



FROM THE PRESIDENT'S DESK

December 2009

EXECUTIVE APPOINTMENTS

Since the writing of our last newsletter, Debbie McGill has resigned from the Executive. Debbie served for three years as Teacher On Call Representative and also as Secretary-Treasurer for the past two years. We thank Debbie for her significant contribution to the ADTU and wish her well. Fortunately, we have a full executive with the following additional appointments ratified by the Representative Assembly: Christine Dornian-Teacher On Call Representative, Ilse Hill- Secretary-Treasurer, Heather Mallory- Social Justice Co-Chair, and Rita Sowden- Member at Large.

SD 70 OPERATIONAL REVIEW

The following ADTU position was approved at the November 21 Representative Assembly:

1. That any decisions resulting from the Operational Review must not result in erosion of existing collective agreement provisions (ADTU and CUPE).
2. That for educational reasons, the ADTU is opposed to a four-day work week.
3. That the current grade configurations be maintained.
4. That SD70 not close neighbourhood and community-based schools.
5. That we request SD70 run a deficit budget for 2010-11.
6. That we implore SD70 Board of Trustees to write a letter to the Minister of Education protesting severe underfunding of public education in British Columbia and specifically the detrimental effect on school programs in SD70.

So far the extent of cutbacks has been felt by us and CUPE. SD70 no longer plans to reduce administration during the 2009-10 school year.

RETIREMENT DINNER

On November 25, The Representative Assembly decided that for this year's retirement dinner there will be only one speech given per retiree. Either the retiree may speak or they may choose to have someone speak on their behalf. Our Retirement Dinner will occur on Friday, June 11, 2010.

FSA CAMPAIGN

Teachers are reminded not to volunteer to mark or provide practice sessions for the FSA. This year the FSA begins on January 18, 2010.

GRIEVANCE UPDATES

- District 1-3 Averages: SD70 has been found to have been in violation of the Grade 1-3 Class Size District Average for both 2006-07 and 2007-08. A remedy hearing was held on November 25 and 26 in front of Arbitrator James Dorsey. Dorsey has indicated that he will make a decision by January 11, 2010.
- Provision of Appropriate for Learning Supports: A grievance where, as part of the Bill 33 consultation process, a School Principal failed to deliver on a promise to provide an EA in order to provide an appropriate learning environment will proceed to Arbitration on December 16, 17 and 18.
- Excessive Instructional Time: A grievance where teachers in a school were required to work beyond the maximum instructional time for the 2008-09 year is proceeding to Arbitration.
- Mileage: Teachers who were required to travel to Parksville for Curriculum Implementation Day will have their mileage reimbursed by the School District.
- Posting and Filling: SD70 has agreed to post vacant positions as quickly as possible during the Spring Year End Staffing Process. This should eliminate the practice of School

Principals withholding positions until late in the staffing process and assist in making the process more transparent and fair.

-Duty Free Lunch: SD70 has assured us that there is not an expectation of teaching assignments for teachers to supervise such activities as pizza sales and concession during the lunch time.

-FSA Marking: We have initiated a grievance as SD70 did not follow the collective agreement by failing to consult with us regarding recruiting member volunteers to mark the 2008 and 2009 FSA's as well as paying teachers \$200 per day for marking without our permission as stipulated by Article 95 of the collective agreement

KNOW YOUR COLLECTIVE AGREEMENT

ARTICLE 10 - SCHOOL STAFF COMMITTEES P

- 10.1 Every school shall have a staff committee which shall be established by September 30 of each year.
- 10.2 The staff committee shall meet at least once each month to discuss and make recommendations on issues relevant to the teaching staff that could include any of the following:
- (a) teaching and learning conditions within the school
 - (b) school timetable and organization
 - (c) school staffing
 - (d) liaison with PAC
 - (e) school level budget
 - (f) other issues of relevance to the teaching staff other than personnel related matters.

- 10.3 The size, membership and operational guidelines of the staff committee shall be determined by each teaching staff except that an administrative officer from that school shall be entitled to be a member of the staff committee.
- 10.4 Should the school administrative officer(s) not implement a recommendation of the staff committee, the administrative officer(s) shall provide reasons orally at a meeting of the staff committee, or at the request of the staff committee, reasons shall be provided in writing.
- 10.5 When the administrative officer(s) of the school agrees that a staff committee member is required to perform staff committee work during regular instructional time, release time shall be provided.

Classes that Fall Outside of Regular Instructional Time (Letter of Understanding #5)

1. There must be agreement between the Alberni District Teachers' Union, the ADTU member and the Board before any assignment is scheduled outside the timelines set out in the Collective Agreement.
2. an ADTU member with an assignment which falls outside the prescribed time frames outlined in Article 64 (Duration of School Day) of the Collective Agreement will have time equivalent to the above assignment which will show on the ADTU member's timetable as "Time in Lieu". "Time in Lieu" is understood to belong solely to the ADTU member.

CLASS SIZE AND COMPOSITION REPORT-2009-10

Class Organization Numbers: Cause for Concern In the Spring of 2006, the Provincial Government passed legislation requiring the capping of class size and a limit of 3 students who are on an Individual Education Plan per

class for grades Kindergarten through Graduation. However, once again, the provincial government has failed to provide adequate additional funding to School Boards for meeting the legislative requirement. As a result, School District 70's Class Organization Report for 2009-10 indicates that it is becoming more difficult to meet the Class Size and Composition requirement as illustrated by the following chart:

	2007	2008	2009
Classes With More Than 30 Students	19	19	29
Classes With More Than 3 Students Who Require IEPs	114	97	207

The School District's Information indicates that approximately 1/3 of all classes in the district are oversized according to Provincial Class Size and Composition Legislation. It is time for the Provincial Government to provide full funding to meet Bill 33 requirements so that our students do not have to be in oversized classes.

BILL 33 MEETINGS-SECOND SEMESTER

Principals must engage High School teachers in Bill 33 consultation meetings within 15 days after the start of second semester.

Consultation meetings must occur for Grades 8-12 teachers if a class is over 30 students and/or have more than 3 students on an IEP. Teachers are advised to fully participate in consultation meetings keeping a written record of the meeting. Teachers are also strongly advised to not sign any document presented by administration.

INCREASE YOUR PURCHASING POWER-USE YOUR BENEFITS

Did you know that you can be reimbursed for prescription drugs, physiotherapy, massage, naturopath and chiropractor services? Learn about our Extended Health and Dental Benefits by visiting the Pacific Blue Cross website-. Our plan number is E020070 and your member number is your SIN. By visiting the website you can find information on coverage and also download a claim form. Sign Up for Caresnet and easily track your claim reimbursement. Make your money go farther by accessing your benefits.

BCTF NEW TEACHERS CONFERENCE

The Alberni District Teachers' Union will support up to 4 new teachers to attend the BCTF New Teachers' Conference March 26 and 27 in Vancouver. The criteria for selection includes:

- ❖ new to a teaching career (in first 5 years)
- ❖ has not received the ADTU subsidy in the past
- ❖ currently employed or actively seeking employment in School District 70

TOC's are eligible to apply and can also access the Grievance Settlement (info below) monies to help support their participation in the BCTF New Teachers' Conference. Look for our Application Notice in the New Year.

TOC GRIEVANCE SETTLEMENT-Funding for Professional Development Activities

Teachers on Call are reminded that they have until April 1, 2010 to apply for up to \$500 for Professional Development expenses. Contact us for an application form.

HEALTH AND SAFETY

WorkSafe BC Regulations require monthly meeting of worksite safety committees. It appears that such meetings are occurring very

infrequently. ADTU Worksite Safety Representatives are encouraged to work with our CUPE colleagues on Health and Safety Committees to insist that meetings occur. SD70 Health and Safety Training will occur for all Worksite Safety Representatives on Wednesday, January 20, 2010 at Wood Elementary School. Topic is Toxins in The Workplace. Watch for registration information from Harry Eberts.

SOCIAL JUSTICE

The ADTU Social Justice Committee held their inaugural meeting on November 12. A few examples of school-based Social Justice activities include: anti-bullying, Vow of Silence, food hampers, anti-racism, and awareness of child labour.

BCTF Training for SJ School Representatives is scheduled to occur on Thursday, February 25, 2010. If you would like to become an ADTU School Social Justice Representative please contact the ADTU Office.

BCTF ANNUAL GENERAL MEETING- ELECTION OF ADTU DELEGATES

The BCTF Annual General Meeting takes place during Spring Break- March 6-9, 2010 at the Hyatt Regency Hotel in Vancouver. Election of our four delegates will occur at our February 10, 2010 General Meeting.

MEETING DATES

All ADTU Members are welcome to attend any Representative Assembly or General Meeting. Meetings begin at 4:00 p.m. and are held at Neill Middle School with phone connection to Ucluelet Secondary School.

**Wednesday, January 20, 2010:
Representative Assembly**

Wednesday, February 10, 2010: General Meeting (Election of AGM Delegates and Induction of new ADTU members).

Saturday, March 6 through Tuesday, March 9, 2010- BCTF Annual General Meeting

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A stylized graphic with the text "Happy Holidays To All" in a bold, blue, 3D font. The letters are thick and have a slight shadow, giving them a three-dimensional appearance. The text is arranged in two lines, with "Happy Holidays" on the top line and "To All" on the bottom line.