

SAANICH TEACHERS' ASSOCIATION

December 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

No matter how you celebrate during our two-week break, please enjoy it. The time off is well deserved.

As usual, I am hearing about the various places members are planning to head off to. I will once again be headed up to Golden, BC, to enjoy a true Canadian Winter. Many people will be staying home, and some off to warmer place. Regardless of where you end up, enjoy your time with friends and family. We all looking forward to working with you when you return.

- *People don't notice whether it's winter or summer when they're happy.* – Anton Chechov

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Don Peterson
S.T.A. President
Lp63@bctf.ca

President's Report

by Don Peterson

Remedy

Please be patient with Remedy. All teachers at this point who are owed remedy, should be able to access remedy. Please keep in mind that remedy is still being tracked a month behind. Therefore, the remedy email you may have just received is stating what your remedy is for November. This is what remedy you will accrue for November. It is not what your total remedy is. You should be able to see the accrual and usage of your remedy on the your ESS dashboard. If you do not believe your remedy is being tracked correctly or have questions about how your remedy was calculated, please respond to HR. When you do, please feel free to CC me on that email to loop me in. You can even contact me first as I am able to clarify many issues. Please keep in mind that the employer is currently tracking 800+ classes that are not in compliance.

Non-enrolling teacher replacement or reassignment

This year we have seen a reduction in the number of times that non-enrolling teachers have not been replaced or the number of times that they have been reassigned as a result of the Teacher Teaching on Call Shortage that we have had. This is clearly a step that should ensure that the specialty services of students are not being lost. There, nevertheless, have been cases of this occurring. What is important for everyone to be aware is that tracking cases where non-enrolling time is lost is necessary. Now that there are required minimum ratios for many of our non-enrolling positions that need to be maintained, when non-enrolling time is lost that time needs to be removed from the ratios. Now for many of our non-enrolling positions, we are well above the require rations, such as LA and IST/Behaviour Support, there are several non-enrolling positions where we are very close to the ratios. ELL and TLs ratios are so close to the ratios that it could be a matter of a few days of

non-replacement or reassignment that will bring us below the ratios. So please be sure you are replaced.

BCTF AGM Delegates

The BCTF AGM is coming up in March. This year the meeting is in our hometown of Victoria. It will be at the Victoria Conference Centre on March 16th-19th. The STA will be electing delegates for this meeting at the February 19th, 2019, STA Special General Meeting.

The BCTF AGM elects the BCTF Executive, sets the free for the following school year, and makes many of the Federation's important decisions. There are many presentations, social events, including the famous Solidarity Night events throughout the four days. This should be an interesting AGM as Glen Hansman our current president will be stepping down, so we will be electing a new BCTF president.

If you would like to put your name forward to be a delegate, you can nominate yourself by putting your name forward at the STA Special General Meeting in February. Or, if you know in advance that you are interested, you can email me at lp63@bctf.ca, or respond to the "Call for Interest" that will be going out in January.

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, January 16th, 2019

Pregnancy & Parental Leaves:



Pregnancy & 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 Employments Insurance Act says.

If you are considering accessing pregnancy or parental leaves at some point during your career, please come to this important seminar.

Don Peterson
S.T.A. President

TTOC Report



by Chelsea Craddock

TTOC Holiday Social

As the new TTOC representative, my first order of business was to organize a get together for the TTOCs. We will be having dinner at the Waddling Dog next Thursday. It will be a chance for the TTOCs to get to know one another, enjoy a meal, and celebrate the upcoming holidays.

When: Thursday, December 13th
5:30 pm

Where: Waddling Dog
2476 Mt Newton Cross Rd

RSVP: ccraddock@saanichschools.ca



Food will be covered by the TTOC social fund!

If you missed the email but would like to attend, please let me know by December 12th. You can email me at ccraddock@saanichschools.ca

Pro-D Chair Report



by Brigid Skelton

Tapestry Tri-District Conference: February 15, 2019

There was an unusually large and varied collection of workshop proposals this year and extra time was needed to sort through them all! It should be an excellent conference this year, with plenty to choose from for educators teaching at all levels. Online registration is expected to go live next week. All registration, scheduling and payment will be through a single website this time, and there will be no last-minute on-site registration at the conference. An informational poster will appear in your staff rooms soon!

Social Justice Report



by Amanda Byrne & Ayala Johnson



Claremont Secondary is hosting a movie event on Monday December 10th at 7 pm, featuring the documentary "Picking up the Pieces: The Making of the Witness Blanket". The showing of the documentary will be followed by a question and answer period with Carey Newman, the artist responsible for the Witness Blanket.

Social Justice Dates for December & January

- ★ 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 Women's Issues](#)
- ★ For past issues of the BCTF Social Justice Newsletter: [Seeds of Justice](#)

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

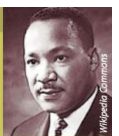
December

- 1: World AIDS Day
- 2: International Day for the Abolition of Slavery
- 3: International Day of Disabled Persons
- 5: International Volunteer Day
- 6: National Day of Remembrance and Action on Violence Against Women
- 10: Human Rights Day
- 18: International Migrants Day



January

- 15: Martin Luther King Jr. Day
- 17: Raoul Wallenberg Day, credited with saving 100,000 Hungarian Jews during the Second World War
- 21-25: No Name Calling Week
- 29: National Day of Remembrance and Action on Islamophobia



Staff Committee Corner

by Don Peterson

I do not have an update for Staff Committee Corner this month. I have been encouraging staff committees to consider the D.3.10 agreements for the SBT/IEP meeting release. It is my plan, in January, to request information from the School District to ensure that the D.3.10 money is being spent for what it is intended.



Know Your Collective Agreement

Congratulations to Ayala Johnson for winning the first edition of the, "Know Your Collective Agreement." A gift card is in the mail for you!

This month:

Paper Waster

You get so fired up by this Collective Agreement scavenger hunt that you decide to print the entire Collective Agreement using the office printer. The vice principal sees you doing this and reprimands you for wasting school district paper. They tell you that if you want a copy of the Collective Agreement, the union needs to provide it. **Are they right? Include the Contract Clause.**

Last month:

File Fiddling

You are in your principal's office one day, and you notice a 3-inch thick file with your name on it. You ask her what it is, and she tells you it is your personnel file. You ask if you can have a look at it. At first, she tells you absolutely not, but when you insist that you have a right to see it, she says to come back tomorrow to have a look at the "stuff" you are allowed to see." **What are your rights? Include the Contract Clause.**

Answer

According to **Article E.24**, a principal "*shall grant as soon as possible*" access to a teacher's personnel file. The same is true for the files kept at the Board Office. This article also says that teachers must be informed "*whenever material of a critical or disciplinary nature is place in his/her file.*" There should be nothing to hide, and therefore immediate access should be granted in this case.

Questions from the Membership

There is still no consensus on my D.1.5 form, and it appears that the Employer simply went with their number. What's up with that?

One of the big things we have heard from members about remedy, is they want it in place sooner. Last year, teachers could not access their remedy until there was a D.1.5 agreement in place. This gave the optics of the Employer withholding remedy until an agreement was made; however, that was just optics, definitely not their intent.

This year in order to get remedy out sooner, it was agreed that if both you or the Employer's D.1.5 number would draw remedy, that the lesser amount would be drawn. The lesser amount would usually be the Employer's number. This does give the optics of the Employer simply going with their number, but the intent is to get remedy out to teachers and students sooner.

Remedy and D.1.5 are still relatively new concepts, and the STA and the Employer are working through processes that will allow the faster processing of the D.1.5 forms where consensus has not been achieved.

What Does the Union do for Me?

This month, I will talk about Professional Development. This is a bit of a surprise for many members to know that Professional Development falls within the scope of the union. In Saanich, we have such a strong Professional Development Committee, with its own Executive Committee, that many members think it is an organization of its own, but in reality, it is a function of your union. Our Collective Agreement requires the Association to put aside some of your dues to go into the Professional Development Fund. The Collective Agreement also requires that the employer put money into the fund as well. All teachers have access to funds, though each school will determine what exactly this should look like. The Professional Development Committee puts on Professional Development activities such as the big Tapestry conference that is held in February (I am already hearing great things about it). They advise the employer on the dates of our NIDs. They are also responsible for putting into place the very complicated, but efficient process for teachers to be reimbursed for their Professional Development spending. This year, there already has been over 150 Professional Development cheques signed. Each cheque requires the duties of at least 5 people to process. That would be you, your school based ProD rep, Maren Chapman (ProD Co-Chair), myself, and our office staff Audrey Hayes.

If you have any questions about Professional Development, please approach your ProD rep at your school.

Notes from the STA Office

by Audrey Hayes



Are you retiring this year?



Don't leave without saying good-bye! Let the STA office know when you are retiring and be sure to give us your forwarding email address so that we can send you details about the STA Retirement Banquet in June.

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



Wishing you all a safe, relaxing, rejuvenating holiday with family & friends!

See you in the New Year.

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 is the next Contract Awareness Presentation and what will the topic be?*

Please email your answer to Deryck Ball dball@saanichschools.ca by **Monday, January 7, 2019**

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	Nov 22	Feb 28		
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	Oct 16	Oct 17		
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