



ALBERNI DISTRICT TEACHERS' UNION

FROM THE PRESIDENT'S DESK

April 2009

We have been on the go since the last newsletter. The FSA Campaign, Professional Autonomy Initiative, Grievance settlements, Ongoing Class Size Average Arbitration, the finalization of the 2006-2011 Collective Agreement have been the major focus. However, we are ready to embark on our most important work of the year – the Provincial Election Campaign.

ADTU ENDORSES SCOTT FRASER (NDP) FOR M.L.A.

Teachers attending the April 15 General Meeting decided to endorse Scott Fraser for M.L.A. We also are contributing \$1500 to his campaign.

MAKING EDUCATION A VOTE DETERMINING ISSUE

Don Stevenson, our Local Election Contact, has been working steadily to develop materials and strategies that would promote public education as a vote determining issue. Don and I attended a BCTF workshop regarding provincial funding levels and learned that over the next three years, provincial funding levels will basically remain unchanged. As a result, many school districts, including School District 70 will face significant challenges in providing resources and programs to meet student needs. Surplus funds acquired by closing 5 schools in 2003 have been used up in an effort to “shore up” inadequate funding and the current estimate for 2009-10 is for a \$750,000 shortfall.

On April 7, the ADTU hosted a Provincial Election Strategy session attended by 12 members. Along with making public education a vote determining issue, the group decided that it would be worthwhile to include other community issues in our campaign. Other issues identified were Forestry Issues – export of raw logs, unsustainable practices on private forest lands, Seniors Care and Housing – forcing seniors to leave their home community for care and insufficient care levels, and Child Poverty – B.C. the highest Child Poverty rate in Canada. The Political Action Committee will be meeting regularly over the next four weeks to implement the strategies developed at the

Workshop. Everyone is welcome to attend. Please contact the ADTU office if you are interested in working with us.

ALL CANDIDATES MEETING – MAY 4 ECHO CENTRE

The Port Alberni District Labour Council is hosting an All Candidate's meeting on Tuesday, May 4 at 7 p.m. Echo Centre. Be sure to attend.

MAY 12 PROVINCIAL ELECTION

Make sure you are registered to vote. If you haven't yet registered or are unsure if you are registered please contact Elections B.C. Remember, democracy is not a spectator sport.

GAG LAW OVERTURNED

Gordon Campbell's attempt to silence his critics has received a significant blow with the recent decision of the B.C. Supreme Court that ruled the legislation as unconstitutional. The GAG law was intended to restrict various groups – particularly teachers, from engaging in election-related advertising for a period of 88 days prior to the election. The Supreme Court decision changed the restriction to 28 days before the election. Campbell is so concerned about his critics having a two-week period of free speech that he appealed the decision to the B.C. Court of Appeal but was again unsuccessful. If British Columbia is the “Best Place on Earth” why is Gordon Campbell desperate to silence his critics?

EXERCISE YOUR RIGHT - SPEAK OUT

Ongoing polling continues to show that the public appreciates hearing from teachers regarding the state of public education. Classroom teachers continually come out as the most trusted spokesperson on public education issues. The ADTU is encouraging teachers to write letters to the editor during the campaign period to help explain concerns from our classrooms. If you would like to participate in our letter to the editor campaign please contact the ADTU office. We will provide templates and training. For the quieter types, consider wearing a button or placing a lawn

sign on your lawn or an easy to remove bumper sticker on your car. Items are available from the ADTU office or look for Don Stevenson as he visits staffrooms over the next few weeks.

Speaking out conveys a message. Not speaking out conveys a message, too!

B.C. COLLEGE OF TEACHERS' ELECTION

The other election is for Vancouver Island Teachers to elect their representative to the B.C. College of Teachers for the next three years. Two teachers from Comox are running:

Fran Robinson	- BCTF Endorsed Candidate
Richard Walker	- incumbent and current chairperson of the B.C. College of Teachers

Information on both candidates will be sent to Staff Representatives for distribution. Teachers will receive their voting ballots in the mail at the beginning of May.

FSA CAMPAIGN – A HUGE SUCCESS!

Congratulations on a successful FSA campaign. With a strong 85% Yes Vote, teachers gained broad support on our positions that the FSA should be discontinued in its present form. Media outlets, parents, Dean's of Education and School Trustees supported our position. Even Education Minister Shirley Bond spoke against the Fraser Institute Rankings. Locally, teachers exercised their Freedom of Expression Rights and sent letters to parents via students in a sealed envelope. Grade 4 and 7 teachers can send letters to parents regarding FSA results. Please contact the ADTU office to receive a class set of letters. Well done and we look forward to the campaign continuing next year.

FSA FREEDOM OF INFORMATION REQUEST

The BCTF has initiated a Freedom of Information Request of the Ministry of Education for the names of BCTF members who assisted with the writing, reviewing or field testing of the FSA's. It is the BCTF intention to write to those members requesting that they no longer participate in such actions.

The ADTU have initiated our own Freedom of Information Request of School District 70 for the names of ADTU members who assisted with

marking the FSA's during the 2007-08 and 2008-09 school years.

YEAR END STAFFING

Due to budgetary pressures, SD70 is anticipating the reduction of 16 FTE teacher positions. Staff Reps have been provided with copies of the collective agreement sections that pertain to year end staffing procedures.

GRIEVANCES RESOLVED

- The District Seniority List has been corrected with 29 teachers now receiving their part-time work credited as full-time in accordance with the collective agreement. *Note: Seniority Calculations are ongoing to correctly credit teachers who were teachers on call with daily seniority for on-scale work since April 1, 2006 as well as crediting each day in a temporary appointment which has not been included in seniority calculations. A final updated list should be released by SD70 prior to May 1.*
- The ADTU grieved when SD70 hired a non-B.C. Certified teacher to a position in 2007-08 over a Certified B.C. Teacher. The Certified Teacher was awarded the position retroactively which has resulted in a conversion to continuing appointment.
- During the 2007-08 year, the ADTU grieved the Board's failure to provide equity of call out for Teachers on Call. The grievance was resolved with SD70 agreeing to provide up to \$5000 for TOC Professional Development Activities from April 1, 2009 to April 1, 2010. During this time period, TOC's will be eligible for Pro D Funding on an equitable basis with regular teachers which is to a maximum of \$500. Examples of eligible activities include Provincial Specialist Conferences held in October, other out of town or in district activities and the BCTF New Teachers Conference.
- A Certified TOC who was denied placement on the TOC list was placed on the TOC list for Ucluelet- Tofino.

- Teachers who were paid at the incorrect salary grid were awarded retroactive pay adjustments.
- A total of 14 paid discretionary days were given to teachers at Maquinna for difficulties experienced during the Seismic Upgrades Renovations and Heating issues in classrooms.

ONGOING GRIEVANCES

- A Professional Autonomy Grievance where a teacher was directed by the School District to administer Common Grade Assessment and to use Performance Standards to mark the tests is scheduled for Arbitration on June 23,24,and 25.
- A Professional Autonomy Grievance where 45 teachers were given letters of direction to mark Common Grade Assessments and to use Performance Standards to mark the tests is scheduled for Arbitration on September 8 and 9.
- A Provincial Arbitration on Bill 33 where we are alleging that SD 70 has violated the class size average for Kindergarten and Grades 1-3 during the 2006-07 and 2007-08 years is ongoing. The school district appears to no longer be incorporating guided reading groups into the class size average calculation.

PROFESSIONAL AUTONOMY INITIATIVE

The BCTF Executive Committee has approved up to \$25,000 to support our Professional Autonomy Initiative. The Key parts of the initiative include:

- A focus on Professional Autonomy for the February 2010 Professional Day
- A survey of teachers to determine how many mandated District Assessments they are required to do.
- Release time for teachers to attend ADTU and BCTF workshops on Professional Autonomy and Professional Rights
- Production of a DVD using local teachers speaking out about Common Grade Assessments and Professional Autonomy.

A Reminder:

- a) Teachers are encouraged to assert their professional autonomy rights to determine their instructional and assessment practices by:
 - i) Reporting student achievement to the School District based on a wide variety of teacher determined classroom assessment.
 - ii) If electing to attend Common Grade Marking Session, teachers will supplement the information from the Common Grade Assessment with classroom based assessment results.
- b) The ADTU will initiate a grievance if teachers are directed to use a specified Common Grade Assessment and/or Performance Standard, and/or are directed to attend a Common Grade Marking Session.

Note: At a Step 3 Grievance Meeting, School District 70 indicated that they would no longer require teachers to participate in Common Grade Marking Sessions. Participation would be voluntary. If you are ordered to attend a Common Grade Marking Session please contact your Staff Representative or the ADTU Office.

KNOW YOUR COLLECTIVE AGREEMENT

Teachers are sometimes expected by Administration to administer detentions or catch up session's afterschool and/or during the lunch time. Be advised that if you do it is your decision and you cannot be forced to do so by Admin.

ARTICLE 64 - DURATION OF SCHOOL DAY P

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| 64.1 | Each full-time elementary teacher's weekly instructional hours, exclusive of noon intermissions, shall not exceed twenty-three (23) hours and forty-five (45) minutes inclusive of preparation time as set out in Article 62 (Preparation Time). |
| 64.2 | Each full-time secondary teacher's weekly instructional hours, exclusive of regular noon intermissions, shall not exceed twenty-five (25) hours |

and forty-five (45) minutes inclusive of preparation time as set out in Article 62.

- 64.3 An elementary teacher shall not be required to offer instruction beyond an interval of six (6) hours per day.
- 64.4 A secondary teacher shall not be required to offer instruction beyond an interval of six (6) hours and thirty (30) minutes per day.
- 64.5 Notwithstanding the above, the school staff, with agreement of the administration of the school and the approval of the Board, may alter the duration of the school day for a specific purpose under the following conditions:
- 64.5.1 such alteration is confirmed by a seventy-five per cent (75%) secret ballot vote of all ADTU members on staff; and
- 64.5.2 the accumulated time shall be used for purposes for which the alteration was intended and will for such time which falls within the normal instructional day be attended by all staff unless excused by the administrative officer;
- 64.5.3 in the event that the activity extends beyond the normal instructional day an ADTU member's attendance shall be considered voluntary.

ARTICLE 65 - SUPERVISION DUTIES (NOON HOUR) P

- 65.1 No ADTU member shall be required to perform school supervision duties during the school's regularly scheduled noon hour intermission.

PROVINCIAL ARTICLE- REIMBURSEMENT FOR PERSONAL PROPERTY LOSS

- Where an employee's vehicle is damaged by a student at a worksite or an approved school function, or as a direct result of the employee being employed by the employer, the employer shall reimburse the employee the lesser of actual vehicle damage repair costs, or the cost of any deductible portion of insurance coverage on the vehicle up to a maximum of \$600.

PROVINCIAL ARTICLE – REIMBURSEMENT FOR MILEAGE AND INSURANCE

1. The current mileage rate is 49 cents/kilometer, increased by 5 cents per kilometer if travel is on a gravel road.
2. The employer shall reimburse an employee who is required to use his/her personal vehicle for school district purposes, the difference in premium costs between ICBC rate Class 002 (Pleasure to/from Work) and ICBC rate Class 007 (Business Class) where the employee is required to purchase additional insurance in order to comply with ICBC regulations respecting the use of one's personal vehicle for business purposes.

BCTF NEW TEACHERS CONFERENCE

We are proud to continue co-sponsoring with SD70 ADTU member attendance at the BCTF New Teachers' Conference. Sponsored attendees were: Sara Ruttan, Erin Watkins, Mary Ann Gillis, Janick Lenormand, Stephanie Spring, Tricia Hartman, Stephanie Prizeman, Kris Stanley, and Lori Henri. Thank you to SD70 Superintendent Cam Pinkerton for his continued support of this initiative.

CANADIAN LABOUR CONGRESS WINTER SCHOOL

With our involvement in the Port Alberni District Labour Council and as a member of the CLC, the ADTU was pleased to sponsor Tooie Casavant's attendance at the CLC Winter School in Harrison Hot Springs. Tooie participated in Union Counseling Workshops during the week-long event.

BCTF ANNUAL GENERAL MEETING

ADTU delegates to the BCTF Annual General Meeting were: Lisa Laslo, Ken Zydyk, Jackie Zydyk, Deb McGill and Jerry Swaney.

Our AGM resolution was carried:

“That the BCTF investigate the challenges, benefits, and reasons for retired teachers returning to work as Teachers Teaching On Call and the impact on the employment of non-retired TTOC’s, with a report to the 2010 AGM”.

An amendment was added to also investigate TOC call out procedures used throughout the province.

UTTU ELECTIONS

Congratulations to the Ucluelet-Tofino Sub-local Executive who were elected at a meeting on April 8. The new UTTU President and Second Vice-President of the ADTU is Kevin Nixon (USS). The Executive is completed with Christine Brice (Vice-President), Dianne Arentsen (Treasurer) Sandy Leslie (Secretary) and Erin Kostashuk (LR).

ADTU ANNUAL GENERAL MEETING MAY 20

Our Annual General Meeting will be held on Wednesday, May 20 at 4:00 p.m. in the Neill Middle School Library. Agenda will include the election of Executive Officers for 2009-10.

Available positions include:

President
First Vice-President
Secretary-Treasurer
Local Representative to the BCTF
Professional Development Chairperson
Working and Learning Conditions/Bargaining Chairperson,
Social Justice (2 spots)
Aboriginal Education Contact
Teacher On Call Representative
Member at Large

Please consider running for a position on the Executive Committee.

“If everyone left it for others to do, how would we have accomplished so much?”



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Election advertising has been authorized by the Alberni District Teachers' Union, registered sponsor under the Election Act, Ken Zydyk, President, 250 724-5021