

October 2018

S.T.A in TOUCH

A Newsletter of the Saanich Teachers' Association -- BCTF Members of Local #63 (Saanich)

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President's Message

Welcome back! We are in year two of the implementation of our restored language. Not only is it year two of the implementation, we are also entering a bargaining year. Earlier this week, we held a General Meeting, and BCTF president Glen Hansman was able to update us on what is happening at the provincial level as we prepare for bargaining. These preparations include the BCTF Bargaining Conference that **Mark Skanks**, **Anne Stewart**, and **Amanda Byrne** will be attending on your behalf at the end of the month.

There are other exciting things happening in the District, as you know **Mark Fraser** the Assistant Superintendent has declared his retirement, and the Employer is currently in the process of selecting his replacement. We should know who the next Assistance Superintendent is by the next edition of the STA-in-Touch.

These are my goals for this year:

- **Getting out to schools more often:** I have let staff representatives know that I am happy to come and visit them at their school, the staff committee, or the whole staff. It can just be a question and answer periods, or I can come to give a presentation on a topic of your choice. If I visit on your soup club day, please let me know. I'll bring Jamaican Jerked Chicken Soup.
- **Raise the overall awareness of the Collective Agreement among the members:** This year I will be hold almost monthly Contract Awareness Seminars or Presentations. In September, the seminar topic was D.1.5 and Remedy. See below for upcoming topics. Given that we have so many new teachers, it is important that we offer as many opportunities for those teachers to get to know the collective agreement.

Best of luck this year,
Don Peterson
 S.T.A. President
 Lp63@bctf.ca

President's Report

by Don Peterson



Contract Awareness Seminars and Presentations:

All the Contract Awareness Seminars and Presentations will be held at the STA office. Please RSVP as seating is limited. Depending on demand on a particular topic, we may change the location to accommodate more members. RSVP by sending the STA an email at: staoffice@SaanichTeachers.com

4:00pm, October 17th, 2018 – Evaluations:

If you are being evaluated this year and would like to know more about the Collective Agreement says about evaluations, please drop by!

4:00pm, November 21st, 2018 – Leave of Absences:

Our Collective Agreement offers a variety of Leave of Absences. This seminar will cover all such leaves, except for Pregnancy and Parental Leaves.

4:00pm, January 16th, 2018 – Pregnancy & Parental Leaves:

Pregnancy and Parental leaves are some of the most complicated leaves that we have in our Collective Agreement. I will give you up to date information on not only what our Collective Agreement says about them, but also what the Employment Standards Act, and Employment Insurance Act says.

Committee Appointments

During September, the STA was very busy appointing members to various committees. Please note that we have not yet been able to appoint members to all of our committees. If you have questions about any of the vacancies, please feel free to contact me.

- **Grievance Committee:** *Don Peterson, Mark Skanks, Taryn Mah, Sarah Loeb, Deryck Ball, and Shauna White*

- **Joint Implementation**

Committee: *Don Peterson, Jennifer Alberring*

We still have vacancies for this committee for Middle School Representative and Secondary School Representative.

- **Joint Professional Development Committee:**

Darcy McNee, Brock Simmonds, and Ruth Wadsworth

We still have vacancies for Elementary and TTOC.

- **Local Election Contact:** *Michael MacEwan*

has been appointed as the local election contact. He will be relaying information on the municipal elections and setting up an All Candidates meeting for the School Trustee Candidates.

- **Executive Committee:** We still have a vacancy for the position of TTOC Representative.

Unused Remedy

Teachers who are owed remedy from last year, are still owed that remedy. The MoA says this:

In the event that it is not practicable to provide the affected teacher with any of these remedies during the school year, the local parties will meet to determine what alternative remedy the teacher will receive.

This week, the STA has been in meetings with the employer on determining the alternative remedy. We were hoping that we could come up with an agreement. There are over 500 days of remedy that is owed. Naturally, we want teachers to be able to access their unused remedy as soon as possible to avoid similar issues that we had last year. The more time teachers have, to access their remedy, the greater the possibility that the remedy will be used by the end of the school year. There are a few points

that we are still stuck on, and we hope to have an agreement soon.

Remedy for this year

According to the MoA, remedy for this year should be in place, and teachers should know how much remedy they have for the month of October. This does not appear to be the case for most teachers. The employer had a plan to have remedy in place for November 1st. The STA is in active conversations with the employer over D.1.5 and other aspects of remedy and hope that teachers will start to receive their remedy during the month of October as the value of their remedy becomes known.

- B. Teachers of classes with the restored class size and composition provisions will become eligible to receive a monthly remedy for non-compliance effective October 1, 2017 (or 22 calendar days from the start of the class) as follows:

Preferred Last Names

Another topic that the STA has been in conversations about is around the issue of last names with the introduction of the new technology. It is common people who have been married to use their married name in their personal life, and the name they were born with in their professional life. Many teachers have built a reputation around their birth name, and do not want to lose that reputation and rebuild it under a new name. I have been in contact with a few teachers who are concerned about this. I have spoken to HR about this issue.

According to HR, they need to use the teacher's actual legal name for the reporting of pensions and Canada Revenue. Because of the new technology, this requires that the teacher's actual legal names to be used for all aspects of employment. The STA does not believe this should be the case.

The STA has taken note that the majority of teachers who are affected by this issue are women. The Employer is actively addressing this issue, but if you believe you are affected by this issue, and you have not contacted the STA office, please do so.

New FSA

Unfortunately, the government is not yet committing to have data from the FSA masked in a way to stop

the ranking of schools. As a result, the BCTF and STA continue to oppose the FSA. We had hoped that with the introduction of the revised FSA, that our concerns with the FSA would have been dealt with. There are two main concerns that we have:

1. The data collected from the tests will still be used to rank schools.
2. The timing of the tests is not an appropriate time. It is too early in the school year, and this year, teachers have enough to deal with. We have new curriculum and our reintroduced language.

Until the data collected from the FSA is protected from being used to rank schools, the BCTF will continue to oppose the test.

This year, I understand that many Grade 4 and 7 teachers have been asked to give up their lunch break to receive information about the FSA. The STA considers this to be in-service, and really should have been dealt with as released time. Administration should not be holding mandatory staffing meetings during lunch breaks, unless your D.22.2 agreement allows them to do this. (See Staff Committee Corner for D.22.2)

That does not really sound right...

Our Collective Agreement is a complicated document. It is important that you know it or seek advice when you are unsure of something. If you do seek advice, but the advice you have received does not sound quite right, give me a call or send me an email. This month, I have received emails from members where the Employer has given an interpretation on a part of our Collective Agreement that the STA disagrees with. When the STA is aware of the employer's communication to members, we are able to intervene and discuss our different points of view as they become known. A recent such case deals with Statutory Holidays. See the next section.

Statutory Holidays

- B.31.2 When a statutory holiday falls on a normal school day (Monday - Friday) and a part-time teacher is not scheduled to work on that day, the teacher shall be granted equivalent time-off, prorated on the basis of the teacher's assignment, with the Board assuming the cost of the teacher teaching on call.

There is a statutory holiday scheduled for Friday, you do not work Friday, and your point time is 0.8. What happens?

If you are working a 0.8 contract and the statutory holiday falls on a day that you do not work, you also don't work, but you also earn 0.8 time-off. This time can be accrued to be used during the school year.

The STA recently became aware of communication from the Employer that stated the intent of the clause was that the teacher would take their time off

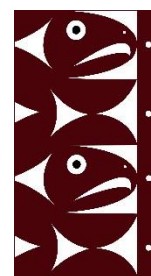
close to the statutory holiday. The STA disagreed, and discussed the issue. After the conversation, the Employer has acknowledged that it is their preference that teachers use their time-off soon after the statutory holiday, but the clause does not put limits on the teacher on when they can access their time-off.

Don Peterson
S.T.A. President

Social Justice Report

by Amanda Byrne-Jungen & Ayala Johnson

Social Justice Dates for October & November



October	
1:	International Day of Older Persons
1:	World Habitat Day
1-5:	National Family Week
2:	Gandhi's Birthday
16:	World Food Day
17:	International Day for the Eradication of Poverty
18:	Person's Day
24:	World Development Information Day




Women's History Month

November	
5-11:	Veteran's Week
11:	Remembrance Day
11-17:	BC Multiculturalism Week
20:	National Child Day
20:	Transgender Day of Remembrance
23:	Buy Nothing Day
25:	International Day for the Elimination of Violence Against Women—16 days of action begins



Antipoverty Month

- ★ A full calendar of events can be found on the BCTF website: [National/International SJ Calendar](#)
- ★ Looking for more information on Social Justice? Check out the [BCTF Social Justice](#) tab.
- ★ This month's Seed of Justice: **Spotlight on Peace & Global Education**
- ★ For past issues of the BCTF Social Justice Newsletter: [Seeds of Justice](#)

Amanda Byrne-Jungen & Ayala Johnson
socialjustice@saanichteachers.com

STA Program Report

by Luanne Marchand



YOU'RE INVITED!

The BCTF & STA annual



INDUCTION CEREMONY & RECEPTION

WHEN:

Tuesday, October 23, 2018
5:00 pm – 7:00 pm

WHERE:

Brentwood Lodge & Spa – Garden Room
849 Verdier Ave, Brentwood Bay

WHY:

This event is intended for those contract teachers and Saanich-based TTOCs who have not yet been officially inducted into the BCTF.

The evening will include welcoming comments from STA president, Don Peterson and an executive member from the BCTF.

Inductees will be presented with a BCTF Membership Certificate, BCTF pin and a **one-year free PSA membership.**

PLEASE RSVP

by

Tuesday, October 16

to:

staoffice@saanichteachers.com

or

778-426-1426

Hors d'oeuvres and a no host bar will be available at the ceremony.

Luanne Marchand
program@saanichteachers.com

Staff Committee Corner

by Don Peterson



D.22:

Last month, I suggested that Staff Committees consider D.22 of the Collective Agreement. This is the clause that deals with making joint decisions around staff meetings. If your school has made such an agreement with your admin, please forward it to the STA. If your school has not yet made such an agreement, we strongly encourage you to do so. The STA developed a template agreement that you could use. If you would like it, please contact the STA office.

D.3.10:

Each school will be allocated a portion of \$35,000 to facilitate School Based Team meetings. Your school's exact share is being determined by the Joint MoA committee. The allocation will be based on Oct. 1st numbers.

The purpose of this money is to release teachers for SBT and IEP meeting or for teacher/EA consultations.

“School staff committee and the administrative officer shall jointly determine the portions of each of each school's allocation which will be applied for the above purpose”

In other words, the staff committee of the school will have a say in how their share of the \$35,000 will be spent.

Questions from the Membership

Last week, I took a G.24 Discretionary Leave and had the average cost of a TTOC deducted from my salary, but a TTOC was not engaged. If a TTOC is not engaged, should I still have the average cost of a TTOC deducted from my salary?

This is a great question, and the STA and SD63 dealt with a grievance on this very issue back in 2007. Here are some points from the grievance settlement that was written on April 12th, 2007, that deal with your question:

- *All teachers, including both enrolling and non-enrolling teachers, taking a discretionary day will have the cost of a TOC deducted from their pay regardless whether TOC replacement was required for that day.*
- *In the case of a non-enrolling teacher using a discretionary day, the administrator may bank the TOC time for use at a latter time within the same school year.*

So, if you take a G.24 Discretionary Leave day, but the TTOC is not engaged during your absence, please note that the administrator should be banking that time. What is important is that you have paid for a TTOC, and if you have paid for a TTOC out of your own pocket, we need to be sure that a TTOC is getting the work that you paid for.

I suspect that the banking of TTOCs as a result of G.24 is not implemented consistently across the District, I would encourage that you check in with your administrator to be sure that the banked TTOC time is being recorded.

Local Representatives Report

- **Have you ever wondered how the BCTF develops its position on particular issues?**
- **Is there a way for you to influence the BCTF's position?**
- **Is there an issue that you would like the BCTF to take a position on?**
 - **Is there something you would like the BCTF to do differently?**

Yes, in fact, there is a process that allows you as a member to bring an idea forward.

This how it is done:

Step One: Come up with an idea.

Step Two: Send your idea/motion to the STA Staff Representative Meeting.

Step Three: All ideas sent in will be debated by staff representatives and if approved will be sent to one of the BCTF decision making bodies, Executive Committee, Representative Assembly or even the BCTF AGM.

The STA-Staff Representative Meeting on **November 7th, 2018** will have a focus on motions that STA members have put forward that could be sent to the BCTF AGM. In the recent past, the STA has not sent any motions to the BCTF AGM. Perhaps, once our members are aware of this process, we might see teachers across the province debating our ideas.

If you have an idea, send it to either Don Peterson, Luanne Marchand, or Elaine Ting and we will help you get your motion on the Agenda for our next Staff Representative Meeting. Please note, that if you want your idea to go to this year's BCTF AGM, the deadline to submit is the November STA-Staff Representative Meeting.

Notes from the STA Office



We'd like to *welcome* our newest member to the STA family:

Gracyn Elle Peterson

Congratulations, Don & Bronwen!



Emailing the STA Office?



Need to email the STA office, but not sure who to email?

We have **two** email addresses:

- ★ If it is highly confidential, email Don Peterson at: Lp63@bctf.ca
- ★ If it is confidential and you do not wish it to be sent through the district email account, email us at: staoffice@saanichteachers.com
- ★ Want to send an email to our (non-confidential) Outlook account (replacing the Zimbra address): sta_office@saanichschools.ca



Are you moving? Has your name changed?

Are you moving or have you moved in the past year? Have you changed your name? Don't forget to let the us know.

- ★ Please send the STA office an email with your new name and/or contact information. sta_office@saanichschools.ca
- ★ Also, be sure to update your personal information at:
 - [BCTF Member Portal](#)
 - [School District 63](#)
 - [Teachers' Pension Plan](#)
 - [Teacher Regulation Branch](#)



Monthly Contest



Every month we have a very challenging question that can be answered by reading the current edition of the STA- in-Touch. If you answer the contest question correctly, you will be entered in the draw for the monthly prize.

QUESTION
OF THE
MONTH

This month's question: *When & where is this year's Induction Ceremony for new teachers and TTOCs?*

Please email your answer to Deryck Ball dball@saanichschools.ca by **Monday, October 29, 2018.**

Good Luck!

Let's Get Social!

The STA is getting more and more connected to the world of Social Media. Join us!

Our **website:**



www.saanichteachers.com

Follow us on **Facebook:**



Saanich Teachers' Association

Follow us on **Twitter:**



@BCTF63

Phone us:



778-426-1426

Our **mailing address is:**



**6843 Central Saanich Rd.
Victoria, BC V8Z 5V4**

Email us:



**staoffice@saanichteachers.com
sta_office@saanichschools.ca**

IMPORTANT DATES FOR STA TEACHERS

EARLY DISMISSAL DAYS: 1 HR TO FACILITATE PARENT/TEACHER INTERVIEWS

Brentwood Elementary	Nov 14	Nov 15	Mar 6	Mar 7
Cordova Bay Elementary	Oct 23	Oct 24	Oct 25	
Deep Cove Elementary	Oct 10	Oct 11	Nov 27	Mar 7
Keating Elementary				
KELSET Elementary	Oct 4	Nov 21	Nov 22	Feb 28
Lochside Elementary	Nov 6	Nov 7	Nov 8	Mar 7
Prospect Lake Elementary	Oct 23	Oct 24	Oct 25	Feb 28
Sidney Elementary	Sept 26	Sept 27	Dec 5	Mar 6
Bayside Middle	Sept 20	Oct 10	Oct 11	
North Saanich Middle	Sept 19	Sept 20		
Royal Oak Middle				
Claremont Secondary	Sept 26	Nov 29	Feb 12	Apr 11
Parkland Secondary	Oct 18	Nov 29	Feb 7	May 9
Stelly's Secondary	Sept 27	Nov 21	Feb 21	May 2

NON-INSTRUCTIONAL DAYS

Friday, October 19, 2018	Province Wide
Friday, November 23, 2018	School Based
Monday, January 28, 2019	Curriculum Implementation
Friday, February 15, 2019	Tri-District
Monday, March 4, 2019	School Based
Monday, April 8, 2019	School Based
Friday, May 10, 2019	Ministry Priorities

Winter Break: December 24 – January 4, 2019

Spring Break/School Closure: March 18 – March 29, 2019

LAST DAY OF CLASSES: THURSDAY, JUNE 27TH, 2019