



FROM THE PRESIDENT'S DESK

October 2008

I hope that you have had an enjoyable summer and that school start up has been smooth. Six ADTU members started the year off in surprisingly cool Kamloops, the site of this year's BCTF Summer Conference – August 18-21. The Conference focused upon the three major goals and priorities for this year as set by the BCTF Annual General Meeting and Spring Representative Assembly:

- 1. Achieving firm limits on Class Size, class composition and case loads, supported by an adequate increase in funding.*
- 2. Eliminate the Foundation Skills Assessment, and failing that, achieve a move to FSA's on a random sample basis.*
- 3. Participate in local elections to build support for improvements in classroom conditions, and to make education a vote-determining issue in the provincial election as well as gaining improvements in classroom conditions.*

In my view, this year is the most important year of the scope of the 2006-11 collective agreement. If we compare the state of public education today to that of only 5 years ago then it is clear that teachers need to be involved in the political process. The ADTU intends to be fully involved in the municipal and provincial elections. Please seriously consider volunteering some of your time to ensure our efforts are successful.

IMPORTANT ELECTION EVENTS

October 14 – Federal Election Day
October 30 – Municipal All Candidates Meeting
November 3 – School Trustee All Candidates Meeting
November 15- Municipal and School Trustee Election Day

Our Local Election Contact person is Don Stevenson.

ALERT! SENIORITY LIST ADJUSTMENTS FOR PART-TIME WORK

Article 100.2 of the Collective Agreement stipulates that “as of September 1982, part-time teaching shall be credited fully as if it were full-time service”. However, we have learned that many teachers have had their part-time work credited incorrectly as part-time seniority. The ADTU and SD70 have agreed to correct the situation prior to the next seniority list being finalized at the end of October. Teachers who have been recently added to the seniority list but have aggregate service months that include a decimal number will be automatically reviewed. It is possible that teachers who have whole number aggregate seniority credits may also have had their part-time seniority incorrectly calculated. Therefore, we are asking that any teacher who would like their seniority to be reviewed to contact the ADTU office as soon as possible.

CLASS SIZE AND COMPOSITION

BILL 33 AND LEGISLATION

By now all classes should be organized as to not exceed the limits established by legislation. Legislated Limits are:

K	22	Cannot be exceeded
1-3	24	Cannot be exceeded
4-7	30	Exceed only with consent of teacher
8-12	30	Exceed only upon consultation with the teacher

New regulations required school administrators to provide all relevant information about class composition to teachers prior to the finalization of classes and certainly by September 19. Teachers then had two days to request a consultation meeting with administration. The provision of relevant information must occur between School Administration and the teacher for any grades 4-12

classes that exceeded the class size limits or for any class which has more than 3 students with an I.E.P. The deadline for completion of consultation meetings was September 23. The consent of the teacher is required for Grades 4-7 to exceed 30 students.

BCTF BILL 33 PROVINCIAL GRIEVANCE

The BCTF has already filed a provincial grievance regarding Bill 33. Grieveable topics include:

- More students than class size limit upon school opening and/or prior to consultation.
- More than 3 students with an I.E.P. upon school opening and/or prior to consultation.
- More than 30 students in Grade 4-7 without consent given by the teacher.
- Teacher not given relevant information in a timely manner.

It is important that Teachers consider signing on to the Provincial Grievance to help support BCTF efforts to show that Bill 33 has not helped with class size and composition. Also, such information is crucial for our upcoming Supreme Court of Canada challenge to the “stripping” of class size and composition collective agreement articles in 2002. Bill 33 Grievance Forms are available from the Staff Representative or from the ADTU Office.

DISTRICT CLASS SIZE AVERAGES

According to the School Act, the District Average for class size cannot be exceeded as:

K- 19
1-3 21
4-7 28
8-12 30

SD 70 has been in violation of the Average Class Size for Grades 1-3 during the 2005-06, 2006-07 and 2007-08 School Years. 20 TOC days were given to the ADTU as a settlement for the 2005-06 violation. An Arbitration concerning the 2006-07 and 07-08 violations is scheduled for November 24-28 and December 15-19.

We will be calculating the 2008-09 average for grades K-5 by sending out Class Size Reporting Forms to all Elementary School Staff Representatives in mid-October.

SCHOOL PLANNING COUNCILS

ADTU members are reminded that they are not to be participating in School Planning Councils.

HEALTH AND SAFETY

If you sustain a work-related injury you must complete a Form 6A and send it to WorkSafe B.C. and Safety Manager Harry Eberts at the Maintenance Shop. Also send a copy to the ADTU Office for tracking purposes. The BCTF would like a copy of all decision letters from WorkSafe BC. If your claim is denied the BCTF may decide to assist you in an appeal. Teachers are encouraged to use WorkSafe B.C.'s new Teleclaim procedure.

CONSIDER YOUR COLLEAGUES – BE SCENT FREE!

Scented products such as perfume, cologne, hair spray can aggravate health problems for some people, especially those with asthma, allergies and other medical conditions. Look for the “**We Share the Air**” posters at your worksite. The posters were a result of an ADTU initiative at the SD70 District Health and Safety Committee.

VIOLENCE IN THE WORKPLACE

Teachers have the right to work in a safe environment. This includes the actual or threat of injury from violence. If you have any concerns about potential violence in your workplace see your Staff Representative or contact the ADTU office.

PORTABILITY OF SICK LEAVE

Teacher's can bring up to 60 days of unused Sick Leave from a previous B.C. School District upon being hired to any contract (Continuing or Term) in a new B.C. School District. Application to "port" Sick Leave must be made within 90 days of receiving the application form from the School District.

PORTABILITY OF SENIORITY

Teacher's who are hired to a continuing contract effective September 1, 2006 or later, can bring up to 10 years of seniority from a previous B.C. School District to their new District. Application to "port" seniority must be made within 90 days of receiving the application form from the new School District. Teachers' On Call are able to "port" seniority from more than one district.

2008-09 SALARY

The current Salary Scale is enclosed at the end of this newsletter. Please check your pay statement carefully to ensure that you are being paid correctly. A Salary Harmonization Top Up has been implemented to the maximum amounts for each category.

Note: The amounts for category maximum is the shaded box area at the bottom of the page.

RECRUITMENT AND RETENTION ALLOWANCE

The ADTU and SD70 were successful in a recent application for teachers in Bamfield, Ucluelet and Tofino to receive a Recruitment and Retention Allowance. The Allowance is \$2200 per year, pro-rated for part-time teachers and will be payable at \$220 per month. Beginning, July 2009, the allowance will be added to the salary grid.

CATEGORY 5+

Category 5+ was implemented effective April 1, 2006. Teachers who believe that they have met the criteria for 5+ must apply directly to the TQS.

TQS will assign an effective date of January, May or September and any retroactive pay is payable to the effective date.

TQS may also accept Red Seal Trades Credentials as meeting the 5+ criteria.

Teachers who have questions about their 5+ application are advised to contact TQS directly.

It is also recommended that Teachers contact TQS prior to commencing on a 5+ program.

MAINTAINING WHAT WE HAVE ACHIEVED -RECENT GRIEVANCES

- The ADTU was successful in getting 12.5 FTE Continuing Positions added to Year End Staffing. Successful resolutions were also reached for grievances concerning Teacher Evaluation, Posting and Filling, Health and Safety (Classroom Temperature), and Cost-Sharing of the Professional Development Chairperson.
- A Professional Autonomy grievance regarding the requirement that teachers use Common Grade Assessments and Performance Standards during the fall of 2007 has been approved by the BCTF for Arbitration.
- The ADTU has opened a grievance concerning Professional Autonomy from the spring of 2008. 45 teachers received letters of direction from administrators to administer and mark Common Grade Assessments. No teacher was disciplined.
- Other ongoing grievances include the hiring of a non-certificated person when a B.C. certified teacher was available, and teacher on call out procedures.

CONVERSION TO CONTINUING STATUS

Article 40 of the Collective Agreement outlines the procedure for conversion to continuing status. Teachers are responsible to applying to the School District if they believe that they have met the requirements:

- 40.4.1 An ADTU member shall be granted a continuing appointment when the member has been employed by the Board on a temporary appointment for:
 - 40.4.1.1 at least four (4) FTE continuous months; and
 - 40.4.1.2 an aggregate of fifteen (15) FTE months; and
 - 40.4.1.3 has commenced and completed at least two (2) temporary appointments of any duration; and
 - 40.4.1.4 is reappointed to another position in the district in addition to the temporary appointments referred to in 40.4.1.1, 40.4.1.2 and 40.4.1.3.
- 40.4.2 The calculation of employment with the Board for the purposes of Article 40.4.1.1 and 40.4.1.2 shall commence July 1, 1990.
- 40.4.3 Effective September 1, 1992, any part-time service of less than 0.5 FTE for the purposes of Articles 40.4.1.1 and 40.4.1.2 shall be calculated in the following manner:
 - .1 FTE as .2 FTE
 - .2 FTE as .5 FTE
 - .3 FTE as .5 FTE
 - .4 FTE as .5 FTE

PART-TIME TO FULL-TIME

The Collective Agreement allows for continuing part-time teachers to increase their FTE throughout the school year via the Posting and Filling process. In some cases non-continuing teachers have been allowed to increase their FTE mid-year.

PROFESSIONAL DEVELOPMENT

On September 23, Pro D School Representatives participated in a BCTF workshop on Reclaiming Professional Rights and Responsibilities

Determination of Professional Development Activities continues to be the responsibility of the District Professional Development Committee for the District days (October and February) and the School Pro D Committee for School-based days.. Help your School Pro D Chair to plan meaningful school-based activities by participating in your worksite's PD Committee!

The Brochure for October 24 is in schools and sign up has been brisk!

GENERAL MEETING

ADTU General Meetings and Representative Assemblies are held the third Wednesday of every month, usually excluding December, March and June, at the Neill Middle School library and U.S.S. beginning at 4:00 p.m. All ADTU members are invited to attend.

Participants to the September 25, 2008 General Meeting passed the following motions:

BUDGET AND FEE

- That the Fee remain the same at \$42.50 per FTE, prorated for members who are working part-time.
- That the Fee for members who are Teachers on Call remain the same at .25% of gross salary.

- That up to \$8000 be transferred to the Membership Support Fund from the General Account to reinstate monies that were used for the Hardship Fund in October 2005.

EXECUTIVE POSITIONS

An Executive position was made for an Aboriginal Education Contact person.

Megan Reddick was appointed Professional Development Chairperson.

Vacancies exist for 1 Social Justice Chairperson and 1 Teacher On Call Representative. Contact the ADTU office if you are interested.

DISTRICT ASSESSMENTS AND PROFESSIONAL AUTONOMY

The following motion was carried:

1. That the decision of the 2008 Annual General Meeting to not mark Mandated District Assessments be replaced with the following:
 - a) Teachers be 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) Not attending Common Grade Marking Sessions unless directed to do so by administration.
 - iii) If directed to attend the Common Grade Marking Sessions, 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.



THANK YOU

- Bruce Carlos, Jackie Zydyk, Lisa Laslo, Don Stevenson, Debbie McGill and Tricia Hartman for taking time in the summer to attend the BCTF Summer Conference.
- To all of you who have volunteered to be an ADTU Representative at your worksite.

ADTU EXECUTIVE 2008-09

Ken Zydyk	President
Ian Thomas	Vice President
Debbie McGill	Secretary/Treasurer
Jackie Zydyk	Working & Learning
Megan Reddick	Pro D Chair
Lisa Laslo	Local Representative
Tooie Casavant	Aboriginal Education
Tricia Hartman	Social Justice
Sheila Johannessen	Member at Large

CONTACT US

Office 4913 Argyle Street
 Phone 250 724-5021
 Fax 250 724-0442

Email

Ken Zydyk, President Direct email: lp701@bctf.ca
 Christine Peffers, Office Manager email: adtu@shawcable.com

BCTF Field Services

Kerry Richardson 1-800-663-9163