



## FROM THE PRESIDENT'S DESK

January 2008

### FSA Marking - NO!

With FSA's just around the corner, ADTU members are reminded of the BCTF position that BCTF members, including TOC's and Retired Teachers, are not to volunteer to mark the FSA.

### Middle Schools Agreement Reached

ADTU and SD 70 reached agreement on Collective Agreement Language for Middle Schools shortly before going to Arbitration. Highlights of the agreement include:

- Preparation Time at 12.5%
- Maximum Common Planning Time (Team Meeting) at 48 minutes per week.
- Continuation of 3 Year End Administrative Days in which there must be time provided for individual teacher planning time.

The entire Middle Schools Agreement will be included in the 2006-2011 Collective Agreement.

### 2006-2011 Collective Agreement

Work continues on finalizing the 2006-2011 Collective Agreement. There is agreement on what is to be included in the document and the final editing stage should take place in the next few weeks.

### Teacher Recruitment and Retention Initiative

ADTU and SD70 will be submitting application by February 7, 2008 to the BCPSEA and the BCTF to include teachers at Bamfield Community School, Wickaninnish Community School, Ucluelet Elementary School and Ucluelet Secondary School in the Provincial Recruitment and Retention Initiative. The initiative provides for a 3% lift to the salary of teachers in accepted schools or school districts who meet provincial criteria for isolation and difficulties in attracting and retaining teachers.

### SD70 Special Education Review

On December 15, 2007 Dr. Richard Zigler from the Shuswap School District gave a preliminary report to his findings regarding Special Education in School District 70. Highlights of Dr. Zigler's report include:

1. Move from the current SERT model to a Learning Resource Teacher Model to address concerns of itinerant nature and time allotment of SERT to school level support. An LRT will be in charge of IEP development, chairing the school-based team and will provide more direct support to students. Need to address inundation of paperwork which is taking the SERT away from students.
2. IEP's need to reflect actual service to students. Discontinue use of Filemaker Pro and adopt North Vancouver web-based program (IEP Central) which allows for more detailed IEP's and faster transition to receiving school.
3. Provide time for EA's to regularly meet with classroom teacher, learning resource teacher and administration to coordinate service

delivery to students. Unrealistic to expect EA's to volunteer time.

4. Have regular, afterschool meetings between school administration and Director of Student Support Services.
5. Current case loads for Speech Language Pathologists are unrealistic and inappropriate. Move away from providing support at Middle and Secondary School levels and instead focus on early intervention. Speech Paths are currently burned out and frustrated- spread too thin.
6. Provide an Early Intervention Treatment Program for students from age 7-15 who have significant emotional and mental health issues and are impacting the health and safety, and mental health of teachers and students (violent behaviours).
7. Provide support for teachers to receive training for Special Ed. Supportive of SD70-Malaspina Post-Degree Diploma program. Need for regular in-service.

We are pleased that Dr. Zigler quickly identified many concerns that the ADTU has brought to the School District's attention over the past several years. We look forward to his final report and wish to thank all of you who took the time to participate.

## **February 22 Professional Development Day**

The brochure is out for our next District Day on February 22. Deadline for registration is January 24, 2008.

Also available is the Nuu- Chah- Nulth Tribal Council Professional Development Day at Haa Huu Paayak School and the ADSS J8 class Unicef Conference at ADSS. ADTU members can claim any expenses in attending any of the Pro Day opportunities as part of their Pro D Expense allotment.

### ***Reminder***

If you have a small group working on a Pro Development Activity feel free to submit the info to our Pro D Chair – Megan Reddick via the ADTU Office for inclusion in our brochure.

## **Grievance Settlements**

### **TOC Callout/Assignment**

When considering TOC reassignment, school administrators will be mindful of the following:

- That student teachers not be used as a “ non-certified” TOC and that provisions exist to ensure supervision of student teachers.
- That TOC' s not be used to provide additional relief time for principals or vice principals unless in emergent situation; and
- That attempts will be made to provide preparation time for TOC' s replacing teachers who are absent for extended periods of time, and where such preparation time is necessary for TOC' s to conduct lesson preparation and other teacher duties not normally performed on a day to day TOC callout basis.

### **Committee Membership**

A recent grievance settlement confirms that if the School District wishes to have a committee, teacher representatives to the committee must be selected by the ADTU.

### **2005-06 K- 3 Class Size Average Grievance Settlement**

Alberni was one of several locals who grieved a violation of Class Size Averages for grades K-3 during the 2005-06 School Year. Recently the BCTF reached agreement with BCPSEA that we would receive 20 TOC days, or the equivalent in cash, to be used by mutual agreement by the ADTU and School District 70.

A decision on how best to utilize the 20 TOC days was to be made at our January 23, 2008 Representative Assembly.

We also have K-3 Class Size Averages grievance from the 2006-07 and 07-08 that are scheduled for Arbitration.

## Conversion to Continuing

Think that you have converted to continuing status? Remember that it is up to the teacher to inform Greg Smyth. Teachers who have converted to continuing are eligible to bring their seniority and sick leave from a previous school district.

## Teacher On Call Work Shortage

At the ADTU Representative Assembly of November 21, 2007 delegates carried the following two motions regarding the financial situation of our Teachers' On Call working in the Alberni Valley:

1. That School District #70 (Alberni) not hire any more additional certified Teachers On Call for the Alberni Valley

And;

2. That School District #70 (Alberni) provide a voluntary list for those certified Teachers On Call who wish to be called for employment only after the "A" List has been exhausted.

Many Teachers on Call are facing serious and ongoing financial challenges due to a lack of work. This reduction in employment opportunities appears to be a result of an increased number of teachers on call available to work, reduction in school district staff development initiatives, and a healthier regular teaching staff. Not only is the current work shortage impacting the current financial health of our teachers on call, but it also will have a serious consequence for qualifying for Employment Insurance benefits.

The ADTU is encouraging those TOC's who are financially comfortable to inform the TOC Dispatcher to only call them when the A list has been exhausted.

## Social Justice Film Fest

### We Must Become the Change....

The **Human Rights Film Festival** is returning to Port Alberni on the weekend of **March 1-2**. The event will be held at ADSS and will include a

wonderful lineup of films. The productions come from all over the world and topics will include a diverse array of issues, including:

An old man, alone, bitter and homeless moves through a process of healing and reconciliation to reach a measure of peace with his country, his past and himself

*(The Cats of Mirikitani)*

A community's young people confront the horrors of their victimization in the civil war in Northern Uganda to reach a collective triumph of their will to recover and flourish.

*(War /Dance)*

A small, poor country faces the challenge of providing progressive community based health care to their population, and having succeeded, moves to challenge the rest of the world to match its incredible record of health solidarity with the poorest people in the world. *(Salud!: Cuba and the Quest for Health)*

These are but three stories from our festival which portray a personal, a community, and an international approach to the complicated set of challenges facing the 21st century world. Every film will tell a story which can become a prompt to action for any one of us.

It is not sufficient to simply study the world; the point is to change it. We must consider challenging ourselves:

- to learn more about the issues we encounter at the festival;
- to discuss these issues with our colleagues, families and friends; and
- to hold our own lives up to a critical examination in light of what we have seen at the festival and **act on what we see**.

For a Film Guide please contact Ilse Hill at [ilse.hill@gmail.com](mailto:ilse.hill@gmail.com). Tickets will be on sale in February at a variety of locations. Come and join us!!!!

## Scholarships and Bursaries

There are five \$700 ADTU Scholarships and two \$500.00 ADTU Bursaries. Preference will be given to dependents of ADTU members. ADSS, USS and VAST graduates should check with their school counselor for further information.

# BCTF

## New Teacher Conference

The ADTU and SD70 are co-sponsoring the following teachers to attend the BCTF New Teachers' Conference on Feb.29 and March 1, 2008:

Nicole Hamaguchi, NMS  
Janelle Iverson, NMS  
Lindsay Lloyd, NMS  
Jessica Play , 8<sup>th</sup> Ave.

# BCTF

## Public Education Conference

Megan Reddick will attend the BCTF Public Education Conference along with parent representative Susan Mundy from UES. The Conference is on January 25 and 26, 2008.

# BCTF Pension Seminars

April 3, 2008 5:00-6:30 p.m. Coast Bastion Inn, Nanaimo  
April 4, 2008 9:00 – 10:30 p.m. Coast Bastion Inn, Nanaimo

Membership does have its privileges. Your contributions to the Teachers' Pension Plan now will be your income down the road. Attend a BCTF Pension Seminar and see what your future holds.

### *Who Should Attend?*

Regardless of what stage you are in your career, this seminar is packed with information you need to know now:

- Breaks in Service – like Maternity Leave
- Read and Understand you Member's Benefit Statement
- How to maximize your pension
- How to use the TPP website
- How to calculate when you can take your pension
- Estimate how much money you can expect when you do retire

There is no charge to attend but participants must register. For registration forms contact the ADTU office or use the BCTF Web page – [bctf.ca](http://bctf.ca) and use the index to find the Teacher Pension Plan.

### *Thinking of Retiring?*

The BCTF has an excellent workshop for those who are moving into retirement:

April 3, 2008 7:30 to 9:30 p.m.  
April 4, 2008 11:30 a.m. to 1:30 p.m.

Coast Bastion Inn, Nanaimo

For registration forms contact the ADTU office or use the BCTF Web page – [bctf.ca](http://bctf.ca) and use the index to find the Teacher Pension Plan

# ADTU Retirement Dinner

Circle your calendar for Friday, June 6, 2008 at the Italian Hall. This 2008 Retirement Dinner is organized by 8<sup>th</sup> Avenue.

# BCTF

## Annual General Meeting

Saturday, March 15, 7pm to Tuesday, March 19, 10 pm.

Come and learn about all attributes of the BCTF and help make decisions on BCTF policy and executive members. We will be electing our delegates at our February 20<sup>th</sup> General Meeting.

### CONTACT US

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**Please Note: We do not have a SD70 email account.**

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