for staff determined activities.
- D.14.8** As a part of their regular duties, part-time teachers shall participate in attendance on Non-Instructional Days as follows:
  - a. Part-time teachers who work part of each day shall participate in a Non-Instructional Day on at least a pro-rated basis to the teacher's assignment;
  - b. Part-time teachers who do not work on each instructional day shall participate in a Non Instructional Day for their normal instructional time when the Non-Instructional Day occurs on that day of work;
  - c. Part-time teachers requested by the administrator to participate in a Non-Instructional Day longer than their scheduled time, or on a day not scheduled for work, shall be compensated in the form of pay or time-in-lieu as set out in B.41.1, the form of such compensation to be determined by the teacher.

Our Collective Agreement allows for five NIDs, which can be used for three purposes: **professional development, parent-teacher interviews, and preparing report cards**. Two of the days *must* be used for professional development; the other three days can be used for any of the three permitted uses (although in Phase 1, we are not doing the other two...).

Once a NID has been designated for professional development, teachers are free to choose whatever professional development activity they like, so long as it qualifies as legitimate professional development (the recent Vancouver Sun exposé about the mainland school whose teachers missed the mark on this should serve as a cautionary tale for all of us). The sixth NID (this year on March 5<sup>th</sup>) is the School Planning Day. This is the only day that is under the control of administration, although this will certainly be affected if we are still in Phase 1 job action in the spring.

At this time of year, it is always a good idea to carefully examine your first paycheque to make sure everything is as it should be. The hard-working staff at the Board Office almost always gets it right, but mistakes can happen, and catching them early is in everyone's best interest. Here are a few tips to help you make sense of it all, along with some relevant Collective Agreement articles if you want to learn more.

Your month-end REG SALARY should be 1/10<sup>th</sup> of your yearly salary, as found on the salary grid (B.36). If you work less than full-time, you will need to multiply this number by 10, and then divide by your FTE (e.g. 0.857) to match up with the grid.

Pay no attention to the "REG SALARY – Rate" number... it is simply 1/20<sup>th</sup> of your regular monthly gross salary (20 days is considered to be a full-time month for teachers)

All teachers get a 2% SIP allowance every month (B.6). This was negotiated in our last round of bargaining, and was intended to offset the fees teachers pay each month to the Salary Indemnity Plan (see other side). Most teachers forget to take this additional 2% salary into consideration when calculating their gross annual salary

Teachers' gross monthly salary includes their regular monthly pay, plus any special allowances (e.g. positions of special responsibility), plus their SIP allowance. It might also include money deducted for unpaid leaves, or for circumstances where the cost of a TOC is to be deducted from a teachers' pay (at a flat rate of \$270 per day, regardless of what the TOC receives)

Medical, dental, and group life insurance premiums are cost shared, with the Employer paying 80%, and employees paying 20% (B.38). In the case of pension contributions, the Employer pays slightly more (2.13%) than employees

**Statement Of Earnings & Deductions**

Saanich Schools  
*Great Places to Learn*  
School District No. 63 (Saanich)  
2125 Keating Cross Road  
Saanichton, British Columbia, Canada V8M 2A5  
Phone: (250)652-7300 Fax: (250)644-0827  
www.sd63.bc.ca

Ima T. Cher 0021 Pay Period Date: 30-SEP-2011  
1234 Main St. Employee #: 8675309  
Victoria, BC

EARNINGS				DEDUCTIONS			
Description	Rate	Hrs/Days	Current	Year to Date	Description	Current	Year to Date
REG SALARY	374.31	20.00	7,486.20	49,374.20	INCOME TAX	1,582.50	9,297.39
AD ALLOW	0.00	0.00	748.62	748.62	EMPLOYMENT INS	0.00	731.79
SIP	0.00	0.00	164.69	1,009.49	CANADA PENSION	46.86	2,118.60
SICK DAYS USED	0.00	0.00	0.00	352.00	PENSION	847.16	4,793.72
					BC MEDICAL	25.92	181.44
					EHB	18.53	129.71
					DENTAL	30.94	223.30
					GROUP LIFE - T	9.33	70.89
					SIP	158.75	805.01
					VOL AD&D	3.90	27.30
					BCTF	121.79	746.51
					STA FEES	60.48	370.68
					COL TEACH	0.00	90.00
					WCB	0.00	0.00
					UNITED WAY	20.00	140.00
					EI REBATE	0.00	0.00
					ADVANCE PAY -	2,189.00	0.00
<b>Earnings Total:</b>				<b>8,399.51</b>	<b>51,484.31</b>	<b>Deduction Totals:</b>	
						<b>5,115.16</b>	<b>19,726.34</b>

  

EMPLOYER PAID BENEFITS		
Description	Current	Year to Date
EMPLOYMENT INSURANCE	0.00	859.85
CANADA PENSION PLAN	46.86	2,118.60
PENSION	1,110.06	6,405.18
BC MEDICAL	103.68	725.76
EHB	74.12	518.84
DENTAL	123.76	893.20
GROUP LIFE - TCHR	37.31	283.55
WCB	65.52	401.58
EI REBATE	0.00	68.62
<b>Benefits Total:</b>		
	<b>1,561.31</b>	<b>12,275.18</b>

  

<b>DEPOSIT DATE:</b>		30-SEP-2009
<b>NET PAY</b>		<b>\$ 3,284.35</b>

  

**Payroll Department Contacts**

Payroll/Benefits Manager	Christine Nolin christine_nolin@sd63.bc.ca (250)652-7380
Excluded Payroll	
Teacher Payroll	Laurel Hill laurel_hill@sd63.bc.ca (250)652-7305
CUPE/TOC Payroll	Rhonda Harper rhonda_harper@sd63.bc.ca (250)652-7318
First Nations	

  

**MESSAGE**

Absences and Teach Toc days have been processed up to Sep 18/09

Form Revision: Feb 2007

Sick leave is earned at 1.5 days per month for full time teachers (G.11). A teacher can port up to 60 days sick leave when hired to another district, provided they do so within 90 days (G.1)

Teaching category (e.g. Cat 5, 5+, 6) and pay grid step (0 – 10) are included here. The equivalent of 8 month's full-time work qualifies a teacher for another step on the grid, but this can only happen on September 1<sup>st</sup> and January 1<sup>st</sup> (B.27)

E.I. and C.P.P. contributions have yearly maxima. Most teachers will have paid the full amount by this time of year, and will see these deductions disappear until the new calendar year

All teachers currently pay 1.73% of their annual salary to the BCTF Salary Indemnity Fund (down from 1.89% last year). This fund is available for teachers who have used up their sick leave but are unable to work for medical reasons

BC College of Teachers fees (\$120) are automatically deducted and remitted in April for contract teachers. Teachers on leave and TOCs must arrange payment directly to the College

If you think you have found a mistake, talk to your Staff Rep (or call the STA Office) first... often we can save the busy Payroll Department a few phone calls and emails.