

SAANICH TEACHERS' ASSOCIATION

STA-in-TOUCH

April 2025

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

President's Report

by Don Peterson

Let's Chat about Staffing!

Over the next few issues of the STA-in-Touch, I am going to discuss the Spring Staffing process in detail. Staffing, as I am sure you are all aware can be a rollercoaster of emotions and anxiety on what to expect for the following year. Many of you will already know where you will land next year, but for many of us, we may be needing to change grade levels, we might need to change schools. Some of us are not even sure if there will be positions available for us next year.

During the staff process, it is hard to avoid conversations about the various scenarios that might occur across the District or even just within your school. Please be cognizant about staff room conversations and how those conversations could impact your colleagues.

There are three important phases for the Spring Staffing Process for teachers. Each month, we will discuss them in detail.

- April - Mobility Postings
- May – NOIL Process
- June – Round 3 Postings

So here we go:

Mobility Postings (Round 1)

The first round of mobility postings will be coming out on May 1st, 2025. These will be vacancies for continuing positions for the following year. Generally, these positions have been made available through retirements, resignations, or are newly created positions. For the positions that are available through the retirements and resignations, it is expected that the positions will be posted they were vacated (Post as vacated)

There are a few exceptions to "Post as Vacated"

- If the position combines teaching areas that require an unlikely combination of teaching qualifications, the Employer will break off the posting into a smaller set of postings.
- If all or a portion of the position no longer exists as a result of program decline, the position could be posted as a smaller position or not posted at all.

- If there is a reduction in the number of divisions or subject blocks in the school and posting the vacated position would result in one or more senior teachers receiving a NOIL, some of the position could be reassigned to the senior teachers to avoid them receiving a NOIL.

When such postings are split only the components that exceed 0.3 FTE need to be posted at this time. The smaller positions will be posted at another time in Round 3. In all cases the Association will be notified when there is an exception to the “Post as Vacated” rule.

Mobility postings will be awarded to senior qualified applicants. It will also be assumed that the successful applicant will vacate any position they are currently holding unless:

- The new position’s schedule does not conflict with the schedule of the new position. In such cases, the successful applicant will be able to hold both positions, provided that the FTE is not greater than 1.0
- If the successful applicant’s new position is in their current school, they may choose the portions of both positions that they wish to keep. The remaining dropped portions of the positions will be posted at another time.


After the first round of mobility, we will have the NOIL round. We will discuss that next month. However, the first week of June will be another round of mobility. After that we will hit Round 3. To be discussed in June.

There are two other items for mobility that are important to discuss.

- Temporary Mobility Postings: During the first week of June, there will be Temporary Mobility positions being posted. These will be a result of members declaring leaves for the full year. This gives members a chance to try out a different school for a year, but for the following year, they will be placed back in their original school. The most common such position would be the position that is owned by the Association’s President. Though these positions give an opportunity for temporary mobility, we generally find that the successful applicants are typically members who do not yet have a position for the following year.
- Despite the time of year, any continuing position that is 0.75 or greater will always be posted as a mobility opportunity. Also any IST, LA, Counsellor, ELL, and TL position that is greater than 0.5 FTE will also be posted as a mobility opportunity.

That is it for Mobility! In a few weeks, I will discuss the NOIL round.

Call for Interest

We are currently seeking nominations for positions on the **Executive Committee**. If you are interested in any of the listed positions, feel free to reach out to myself at lp63@bctf.ca and I would be happy to chat with you about any of the roles:  STA - Opportunities for Members

-  2025-2026 Executive Committee - Treasurer (1)
-  2025-2026 Executive Committee - Teacher Teaching on Call Representative (1)
-  2025-2026 Executive Committee - Social Justice Representative (1)
-  2025-2026 Executive Committee - Secretary (1)
-  2025-2026 Executive Committee - Professional Development Chairperson (1)
-  2025-2026 Executive Committee - Member at Large (6)
-  2025-2026 Executive Committee - Local Representatives (2)
-  2025-2026 Executive Committee - Indigenous Education Representative (1)
-  2025-2026 Executive Committee - Health & Safety Representative (1)
-  2025-2026 Executive Committee - French Educators Representative (1)

- **W** 2025-2026 Executive Committee - Bargaining Chairperson(1)
- **W** 2025-2025 Executive Committee - Vice President (2)
- **W** 2025-2025 Executive Committee - President (1)

Upcoming Events

May 8th: 4:15 – Annual General Meeting - online ZOOM meeting. Link to come! Official invite coming to your district email.

June 6th – Retirement Banquet - Save the Date (see STA Events section below)

STA Events

STA / SAA Retirement Banquet

Save
THE
Date

Friday, June 6, 2025

Scottish Cultural

Centre

More details to come...

Mark your calendar!

BCTF Annual General Meeting

We had another wonderful year at the BCTF AGM. A big thank you to the delegation:

- Matt Coulson, KELSET
- Shelly Black, Keating
- Heather Trotter, ROMS
- Colin Stepney, Sidney
- Nathan Hudon, Bayside
- Shannon Toronitz, Itinerant
- Ruth Wadsworth, Claremont
- Shauna White, Bayside
- Natalie Bailaut, TTOC
- Amy Laorattanavech, TTOC
- Don Peterson, President

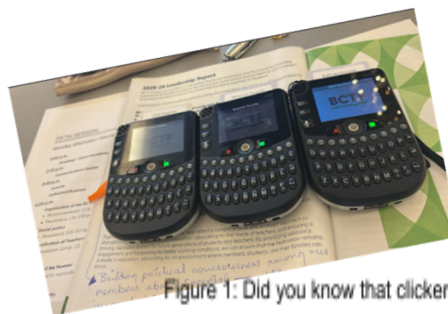
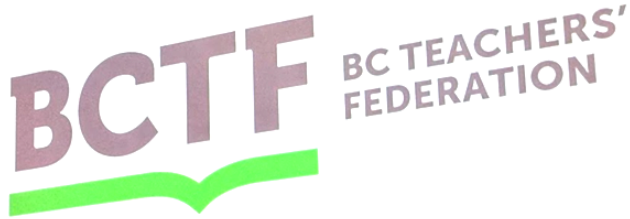


Figure 1: Did you know that clickers at the BCTF meetings came about because of a motion from Saanich?



You were a great bunch of members to hangout with at the AGM. I really enjoyed the 4 days together and getting to know you all a little better.

The 2025 BCTF Annual General Meeting focused on key issues such as mental health supports, teacher workload, and holding the government accountable for education funding and staffing commitments.

In his final President's Report, Clint addressed the widespread impact of uncertainty on staff well-being, student learning environments, and the urgent need for more counselors and support in schools.

Significant emphasis was placed on the pension report, which confirmed the Teacher's Pension

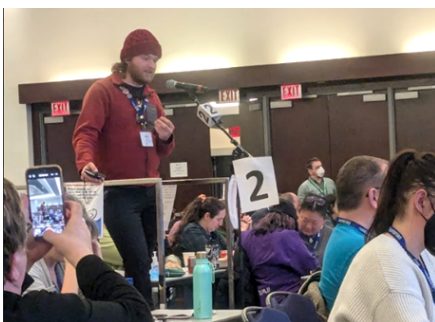
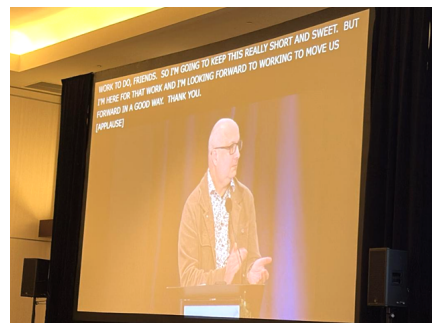
Plan is in strong financial health with a \$4.67 billion surplus and robust protections against inflation and economic risks.

The meeting also featured detailed updates on the BCTF's strategic communication campaign, aimed at raising public awareness about the teacher shortage and advocating for better education funding through advertising across various media platforms.

Leadership elections resulted in Carole Gordon being elected President, with Robin Toszczak and Winona Waldron as Vice Presidents, alongside five new Members-at-Large.

Financially, the BCTF maintains a \$4.6 million surplus and \$173.2 million in member funds, with no major fee changes in the 2024–25 budget.

– Matt Coulson LR and KÉLSET Teacher



Zone Meeting Information

On April 11th and 12th, I was lucky enough to attend the Vancouver Island North and South Zone Conference. At this event, several important topics related to TTOCs in our district and other districts were discussed, and the available communications and information will be shared with SD63 TTOCs to keep them informed. If you have any questions about the information you receive, please reach out to ttocs@saanichteachers.com.

May & June Events

The committee plans to hold several events throughout May and June of this school year to show appreciation to TTOCs in the district. We hope that these events allow for more collaboration and community building in our district and aid in TTOCs feeling valued and supported within the district. We, as a committee, are hoping to crowd-source some ideas from the local members about where we can hold these events, the days of the week which would allow you to attend, and what type of events our members would be interested in attending. We are hoping to diversify the events to allow the largest amount of our members and their families to attend.

May TTOC Appreciation Week

TTOC Appreciation Week is from May 5th – May 9th this year. We have plans of how we would like to appreciate our TTOC members but again, I am hoping for your input on how you would like to be appreciated. Any ideas can be directed to ttocs@saanichteachers.com and we will do our best to implement them this year or in the future.

Survey & Results

Thank you to everyone who filled out the survey. It helps us know the direction our advocacy should take and what issues are affecting TTOCs in our district. We are planning to create a presentation of the results we can take to district senior leadership to present the needs of TTOCs in our district. If you have any questions or concerns you would like addressed in the presentation please direct them to ttocs@saanichteachers.com.

Teaching Certification Renewal Reminder

A reminder to all TTOCs that if you have worked in April your annual practice fee of \$95 will be automatically deducted from your paycheque by May 15th, 2025. If you have not worked in April, you will need to directly pay the Teachers Regulation Branch of the Ministry of Education. For more information or to pay your fees directly please visit the TRB website: Pay your annual teaching practice fee - Province of British Columbia (gov.bc.ca). If you are employed in more than one district you will need to provide proof, such as a paystub, that another district has deducted the fee.

Mental Health Support Lines

BC Mental Health Support Line available 24 hours a day

310-6789 (no area code)

Do not add 604, 778 or 250 before the number. It's free and available 24 hours a day.

Suicide hotline: 1-800-SUICIDE

If you are in distress or worried about someone else. It's free and available 24 hours a day
1-800-784-2433

KUU-US Indigenous Crisis Line

1-800-588-8717 (toll free, 24/7 support available)

- Adults/Elders (250-723-4050)
- Child/Youth (250-723-2040)
- Toll free (1-800-588-8717)
- Métis Line (1-833-MétisBC)

Indian Residential School Survivors and Family

1-800-721-0066

Kids Help Phone

Text CONNECT to 686868

Notes from the Office

by Audrey Hayes & Marg Carr

Emailing the STA Office?

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

We have three 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: sta_office@saanichschools.ca

Moving, Name Change?

- ★ Are you moving?
- ★ Has your name changed?



Don't forget to let 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](#)



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. Check out our website for more retirement information:

<https://saanichteachers.com/retirement/>

IMPORTANT DATES FOR TEACHERS

Non-Instructional Days

~~Monday, September 23, 2024 — Ministry Priority Day~~

~~Friday, October 25, 2024 — Province Wide — PSA Day~~

~~Monday, November 18, 2024 — School Based~~

~~Friday, February 14, 2025 — Quad-District~~

~~Friday, April 11, 2025 — School Based~~

~~Friday, May 16, 2025 -- School Based~~

~~Winter Break: December 23 — January 3, 2025~~

~~Spring Break: March 17 — 21, 2025~~

~~Spring Closure Week: March 24 — 28, 2025~~

~~Administrative Day: June 27, 2025~~

LAST DAY OF SCHOOL: THURSDAY, JUNE 26, 2025