



Sean Hayes
STA President



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President's Newsletter

September, 2010

Welcome Back!

Wow... where did those two months go? I hope you are back on the job feeling rested (that's the Hawaiian sun recharging my batteries in the above picture) and ready to tackle another year. As you hopefully all know, this year is extra special because it is a bargaining year. Our 2006-2011 Collective Agreement expires at the end of June, and we will find ourselves back at the bargaining table (hopefully both locally and provincially) this spring for the first time in five years. This, of course, brings with it a whole new set of challenges, and will require rank-and-file teachers to get more involved than usual as we elect a Bargaining Committee, establish our bargaining priorities, and work to make improvements to our contract. I hope I can count on each and every one of you to find the few extra drops of sun-fueled energy that we will need to make this bargaining year a success.

The 2010/2011 Pay Grid

Here's our new grid, reflecting the last raise of this contract (2% this time). Don't forget that a 2.04% contribution increase to the Teachers' Pension Plan will ultimately eat up this raise... but at least you'll get that money back one day.

Basic Scale Effective July 1, 2010

Step	Category 4	Category 4+	Category 5	Category 5+	Category 6
0	43,356	44,238	47,392	50,475	51,558
1	45,371	45,371	49,872	53,159	54,314
2	47,386	47,386	52,351	55,843	57,069
3	49,401	49,401	54,831	58,526	59,825
4	51,417	51,417	57,310	61,210	62,581
5	53,432	53,432	59,790	63,894	65,336
6	55,447	55,447	62,269	66,578	68,092
7	57,462	57,462	64,749	69,262	70,848
8	59,478	59,478	67,228	71,946	73,604
9	61,493	61,493	69,708	74,630	76,359
10	65,414	65,414	74,353	79,633	81,489

* TOC Daily Rate= \$213.90

Your "REG SALARY" on your month-end statement should be 1/10th of the appropriate category and step in the above table if you are working 1.0 FTE. Don't forget to check that your category and step are correct... this information is located directly over the "Earnings" box on your earnings statement.

Speaking of Pay Categories...

Many of you will have recently completed coursework that can be used to apply for a pay category change. Our collective agreement has this to say about applying for such a change:

B.28.1 Any teacher who intends to apply for a change in certification must notify the Secretary-Treasurer in writing by September 15th in which case the change in certification becomes effective for payroll purposes on September 1st in that school year. Any teacher who intends to apply for a change in certification must notify the Secretary-Treasurer in writing by January 15th in which case the change in certification becomes effective for payroll purposes on January 1st in that school year.

So...**you only have until September 15th to email Joan Axford** (I would also copy Paul Standing in HR) if you believe you are entitled to a change in your pay category. Don't throw away your hard-earned money!

Are You “Factor 88”?

If you are 64 years old, or if your years of experience and age adds to “88” or greater, you are eligible to opt out of paying the long-term portion of your Salary Indemnity Plan contribution. What does this mean?... **an additional 1.34% (about \$1000) of your salary will stay in your pocket!** Contact the STA Office if you think this applies to you.

The Ever-Evolving Reality of Bill 33

Is Bill 33 worth it? As I see it, until we win back the class size and composition language that was stripped from our contracts in 2002 (the Supreme Court will hear argument on this issue later this month) or bargain these limits back into our contracts, we are stuck with Bill 33 as the only mechanism we currently have to help us address our concerns about our classroom conditions.

While I recognize that the entire Bill 33 consultation process is time-consuming, frustrating, and fundamentally stacked against teachers, it is important that we take our role in this process seriously:

- ✓ set up a meeting with your principal if you have an oversized class and **take your Staff Rep**
- ✓ **clearly articulate what you will need** to make this class “appropriate for student learning” (splitting a class, marking time, additional prep time, more EA time, removing a student, etc.)
- ✓ **let your principal clearly know if you disagree with the learning situation in the class**
- ✓ complete your form (available from your Staff Rep) and **send it in to the STA Office** (after giving your principal and Staff Rep a copy)

One big difference this year is that all grievances will be handled LOCALLY instead of being sent to the BCTF. This will hopefully allow us to have meaningful conversations with our local employer about the teaching and learning situation in Saanich classrooms... so get us your forms!!!

Are You Being Represented?

I had many “ah ha” moments in my first year as president, but by far the most profound was my appreciation of the absolutely *critical* need to have a strong Saanich Teachers’ Association presence in each and every school. Not union zealots. Not STA president wannabes. Just a team of folks (Staff Rep, Staff Committee, Pro D Rep, Health and Safety Rep) who are willing to keep their ears to the ground, and help their colleagues if and when the need arises. Even in the best schools with the most spectacular administration, teachers sometime need a little help... an answer to a health and safety question... up-to-date information on NIDs... someone with a copy of the contract! These jobs don’t need to be onerous, but I cannot stress enough how important they are.

EVERY school needs to have a Staff Rep (or reps), a Staff Committee, a Pro D Rep, and a Health and Safety Rep.

Please use the STA portion of your first staff meeting to elect folks for these important roles (if you don’t have STA time in your staff meetings, this is the year to start! By the way, have you read article D.22.2 that outlines how staff meetings are to be set up? Is your Staff Committee involved in the establishing of staff meeting rules? Why not?). Rest assured that I will be coming to any school that does not elect these representatives (as I did last year), so resistance is futile. And don’t forget, we have great resources, training and release time available to help folks in these roles, so please consider taking your turn and stepping up to help your colleagues.

General Meeting and Call for Nominations

It has been quite a few years since we held an October STA General Meeting, but the need to elect a Bargaining Committee and establish our local and provincial bargaining priorities is necessitating such a meeting this year. While I would normally insert a standard line here trying to convince (guilt) you into coming, I hope you can all see why we need to have a strong turnout at this meeting. This is where we will establish the goals for this round of bargaining, and elect the team that will represent you at the local bargaining table. Please mark the date on your calendars and attend this important meeting.

What: STA General Meeting
When: October 13th, 2010
Where: Claremont Secondary School, Ridge Theatre
Why: > Election of Saanich Bargaining Committee
> Ratification of Local and Provincial Bargaining Priorities

If you are interested in having your name stand as a candidate for the Saanich Bargaining Committee (four members to be elected from the general membership to join the president and bargaining chair), please email Sally (sally@saanichteachers.com) before the October meeting.

Code of Ethics

September seems like a good time to remind everyone of the BCTF Code of Ethics that governs all of our professional lives. I am happy to say that Saanich teachers rarely run afoul of this important document, but when they do, it is almost always an issue with #5... so please pay careful attention.

1. The teacher speaks and acts toward students with respect and dignity and deals judiciously with them, always mindful of their individual rights and sensibilities.
2. The teacher respects the confidential nature of information concerning students and may give it only to authorized persons or agencies directly concerned with their welfare.
3. The teacher recognizes that a privileged relationship with students exists and refrains from exploiting that relationship for material, ideological, or other advantage.
4. The teacher is willing to review with colleagues, students, and their parents/guardians the quality of service rendered by the teacher and the practices employed in discharging professional duties.
5. **The teacher directs any criticism of the teaching performance and related work of a colleague to that colleague in private, and only then, after informing the colleague in writing of the intent to do so, may direct in confidence the criticism to appropriate individuals who are able to offer advice and assistance.** (See note following #10)
6. The teacher acknowledges the authority and responsibilities of the BCTF and its locals and fulfills obligations arising from membership in his/her professional union.
7. The teacher adheres to the provisions of the collective agreement.
8. The teacher acts in a manner not prejudicial to job actions or other collective strategies of his/her professional union.
9. The teacher neither applies for nor accepts a position which is included in a Federation in-dispute declaration.
10. The teacher, as an individual or as a member of a group of teachers, does not make unauthorized representations to outside bodies in the name of the Federation or its locals.

NOTE: It shall not be considered a breach of Clause 5 of the Code of Ethics for a member to follow legal requirements or official protocols in reporting child protection issues.

2010/2011 STA Executive

Here are the folks that have agreed to represent you on this year's STA Executive. There are still a couple of vacancies... please call the STA Office if you are interested in joining us.

President:	Sean Hayes
First Vice President:	Donnie Peterson
Second Vice President:	Amanda Wilson
Secretary:	Sara Jolivet
Treasurer:	Gloria Hawkins
Local Representatives:	Donnie Peterson and Mike Ewan (also remains Bargaining Chair)
Professional Development:	Holly Mair
Program:	Vacant
Professional Communication:	Vacant
Social Justice:	Pat Stevens
Teachers-on-Call:	Anne Stewart
Health and Safety:	Patsy McCarter
First Nations:	Ginny Underwood